



VIZIONFOCUS

望隼科技股份有限公司

2024 SUSTAINABILITY REPORT



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About This Report

This report is the first Corporate Sustainability Report issued by Vizionfocus Inc. (hereinafter referred to as “Vizionfocus” or “the Company”). Through the publication of this report, Vizionfocus aims to present, in a transparent and impartial manner, the Company’s 2024 efforts and achievements in implementing corporate sustainability across three key dimensions—Governance (G), Social (S), and Environmental (E)—and to demonstrate its firm commitment to promoting sustainable development within society.

Reporting Period

This report discloses the Company’s sustainability management policies, environmental management practices, social contributions, responses to material issues, and corresponding performance data for 2024 (January 1, 2024 to December 31, 2024).

Restatement of Information

None.

Reporting Cycle

Vizionfocus publishes Sustainability Report on an annual basis. The next report (for 2025) will be published in August 2026. This report includes economic, environmental, and social data for Vizionfocus Inc. and its subsidiaries. When data from certain entities are not fully disclosed, explanatory notes are provided to clarify the reporting boundaries. In this report, the term “Vizionfocus” refers to the parent company alone, while “Vizionfocus Group” refers to the consolidated group entities.

Reporting Boundaries

The scope of this report covers the Company’s performance in governance, social, and environmental aspects. Financial performance data are derived from the consolidated financial statements, which have been audited by Deloitte & Touche. The social and environmental information covers the headquarters in Taiwan and the subsidiary Jiangsu Vizionfocus Inc., (Jiang Su). The greenhouse gas (GHG) inventory includes only the Taiwan headquarters. The following entities are excluded from this report’s scope: Star Eagle Optical Co., Ltd., Green Wealth Investments Limited, and Clear Precise Investments.

Reporting Standards

This report has been prepared in accordance with the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, referencing the GRI 2021 Standards issued by the Global Reporting Initiative (GRI). It also aligns with the United Nations Sustainable Development Goals (SDGs) and the Sustainability Accounting Standards Board (SASB) standards. Furthermore, this report is compiled based on the AA1000 Accountability Principles Standard (2018), which emphasizes four key principles: materiality, inclusivity, responsiveness, and impact. A GRI Content Index and SASB Standards Content Index are provided at the end of this report for readers’ reference.

Verification and External Assurance

The Company’s 2024 greenhouse gas (GHG) emissions data were verified in accordance with the latest ISO 14064-1:2018 standard. The verification scope achieved 100% third-party assurance by AFNOR Asia Ltd., which issued a GHG Verification Statement with a reasonable level of assurance. Other external certifications obtained include ISO 27001, ISO 13485, ISO 45001, and ISO 14001.

Contact Information

To maintain ongoing communication with stakeholders, we sincerely welcome you to contact us and share your valuable feedback. Our contact information is as follows:

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Message from the Chairperson

In response to the rapidly changing global market and the accelerating wave of sustainability, Vizionfocus Inc. upholds its core philosophy of “People-Oriented, Innovation-Driven, Quality-Based, and Sustainability for Shared Prosperity.” We continue to strengthen our operational resilience, expand our global presence, and deepen our responsibility toward society and the environment. In 2024, we steadily advanced our business and transformation strategies, focusing on product differentiation, process optimization, information security, and ESG management, thereby laying a solid foundation for the Company’s long-term sustainability and competitiveness.

In 2024, under the two key pillars of strengthening core process capabilities and advancing sustainable corporate governance, we achieved several important milestones. On the operational front, Vizionfocus continued to deepen its collaboration with leading global brands, reinforcing high-end process deployment and product reliability validation mechanisms to achieve steady business growth while showcasing the technological resilience and global trust of Taiwan’s manufacturing. In response to the rising cybersecurity risks, we successfully obtained ISO 27001 Information Security Management System certification, formally implementing a structured control and continuous improvement mechanism to safeguard customer data and internal operational security.

Looking ahead, Vizionfocus will adopt a flexible sustainability-driven framework as the guiding reference for its next phase of strategic planning. This includes evaluating ways to incorporate circular design concepts into product development to gradually reduce the use of disposable materials and packaging; exploring more efficient manufacturing and energy-saving technologies to move toward low-carbon production; prudently advancing smart manufacturing transformation by integrating automation with information security management to enhance overall operational resilience; and strengthening collaboration with supply chain partners to gradually build a responsible governance mechanism that extends sustainability management upstream. Based on organizational resources, market dynamics, and customer needs, we will steadily promote sustainability initiatives and practically realize long-term corporate value.

As we move forward, Vizionfocus will continue to deepen partnerships with employees, customers, suppliers, and society through transparent communication and open dialogue, gathering collective wisdom to build a globally competitive and sustainable enterprise. We believe that only by embedding sustainability at the core of our operations can we achieve both corporate growth and shared prosperity with society.

Chairperson, Vizionfocus Inc.

Hsiu-Chuan Huang



2024 Sustainability Performance

Material Topic	Material Issue	2024 Performance
Sustainable Operations	Financial Performance	In 2024, consolidated revenue reached NTD 3.0 billion, representing a 17% increase compared with the previous year. Consolidated operating profit was NTD 888 million (up 7%), and consolidated net profit after tax was NTD 729 million (up 11%).
Sustainable Operations	Integrity Management and Regulatory Compliance	In 2024, there were no violations of socioeconomic regulations, including anti-competitive behavior, taxation, bribery, corruption, or product- and service-related noncompliance. The Company has established an integrity management policy and training system, as well as a whistleblowing hotline and email channel for both internal and external stakeholders to report misconduct.
Sustainable Operations	Information Security and Customer Privacy	Vizionfocus has established an information security management system and promotes continuous improvement through the PDCA cycle. Key initiatives include policy formulation, asset risk assessment, system implementation, and incident reporting. In 2024, there were no information security incidents or data breaches, and the Company successfully completed its ISO 27001 certification renewal.
Happy Workplace	Employee Training and Development	Vizionfocus promotes talent cultivation. In 2024, the average training hours per employee were 22.18 hours for men and 12.21 hours for women. Training programs included education and on-the-job training, rotation programs, overseas study tours, and corporate visits.
Happy Workplace	Occupational Health and Safety	With the goal of "zero accidents," Vizionfocus continued to strengthen workplace safety culture. In 2024, there were no major occupational accidents or fatalities. The Company conducts at least two company-wide fire and emergency drills each year and continues to promote hazard identification and risk assessment procedures. We have also implemented a behavioral observation and occupational incident reporting system to effectively enhance preventive mechanisms.
Environmental Management	Waste Management	Vizionfocus classifies, outsources, and disposes of industrial waste generated during its operations in accordance with relevant regulations. In 2024, a total of 742.8385 metric tons of waste was generated, with a recycling and reuse rate of 82%. The Company continues to promote waste reduction and resource recycling. All waste disposal operations comply with applicable laws, and outsourced contractors are regularly audited to ensure regulatory compliance.
Climate Change Management	Water Resource Management	In 2024, Vizionfocus's total water consumption was 30,664 cubic meters, representing an 8.63% reduction compared with 2023. To address water scarcity, the Company optimized process water-saving measures, reused RO reject water for cooling systems, and implemented rainwater harvesting at its new facilities for landscape irrigation, thereby improving water resource efficiency.
Climate Change Management	Energy and Greenhouse Gas Management	In 2024, total energy consumption reached 49,851 GJ, a 4.21% decrease from the previous year. Energy-saving measures included upgrading the air compressor system and replacing outdated lighting equipment, resulting in annual electricity savings of approximately 606,120 kWh. Total greenhouse gas emissions amounted to 8,649.671 metric tons of CO ₂ e. The 2024 greenhouse gas inventory was completed in accordance with ISO 14064-1 and verified by an independent third party.

Material Topic	Material Issue	2024 Performance
Sustainable Operations	Procurement Practices and Management	Based on supplier performance evaluations, suppliers are categorized into four levels: A (Excellent), B (Good), C (Needs Improvement), and D (To Be Phased Out). Improvement follow-ups are conducted for B-level suppliers, while C-level suppliers trigger replacement evaluations. In 2024, Vizionfocus had 276 A-level suppliers (50.36%), and one supplier each in categories B and D.
Climate Change Management	Climate Change Adaptation	Vizionfocus completed a climate-related risk and opportunity assessment with reference to the TCFD framework, evaluating both transition and physical risks. The Company has implemented adaptation measures such as establishing an energy management system, enhancing backup power, and strengthening water conservation initiatives.

Sustainability Governance and Strategy

Sustainability Policy and Management Framework

Before the formal establishment of the Sustainability Development Committee, Vizionfocus Group had already initiated its sustainability management practices. Currently, the Corporate Management Division is responsible for planning various sustainability initiatives and coordinating the Group-level sustainability efforts. The division formulates sustainability strategies, develops implementation plans, tracks ESG performance indicators, and facilitates cross-departmental resource integration and stakeholder engagement. These efforts ensure that all sustainability actions are closely aligned with the Company's core operations and risk management framework, enabling steady progress toward its sustainability goals.

Vizionfocus plans to formally establish the Sustainability Development Committee in 2026 and incorporate it into the Board's supervisory mechanism. The Committee will be composed of senior executives to strengthen strategic oversight and guidance on sustainability-related issues. This structure aims to enhance the Company's governance framework and improve its capabilities and transparency in ESG risk identification, resource integration, and sustainability performance management.

To fulfill corporate social responsibility and enhance long-term competitiveness, Vizionfocus Group has formulated the Sustainability Practice Code in accordance with the Securities and Exchange Act and relevant regulations. The Guidelines formally integrate environmental, social (human rights), and governance (ESG) considerations into the Company's overall business strategy. After approval by the Board of Directors, the Guidelines are implemented across the Company and its subsidiaries to ensure consistency and effectiveness in sustainability practices.



Vizionfocus promotes sustainability practices across four key dimensions. The first is corporate governance, which emphasizes integrity, risk control, and information transparency, requiring all directors, managers, and employees to comply with ethical standards and anti-corruption policies. The second is environmental sustainability, focusing on resource efficiency, waste management, hazardous substance control, and greenhouse gas emission monitoring. By implementing management systems and auditing mechanisms, Vizionfocus strengthens its ability to respond to climate change and mitigate environmental impacts. The third is social responsibility, which covers labor conditions, human rights protection, workplace safety, career development, and employee engagement. The Company also establishes ESG responsibility standards for suppliers and business partners and incorporates sustainability principles into supply chain management practices. The fourth is information disclosure, through which Vizionfocus commits to regularly publishing sustainability information in accordance with domestic regulations and international standards, including major ESG risk management strategies and performance, to enhance transparency and stakeholder trust.



In addition, Vizionfocus has established an internal implementation mechanism, designating the Corporate Management Division as the unit responsible for planning, executing, and tracking ESG objectives, and reporting progress to the Board of Directors on a regular basis. The Board serves as the ultimate decision-making and supervisory body, reviewing policy directions and approving annual action plans to ensure that sustainability issues are deeply integrated into business operations and management.

Through institutional development and organizational collaboration, Vizionfocus is committed to achieving balanced growth between economic performance and social and environmental responsibility, while continuously strengthening its sustainability governance foundation to address the challenges of a rapidly changing global landscape and evolving stakeholder expectations, moving toward a resilient and forward-looking future.



Stakeholder Engagement

Vizionfocus continuously interacts and communicates with stakeholders to establish a mechanism for responding to sustainability-related issues. In accordance with the AA1000 Stakeholder Engagement Standard (AA1000 SES), the Company follows five key principles of stakeholder engagement: Dependency, Responsibility, Tension, Influence, and Diverse Perspectives. Based on these principles, Vizionfocus has identified six major stakeholder types, including employees, customers, suppliers, shareholders, government agencies, and local communities.

Stakeholder	Significance	Key Issues of Concern	Communication Channels	Communication Frequency
Employees	Employees are the core stakeholders in Vizionfocus's sustainable development and a key driving force behind stable operations and continuous innovation. The Company firmly believes that only by creating a safe, healthy, and growth-oriented workplace can it strengthen team cohesion and promote steady progress toward sustainable operations.	<ul style="list-style-type: none"> Talent attraction and retention Employee training and development Occupational health and safety Financial performance 	labor-management meeting	Quarterly
			Employee Welfare Committee	Quarterly
			Occupational Safety and Health Committee	Quarterly
			On-site medical personnel providing employee consultations	Every two months
			Communication channels such as the "Sexual Harassment Reporting Mailbox" and "Whistleblowing Mailbox"	Irregularly
Shareholders	Investors are key stakeholders within Vizionfocus's corporate governance framework. Their trust and support are vital to the Company's continued growth and innovation. Vizionfocus adheres to the principles of integrity and transparency, continuously optimizing financial performance and operations to deliver stable returns and meet shareholders' expectations for sustainable corporate management.	<ul style="list-style-type: none"> Corporate governance and risk management Financial performance Integrity management and regulatory compliance Innovation and R&D 	Shareholders' Meeting	Annually
			Annual Report	Annually
			Financial Report	Regularly
			Material information disclosures / Press releases	Irregularly
			Investor Relations Section of Company Website	Irregularly
			Spokesperson	Irregularly
			Investor Conference	Quarterly

Stakeholder	Significance	Key Issues of Concern	Communication Channels	Communication Frequency
Customers	Customers are the most direct service recipients in Vizionfocus's value chain. Centered on understanding customer needs, Vizionfocus combines its core technological strengths with a comprehensive service system to deliver high-quality and highly reliable products. The Company is committed to building long-term, stable partnerships, enhancing customer satisfaction, and achieving value co-creation.	<ul style="list-style-type: none"> Information security and customer privacy Innovation and R&D Supplier management Hazardous substance management Financial performance Climate change adaptation 	Customer Satisfaction Survey	Annually
			Customer Feedback	Irregularly
			Customer Audit	Irregularly
Suppliers	Suppliers are indispensable partners in Vizionfocus's value chain. The Company values the quality and stability of the raw materials and components provided by suppliers and strives to establish mutually beneficial and trustworthy partnerships. Through joint efforts and continuous improvement, Vizionfocus enhances product competitiveness and market credibility, achieving shared benefits and sustainable growth.	<ul style="list-style-type: none"> Supplier management Procurement practices and management Hazardous substance management Climate change adaptation 	Supplier Meeting	Irregularly
			Supplier Audit	Annually
			Supplier Evaluation	Annually
Government / Regulatory Authorities	Government agencies and regulators are key stakeholders in ensuring Vizionfocus's compliance and institutional governance. The Company strictly adheres to relevant laws and policy requirements, adjusting management practices in accordance with local operational conditions to ensure compliance while aligning with policy directions to promote corporate sustainability.	<ul style="list-style-type: none"> Integrity management and regulatory compliance Corporate governance and risk management Energy and greenhouse gas management 	Participation in government policy discussions and seminars	Irregularly
			Correspondence and supervision with government authorities	Irregularly
			Official correspondence	Irregularly

Stakeholder	Significance	Key Issues of Concern	Communication Channels	Communication Frequency
Local Communities	Local communities are essential environments and partners that support Vizionfocus's business operations. Guided by the principle of fulfilling corporate citizenship responsibilities, Vizionfocus actively participates in community care and public welfare initiatives. The Company is committed to building positive relationships with local communities, promoting social inclusion, shared prosperity, and mutual well-being, thereby contributing to sustainable local development.	<ul style="list-style-type: none"> • Community investment and participation • Waste management • Hazardous substance management • Water resource management 	Public welfare and charity activities	Irregularly

Material Topic Identification

Vizionfocus conducted a material topic identification process in accordance with the GRI Standards (2021) and the AA1000 Accountability Principles (2018), which include the four principles of inclusivity, materiality, responsiveness, and impact. The identification process covered both internal factors, such as business strategies and organizational policies, and external factors, including sustainability trends and stakeholder concerns. Considerations included the United Nations Sustainable Development Goals (SDGs), the GRI 2021 Standards, regulatory requirements, and stakeholder feedback. Through a systematic evaluation mechanism, Vizionfocus further analyzed the actual impacts of each topic across the economic, environmental, and social (including human rights) dimensions, serving as the basis for the Company's sustainability management priorities and the disclosure of information in this report.

Material Topic Identification Progress

Step	Description
Step 1. Identify Sustainability Issues	Vizionfocus referred to sustainability indicators within the same industry, sustainability issues of concern to the global technology sector, the United Nations Sustainable Development Goals (SDGs), and internationally recognized standards and frameworks such as SASB, GRI 2021, and TCFD. A comprehensive evaluation was conducted based on the Company's short-, medium-, and long-term operational conditions. The Sustainability Development Committee (temporarily overseen by the Corporate Management Division before its formal establishment) consolidated and categorized these issues, initially defining three major sustainability dimensions and a total of sixteen key topics. The potential impacts of Vizionfocus's operations on each topic were further assessed to serve as the foundation for sustainability management and information disclosure.
Step 2. Assess Stakeholder Concern Levels	<p>(1) Stakeholder concern survey: Vizionfocus distributed questionnaires to key stakeholders to collect feedback on the level of concern regarding the sixteen sustainability topics, providing a basis for understanding external expectations and focal points. A total of 103 valid responses were received, covering employees, customers, suppliers, and shareholders.</p> <p>(2) Assessment of business impact: Based on the results of the stakeholder concern survey, Vizionfocus simultaneously evaluated the impacts of its business activities across the three ESG dimensions: environment, society, and governance.</p>

Step	Description
Step 3. Identify Actual and Potential Impacts	Vizionfocus assessed both positive and negative impacts across the ESG dimensions. The Sustainability Task Force evaluated the sixteen key sustainability topics based on their positive and negative significance. When rating the impact significance, the team considered three factors: the scope of impact, the severity of impact, and the likelihood of occurrence.
Step 4. Analyzing the Impact of the External Environment on Company Operations	Vizionfocus evaluated the positive and negative impacts of ESG dimensions on its business operations: Senior executives from various departments jointly assessed the 16 key sustainability issues to determine whether they pose actual or potential positive or negative impacts on the Company' s operations. The assessment factors included revenue growth, customer satisfaction, employee engagement, operational risk, and corporate reputation.
Step 5. Prioritize the Material Topics	Based on the results from Steps 2~Step 4, Vizionfocus scored, aggregated, and ranked the 16 key sustainability issues. The top 5 issues with the most significant positive impacts and the top 5 with the most significant negative impacts were identified as the Company' s material sustainability issues. These 10 material issues were further consolidated into 5 material topics: Sustainable Operations, Environmental Management, Climate Change Management, Happy Workplace, and Social Engagement.

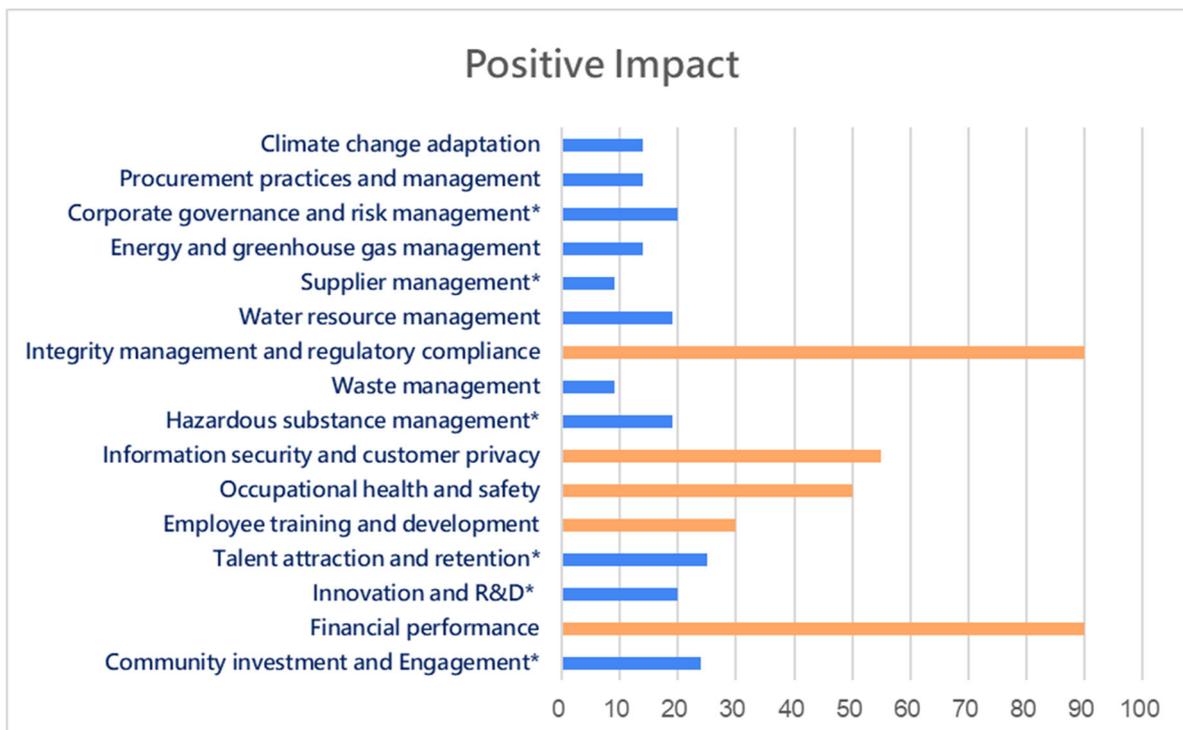
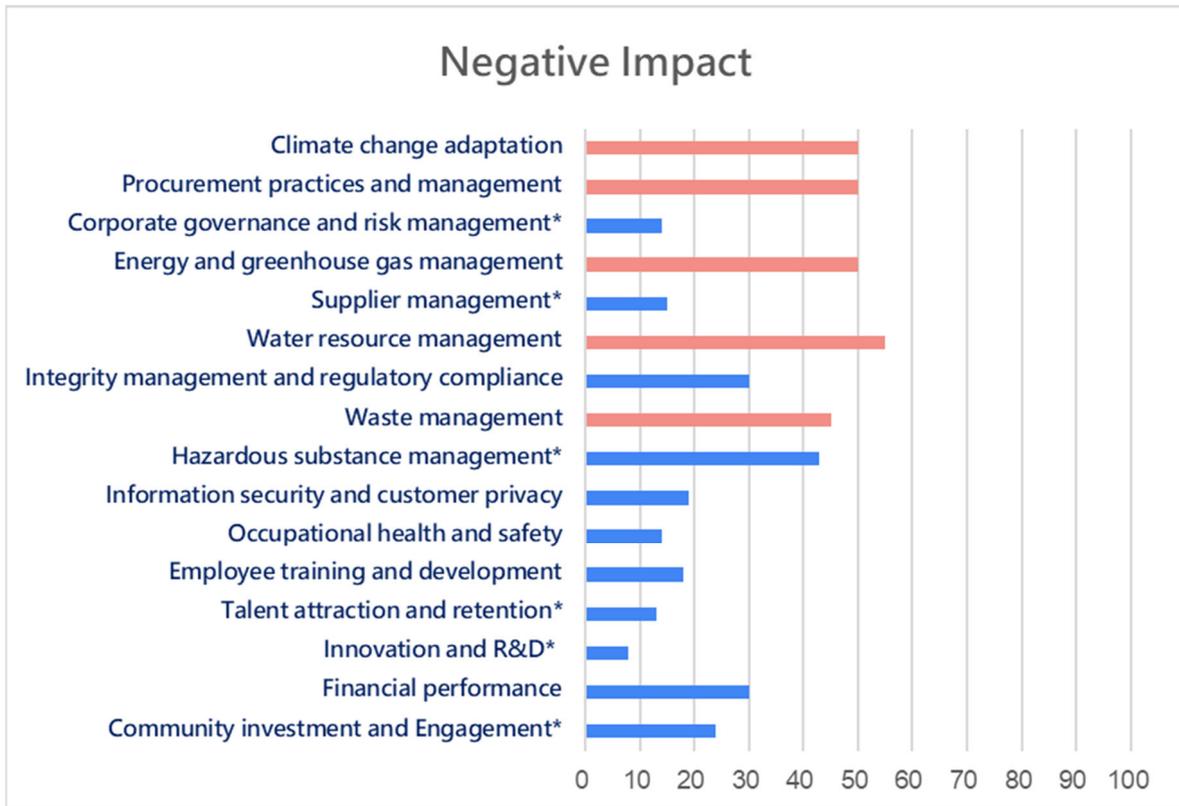
Material Topics

Material Topics List and Chart

Material Sustainability Issues	Negative Impact Ranking	Positive Impact Ranking	Material Sustainability Issues	Corresponding Material Topics
Community Investment and Engagement*	9	7	▲	Social Engagement
Financial Performance	7	1	★	Sustainable Operations
Innovation and R&D*	16	8	▲	Sustainable Operations
Talent Attraction and Retention*	15	6	▲	Happy Workplace
Employee Training and Development	11	5	★	Happy Workplace
Occupational Health and Safety	13	4	★	Happy Workplace
Information Security and Customer Privacy	10	3	★	Sustainable Operations
Hazardous Substance Management*	6	10	▲	Environmental Management
Waste management	5	15	★	Environmental Management
Integrity Management and Regulatory Compliance	7	1	★	Sustainable Operations
Water Resource Management	1	10	★	Climate Change Management
Supplier Management*	12	15	▲	Sustainable Operations
Energy and Greenhouse Gas Management	2	12	★	Climate Change Management
Corporate Governance and Risk Management*	13	8	▲	Sustainable Operations
Procurement Practices and Management	2	12	★	Sustainable Operations
Climate Change Adaptation	2	12	★	Climate Change Management

Note:

1. “**” indicates sustainability topics that are integrated into material topics and voluntarily disclosed.
2. “★” represents material sustainability issues, and “▲” represents voluntarily disclosed material issues.



Material Topics and Value Chain

Sustainability Issues	Value Chain Segment			Impact		Corresponding Material Topic
	Upstream	Midstream	Downstream	Actual/ Potential	Positive /Negative	
Community Investment and Engagement*	-	Contribute to	Cause	Potential	Positive	Social Engagement
Financial Performance	-	Contribute to	-	Actual	Positive	Sustainable Operations
Innovation and R&D*	Contribute to	Cause	Contribute to	Actual	Positive	Sustainable Operations
Talent Attraction and Retention*	-	Cause	-	Actual	Positive	Happy Workplace
Employee Training and Development	-	Cause	-	Actual	Positive	Happy Workplace
Occupational Health and Safety	-	Cause	-	Actual	Positive	Happy Workplace
Information Security and Customer Privacy	-	Cause	Contribute to	Actual	Positive	Sustainable Operations
Hazardous Substance Management*	-	Cause	Cause	Potential	Negative	Environmental Management
Waste management	-	Cause	Cause	Potential	Negative	Environmental Management
Integrity Management and Regulatory Compliance	-	Cause	-	Actual	Positive	Sustainable Operations
Water Resource Management	-	Cause	Cause	Potential	Negative	Climate Change Management
Supplier Management*	Cause	Cause	-	Potential	Negative	Sustainable Operations
Energy and Greenhouse Gas Management	-	Cause	-	Potential	Negative	Climate Change Management
Corporate Governance and Risk Management*	-	Cause	--	Potential	Positive	Sustainable Operations
Procurement Practices and Management	Cause	Cause	-	Potential	Negative	Sustainable Operations
Climate Change Adaptation	-	Cause	-	Potential	Negative	Climate Change Management

Note:

1. "*" indicates sustainability topics that are integrated into material topics and voluntarily disclosed.

Material Topic Management

Material Topics	Material Issues	Material Topic Management
Sustainable Operations	Financial Performance	<ul style="list-style-type: none"> • Short-term target: Maintain stable operations while enhancing internal efficiency and cost control. • Medium-term target: Improve gross profit margin and global market share through production automation and systemization. • Long-term target: Expand international market presence and high-value product lines to strengthen overall operational performance and corporate value.
Sustainable Operations	Integrity Management and Regulatory Compliance	<ul style="list-style-type: none"> • Short-term target: Continue providing company-wide training on integrity management and regulatory compliance. • Medium-term target: Establish supervisory and internal audit mechanisms aligned with international anti-corruption trends. • Long-term target: Enhance transparency in corporate governance and implement an integrated internal control system for ESG risk management.
Sustainable Operations	Information Security and Customer Privacy	<ul style="list-style-type: none"> • Short-term target: Strengthen cybersecurity governance and risk identification to prevent data breaches. • Medium-term target: Implement comprehensive digital monitoring and early-warning systems to improve information security protection. • Long-term target: Establish a robust information security culture and become an industry benchmark for data protection and customer privacy management.
Happy Workplace	Employee Training and Development	<ul style="list-style-type: none"> • Short-term target: Maintain an average of at least 12 training hours per employee annually to ensure essential skill development. • Medium-term target: Strengthen core competencies and managerial training for mid- to senior-level supervisors while developing a digital learning system. • Long-term target: Cultivate talent with global perspectives and innovation capabilities to build sustainable human capital.
Happy Workplace	Occupational Health and Safety	<ul style="list-style-type: none"> • Short-term target: Achieve zero major occupational accidents by enhancing risk identification and high-risk task management. • Medium-term target: Introduce digital safety monitoring and early-warning systems to improve the effectiveness of occupational injury prevention. • Long-term target: Build a zero-incident safety culture and become an industry benchmark for occupational safety management.

Material Topics	Material Issues	Material Topic Management
Environmental Management	Waste Management	<ul style="list-style-type: none"> • Short-term target: Achieve a total waste reuse rate of 61% in 2024 and strengthen classification and disposal management of general and hazardous waste. • Medium-term target: Expand the application of recycling technologies in manufacturing processes to reduce final disposal volume. • Long-term target: Achieve zero landfill waste at manufacturing sites.
Climate Change Management	Water Resource Management	<ul style="list-style-type: none"> • Short-term target: Establish a reclaimed water recycling system to reduce unit water consumption. • Medium-term target: Implement real-time monitoring and anomaly reporting systems to enhance water-saving automation and risk responsiveness. • Long-term target: Build an intelligent water resource management system to optimize water use efficiency.
Climate Change Management	Energy and Greenhouse Gas Management	<ul style="list-style-type: none"> • Short-term target: Maintain at least a 1% annual reduction in electricity consumption. • Medium-term target: Expand energy-saving equipment replacement programs and increase the proportion of green power procurement. • Long-term target: Develop mid- to long-term carbon neutrality pathways and emission intensity targets in alignment with the 2050 net-zero goal.
Sustainable Operations	Procurement Practices and Management	<ul style="list-style-type: none"> • Short-term target: Complete sustainability assessments for 60% of suppliers and establish a sustainable procurement process. • Medium-term target: Conduct on-site audits and capability-building programs for high-risk suppliers. • Long-term target: Establish a comprehensive supplier carbon footprint and ESG database to promote shared value creation across the value chain.
Climate Change Management	Climate Change Adaptation	<ul style="list-style-type: none"> • Short-term target: Complete climate risk and opportunity identification under the TCFD framework and develop management strategies. • Medium-term target: Integrate climate risk into the Vizionfocus's major business risk management and operational strategies. • Long-term target: Establish climate adaptation and transition mechanisms to enhance business resilience and stakeholder engagement.

1 Sustainable Operations – Integrity Management and Corporate Governance

1.1 About Vizionfocus

Vizionfocus Co., Ltd. was established in 2012. We specialize in the design and manufacturing of contact lenses under an ODM business model and are committed to providing high-quality daily disposable soft contact lenses for international brand clients. With integrated technical capabilities in material development, mold design, process engineering, and optical validation, Vizionfocus has successfully developed a diverse range of products, including blue light-filtering and cosmetic lenses. The Company has also obtained multiple international regulatory certifications, such as the U.S. FDA, Japan PMDA, and China NMPA.

Headquartered in Zhunan, Miaoli, Taiwan, Vizionfocus operates an advanced automated production facility. Through the implementation of intelligent manufacturing management systems (such as MES and APS), the Company enhances production efficiency and yield to meet the high-quality standards required in the medical device industry. To expand our global presence, Vizionfocus established our subsidiary, Jiangsu Shizhun Medical Equipment Co., Ltd., in China, serving as a key manufacturing and market expansion base in the region.

In terms of business strategy, Vizionfocus continues to focus on “automation, differentiation, and globalization” as its core development directions. The Company positions high-quality and professional manufacturing services as its core competitive advantage in collaborating with international brands. Looking ahead, Vizionfocus will further strengthen our capabilities in material technology, automation equipment development, and quality management. In line with market demand, the Company plans to expand our product lines and regional presence, advancing toward the goal of becoming a leading global partner in contact lens manufacturing.

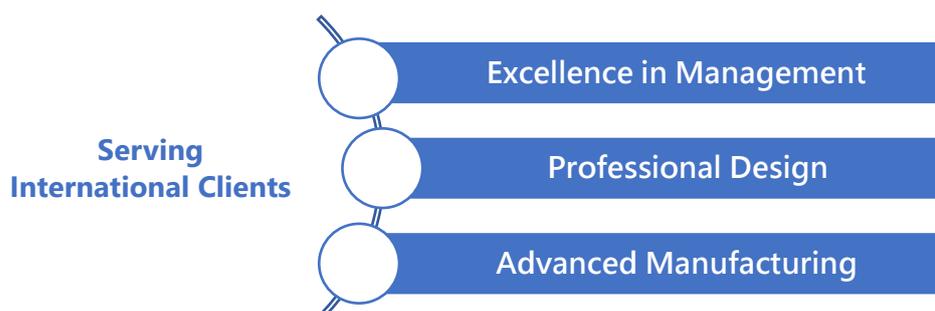
Company Profile

Stock Code	4771	Company name	Vizionfocus Inc.
Date of Establishment	2012/5/10	Unified Business Number	53764125
Industry	Biotechnology and Medical Industry	Core Business	Manufacturing and sales of soft disposable contact lenses
Chairperson	Hsiu-Chuan Huang	President	An Shih
Paid-in Shares Capital	NTD 580,447,000 (2025/6/30)	Par Value per Share	NTD 10
Headquarter	3 F., No. 66, Youyi Rd., Zhunan Township, Miaoli County 350, Taiwan (R.O.C.)		

Core Philosophy

Vizionfocus upholds the vision of becoming a world-class contact lens company, dedicated to providing clients with comprehensive contact lens solutions.

1. Vision: To become a world-class contact lens company.
2. Business Philosophy: Excellence in management, professional design, and advanced manufacturing to serve international clients.
3. Quality Policy: Compliance with regulations, systematic management, and full employee participation.

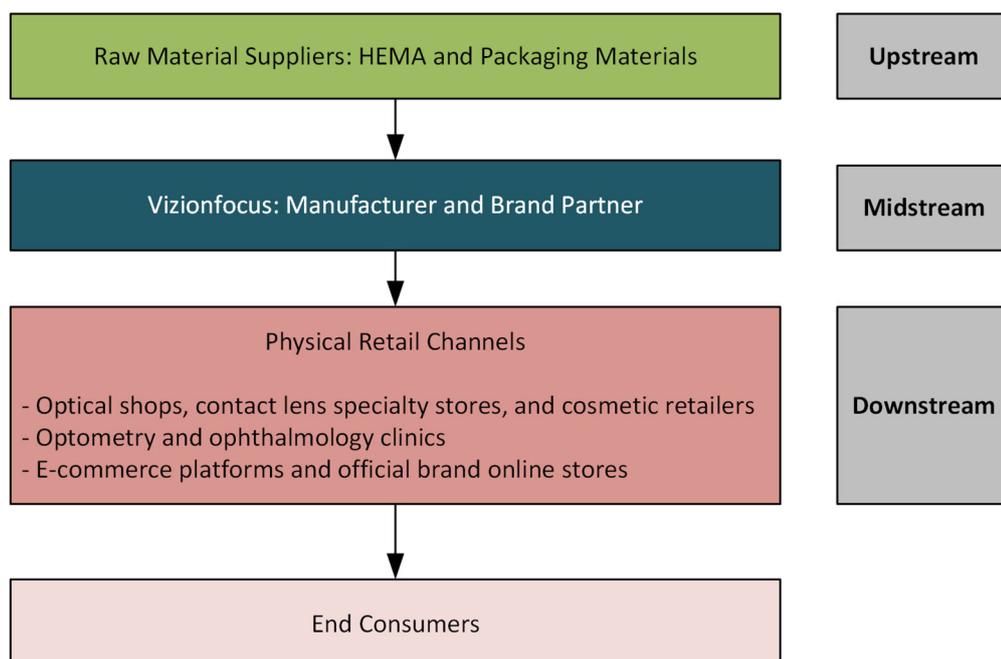


Main Business Locations of Vizionfocus Group

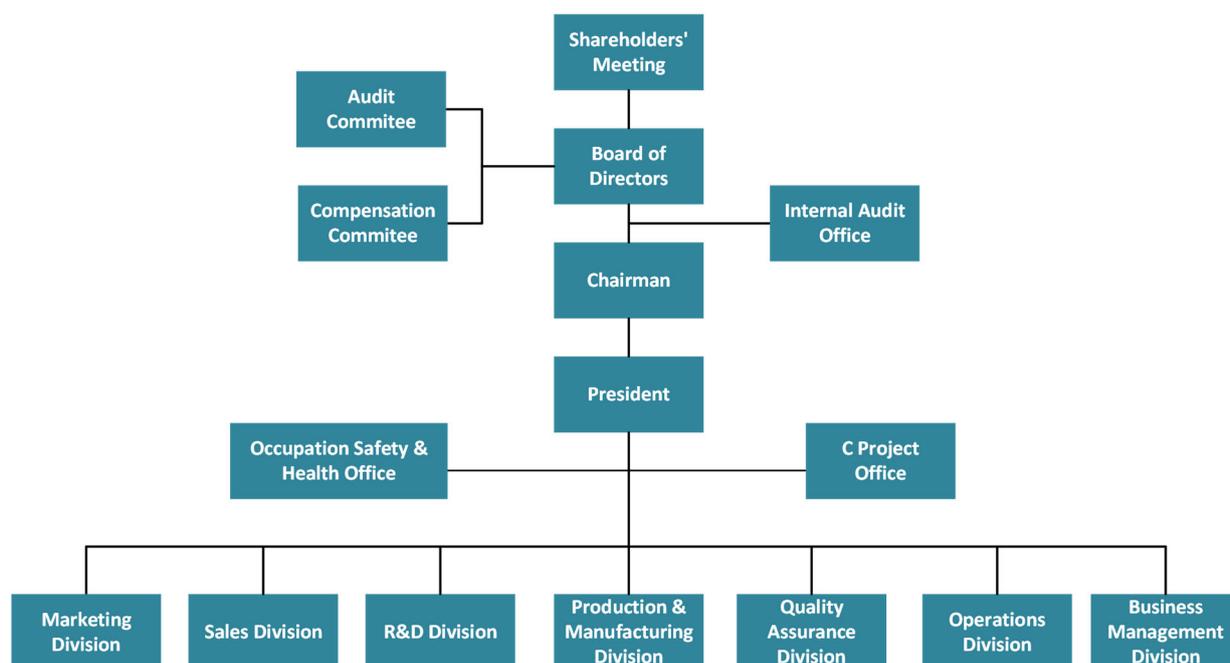


Reporting Scope	Basic Information
Vizionfocus Inc. (Headquarters) (Zhunan Plant I)	<ul style="list-style-type: none"> ➤ Location: 3F, No. 66, Youyi Rd., Zhunan Township, Miaoli County, Taiwan ➤ Core Business: ODM, manufacturing, and R&D of soft disposable contact lens
Vizionfocus Inc. (Zhunan Plant II)	<ul style="list-style-type: none"> ➤ Location: No. 5, Renyi St., Zhunan Township, Miaoli County, Taiwan ➤ Core Business: ODM, manufacturing, and R&D of soft disposable contact lenses
Jiangsu Shizhun Medical Equipment Co., Ltd. (Jiangsu Heyang plant)	<ul style="list-style-type: none"> ➤ Location: No. 3, Baisheng Rd., Life Science Industrial Park, Danyang City, Jiangsu Province, China ➤ Core Business: ODM, manufacturing, and R&D of soft disposable contact lenses

Vizionfocus Value Chain



1.2 Organizational Structure



Department	Primary Responsibilities
Board of Directors	<ul style="list-style-type: none"> Supervise the Company's overall operations and sustainable management performance.
President	<ul style="list-style-type: none"> Formulate business strategies, set operational goals, and oversee the execution and performance evaluation of departmental objectives. Define departmental authorities, establish and promote project initiatives, appoint department heads, and coordinate the implementation of business and project activities.
Internal Audit Office	<ul style="list-style-type: none"> Audit and evaluate the accuracy, reliability, efficiency, and effectiveness of operational records and internal controls, providing recommendations for improvement to ensure sound management, mitigate risks, and prevent irregularities. Evaluate internal management systems and plan and execute internal audit activities.
Occupational Safety and Health Office	<ul style="list-style-type: none"> Plan, promote, and supervise occupational safety and health management. Conduct safety and health training and oversee occupational injury prevention initiatives.
C Project Office	<ul style="list-style-type: none"> Support subsidiaries in business operations and project implementation.
Sales Division	<ul style="list-style-type: none"> Explore new markets and customers, collect and analyze client and market information. Plan and execute sales targets, manage orders and shipment schedules, provide customer service, follow up on collections, and handle overdue accounts.
Marketing Division	<ul style="list-style-type: none"> Conduct domestic and international market research and analysis, develop market expansion and product launch schedules. Formulation and promotion of product projects, coordination and integration of product launch schedules, and assistance with regulatory certification processes for overseas customers. Research on product certification requirements and regulations in various countries, planning of patent maps, and drafting and filing of related patents.

Department	Primary Responsibilities
R&D Division	<ul style="list-style-type: none"> Plan product roadmaps; execute the development of new materials, new products, and new manufacturing processes and technologies. Formulate polymer material compositions; design and prototype colored contact lens patterns; design aluminum foil and color box visuals; and improve the quality and yield of pilot production.
Quality Assurance Division	<ul style="list-style-type: none"> Conduct inspections of raw materials, semi-finished, and finished products; manage quality control during processes and for final products; and handle defective product control, analysis, and review. Maintain the quality management system; formulate and implement quality audit plans; review and track internal and external audit findings; analyze customer complaints, implement corrective actions, and provide feedback to customers. Calibrate and manage measurement instruments.
Operations Division	<ul style="list-style-type: none"> Formulate procurement and supplier plans; carry out purchasing or outsourcing operations; and track the delivery schedules of raw materials. Plan intelligent information mapping; maintain and establish the company's information hardware, software, and systems; and develop smart systems. Plan and execute production scheduling; manage inventory and the storage and dispatch of raw materials and finished goods
Business Management Division	<ul style="list-style-type: none"> Plan and execute capital raising and utilization, manage short- and long-term financing, fund allocation, and credit control, and conduct external investment assessments. Handle budgeting, accounting, taxation, cost control, and management analysis. Manage shareholder, board, audit, and remuneration committee affairs in compliance with legal requirements and assist directors with regulatory updates. Handle general administrative affairs; plan and execute human resource management, including recruitment, training, performance appraisal, and retention; plan and implement employee welfare programs; promote employee engagement and care; and establish personnel-related policies and systems. Draft, review, and manage legal contracts; and oversee the management of important documents. Handle matters related to investor relations.

1.3 Structure and Operations of Board of Directors

Code of Ethical Conduct for Directors and Managers

Visionfocus is committed to establishing a sound, transparent, and forward-looking corporate governance framework that strengthens the functions of the Board of Directors and the accountability of the management team, while actively promoting integrity management and corporate ethics. Our corporate governance system is designed in accordance with the Company Act, the Securities and Exchange Act, and relevant regulations. It encompasses the Board of Directors, the Audit Committee, the Remuneration Committee, and the executive management team. Through institutionalized role delineation and decision-making procedures, we enhance operational transparency and ensure the Company's long-term and stable development.

To strengthen ethical governance, Vizionfocus has established a Code of Ethical Conduct in compliance with applicable laws and regulations. The Code applies to all directors, the president, vice presidents, assistant vice presidents, and financial and accounting managers. It sets clear standards requiring the prevention of conflicts of interest, prohibition of personal gain through authority, proper use of company assets, and adherence to confidentiality obligations. In addition, the Code covers principles of fair trade, regulatory compliance, and mechanisms for reporting and protection. Through internal communication and institutional enforcement, Vizionfocus fosters a corporate culture of transparency, integrity, and mutual respect.

Board Diversity

The nomination and selection of the Company's Board members are conducted under the candidate nomination system. In addition to evaluating each candidate's academic background and professional experience, the Company also takes into account the opinions of various stakeholders and follows the Rules for Election of Directors and the Corporate Governance Best Practice Principles to ensure the diversity and independence of the Board. The Company's Corporate Governance Best Practice Principles clearly stipulate that the composition of the Board of Directors shall consider diversity, and that the number of directors concurrently serving as managerial officers shall not exceed one-third of the total number of board seats. Based on its operational structure, business model, and development needs, the Company formulates appropriate diversity policies, which are not limited to gender, age, nationality, or cultural background. Overall, the Board shall collectively possess the knowledge, skills, and expertise necessary for the effective performance of its duties.

When the proportion of directors of either gender on the Board falls below one-third, the Company shall explain the reasons and outline measures to enhance gender diversity on the Board as follows:

- (1) Explanation: According to the Company's Articles of Incorporation, the Board consists of seven directors. The current directors were elected at the shareholders' meeting held on May 29, 2024. Among them, two are female directors. Although this complies with the relevant regulations in force at the time, it does not reach one-third of the total seats. This is mainly due to the characteristics of the industry, which make it difficult to identify suitable candidates within a short period.
- (2) Measures: Prior to the next re-election of the Board, the Company will seek recommendations for potential candidates through multiple channels, including industry associations and academic institutions, to strengthen corporate governance effectiveness and implement the Board diversity policy.

Implementation of Board diversity Policy in 2024:

Name	Basic composition						Industry experience and professional ability									
	Nationality	Gender	Holds employee status	Age			Length of tenure of independent directors		Operational judgment	Financial Accounting	Business Management	Crisis management	Industry knowledge	International market views	Leadership ability	Decision-making ability
				50-59	60-69	70-79	81-90	Under 3 years								
Hsiu-Chuan Huang	Republic of China	Male			v				v		v	v	v	v	v	v
Chang Wah Electromaterials Inc. Representative: Ming-Hsuan Chen		Male		v					v		v	v	v	v	v	v
An Shih		Male	v	v					v		v	v	v	v	v	v
Cheng-Hung Chen		Male					v	v		v		v	v	v	v	v
Chien-Yu Chen		Female										v	v	v	v	v
Chin-Chang Cheng		Male			v				v		v	v	v	v	v	v
Ya-Wen Chiu		Male		v								v	v	v	v	v

Independence of the Board of Directors

Directors Election Procedures

The Company's Board of Directors emphasizes independent operation and transparency. All directors and independent directors act as independent individuals and exercise their powers autonomously. The four independent directors comply with relevant laws and regulations, and, in coordination with the authority of the Audit Committee, they review the management of existing or potential risks, supervise the effective implementation of internal controls, and evaluate the appointment, dismissal, and independence of the external auditors, as well as the proper preparation of financial statements. In addition, in accordance with the Company's Rules for Election of Directors, both directors and independent directors are elected through the cumulative voting system and the candidate nomination system. This approach encourages shareholder participation—shareholders holding a certain number of shares may submit a list of director candidates. The review of candidates' qualifications, as well as confirmation of the absence of disqualifying circumstances under Article 30 of the Company Act, are handled and publicly announced in accordance with applicable laws. This process safeguards shareholder rights, prevents the monopolization or excessive exercise of nomination rights, and ensures the independence of the Board.

Conflict of Interest Policy for Directors

The Company's Board of Directors is composed of 7 members, including 4 independent directors. Independent directors account for 57% of the total Board seats, exceeding 1/3 of the Board composition. Upon review, all 4 independent directors meet the qualification requirements stipulated in the Regulations Governing the Appointment of Independent Directors and Compliance Matters for Public Companies. None of the directors have a spousal or second-degree familial relationship with one another, in compliance with Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act.

Board Performance Evaluation

2024 Board Management Goals and Achievement

Management Goals	Implementation Status
The number of independent directors exceeds one-third of all board seats.	Achieved
The number of directors concurrently serving as company managerial officers does not exceed one-third of all board seats.	Achieved
The tenure of independent directors does not exceed three consecutive terms.	Achieved
Board members collectively possess sufficiently diverse professional knowledge and skills.	Achieved
The proportion of female directors includes at least one seat.	Achieved

To implement sound corporate governance and enhance the effectiveness of the Board of Directors, the Company has established performance objectives to strengthen Board efficiency. In accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, the Company formulated the Board Performance Evaluation Policy, which was approved by the Board of Directors on March 26, 2021. At the beginning of each year, the Company conducts an internal self-evaluation of the Board's performance for the preceding year and, at irregular intervals, engages independent external institutions or professional academic teams to perform external assessments. At the end of 2024, the Company conducted performance evaluations covering the period from January 1 to December 31, 2024, for the overall Board of Directors, individual Board members, and functional committees. The self-assessment results in all categories exceeded the standard, indicating that the Board's overall operations were sound, with no major improvement projects required. The Company will continue to strengthen Board performance to further enhance its functions and effectiveness. The above evaluation results were reported to the seventh meeting of the fifth Board of Directors on March 10, 2025.

Year	Performance Results
2024	Score: 98.22 / 100; overall operational rating: "Excellent." (Vizionfocus was officially listed on March 18, 2024.)

1.4 Corporate Governance Operations

Board Operations

In the most recent year (2024), the Board of Directors held eight (8) meetings (A). The attendance of directors and independent directors was as follows:

Title	Name	Actual Attendance(B)	Proxy Attendance	Percentage of Actual Attendance(B/A)
Chairman	Hsiu-Chuan Huang	8	0	100%
Director	Chang Wah Electromaterials Inc. Juristic Person Representative: Sheng-Tao Wu Juristic Person Representative: Ming-Hsuan Chen	7	1	87.5%
Director	An Shih	8	0	100%
Director	Li-Ching Kuo	3	0	100%
Independent Director	Cheng-Hung Chen	8	0	100%
Independent Director	Chien-Yu Chen	7	1	87.5%
Independent Director	Yuan-Ching Wen	3	0	100%
Independent Director	Chin-Chang Cheng	5	0	100%
Independent Director	Ya-Wen Chiu	5	0	100%

Director Training

To enhance the competencies of Vizionfocus's Board members, the Company, in accordance with the Guidelines for the Continuing Education of Directors and Supervisors of TWSE/TPEX Listed Companies and relevant regulatory requirements, actively participates in training programs organized by institutions designated by the securities regulatory authority. Board members continuously keep abreast of domestic and international developments in economic, environmental, and social regulations, and undertake professional courses covering finance, risk management, business operations, commerce, accounting, law, corporate governance, ethics, and corporate social responsibility. These efforts aim to strengthen the Board's leadership and decision-making capabilities and ensure the faithful performance of their fiduciary and managerial duties.

In 2024, all members of Vizionfocus's Board of Directors met the statutory minimum requirement of 6 hours of continuing education. On average, each director completed 9 hours of training, with a total accumulated training time of 63 hours.

Title	Name	Training Date	Organizer	Course Name	Training Hours
Chairman	Hsiu-Chuan Huang	2024/11/06	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulations	3
		2024/08/07	Taiwan Corporate Governance Association	Interpretation of International IFRS Sustainability Disclosure Standards and Corporate Response Strategies	3
Director	Chang Wah Electromaterials Inc. Juristic Person Representative: Ming-Hsuan Chen	2024/09/24	Securities & Futures Institute	Practical Seminar for Directors, Supervisors (including Independent Directors), and Corporate Governance Officers – Taipei Session	12

Title	Name	Training Date	Organizer	Course Name	Training Hours
Director	An Shih	2024/11/06	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulations	3
		2024/08/07	Taiwan Corporate Governance Association	Interpretation of International IFRS Sustainability Disclosure Standards and Corporate Response Strategies	3
Independent Director	Cheng-Hung Chen	2024/11/06	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulations	3
		2024/08/20	Taiwan Corporate Governance Association	Trade Secrets and Information Security Practices and Management of Legal Risks	3
		2024/08/07	Taiwan Corporate Governance Association	Interpretation of International IFRS Sustainability Disclosure Standards and Corporate Response Strategies	3
Independent Director	Chien-Yu Chen	2024/12/03	Taiwan Corporate Governance Association	Wage and Labor Cycle and Labor Incident Law from the Perspective of Corporate Governance	6
		2024/11/06	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulations	3
		2024/08/07	Taiwan Corporate Governance Association	Interpretation of International IFRS Sustainability Disclosure Standards and Corporate Response Strategies	3
Independent Director	Ya-Wen Chiu	2024/11/06	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulations	3
		2024/06/13	Securities & Futures Institute	How the Board Ensures Corporate Sustainability — Starting from Talent Discovery and Development	3

Functional Committees

To enhance the effectiveness of the Board of Directors, strengthen its supervisory function, and improve management mechanisms, Vizionfocus has established the Remuneration Committee and the Audit Committee under the Board's organizational structure, based on their respective authorities and functions. To ensure the effective implementation of independent supervision and a checks-and-balances mechanism, all Board resolutions and actions are reported and discussed at Board meetings. When a proposal involves a conflict of interest concerning a director or the legal entity they represent, the director shall abstain from participation to safeguard the best interests of stakeholders. In addition, the Company has established an Internal Audit Office, responsible for auditing and evaluating the reliability and effectiveness of the Company's internal control system. The office regularly reports audit results and provides recommendations for improvement to the Audit Committee, thereby promoting the effective operation of the Company.

Audit Committee Operations

The Audit Committee is composed of four independent directors and is responsible for supervising the fair presentation of the Company's financial statements, the appointment, removal, independence, and performance of the certified public accountants, the effective design and implementation of the internal control system, compliance with laws and regulations, and the management of existing and potential risk. To strengthen the functions and operational effectiveness of the Audit Committee, we conduct a performance evaluation of the committee once every year. The evaluation covers five major dimensions with a total of 22 indicators, including the degree of participation in company operations, understanding of responsibilities, quality of decision-making, composition and selection mechanism of committee members, and the effectiveness of the internal control system.

In 2024, the Audit Committee achieved an overall self-evaluation score of 95 out of 100, with an operational performance rating of "Excellent." The assessment results indicate that the Audit Committee demonstrated a high level of engagement and supervisory capability in monitoring the Company's achievement of operational objectives, the reliability, timeliness,

and transparency of information disclosure, compliance with laws and regulations, and the effectiveness of the internal control system. These efforts have ensured the continuous enhancement of corporate governance quality and the maintenance of a high degree of financial and operational transparency.

In the most recent year (2024), the Audit Committee held 6 meetings (A). The attendance of independent directors was as follows:

Title	Name	Actual Attendance(B)	Proxy Attendance	Percentage of Actual Attendance(B/A)
Independent Director (Convener)	Cheng-Hung Chen	6	0	100.00%
Independent Director (Committee member)	Chien-Yu Chen	6	0	100.00%
Independent Director (Committee member)	Yuan-Ching Wen (Note 1)	3	0	100.00%
Independent Director (Committee member)	Chin-Chang Cheng (Note 1)	3	0	100.00%
Independent Director (Committee member)	Ya-Wen Chiu (Note 1)	2	1	66.67%

Note 1: The Company re-elected directors at the shareholders' meeting on May 29, 2024, and the independent director, Mr. Yuan-Ching Wen, was relieved of duty. Independent Director Chin-Chang Cheng and Independent Director Ya-Wen Chiu were elected to the seats.

Remuneration Committee Operations

The Remuneration Committee is composed of 4 independent directors. Acting with professionalism and objectivity, the committee assists the Board of Directors in formulating and evaluating the Company's overall compensation and benefits policies, as well as the remuneration of directors and managerial officers. The committee regularly provides recommendations to the Board for its reference in decision-making.

To enhance the functional effectiveness and operational efficiency of the Remuneration Committee, a performance evaluation is conducted at least once a year. The evaluation covers 4 major dimensions with a total of 18 indicators, including the level of participation in company operations, understanding of committee responsibilities, enhancement of decision-making quality, and the composition and selection of committee members. In 2024, the Remuneration Committee achieved a self-evaluation score of 99 out of 100, with an overall performance rating of "Excellent."

A total of 3 committee meetings were held in 2024, and the attendance of members was as follows:

Title	Name	Actual Attendance(B)	Proxy Attendance	Percentage of Actual Attendance(B/A)
Convener	Yuan-Ching Wen (Note 1)	1	0	100.00%
Convener	Chin-Chang Cheng (Note 1)	2	0	100.00%
Member	Cheng-Hung Chen	3	0	100.00%
Member	Chien-Yu Chen	3	0	100.00%
Member	Ya-Wen Chiu (Note 1)	1	1	50.00%

Note 1: The Company re-elected directors at the shareholders' meeting on May 29, 2024, and the independent director, Mr. Yuan-Ching Wen, was relieved of duty. Independent Director Chin-Chang Cheng and Independent Director Ya-Wen Chiu were elected to the seats.

1.5 Directors and Managerial Officers Remuneration Policy

Directors' Remuneration

The Company pays remuneration in accordance with our Standards, Policies, and Structure for Directors' Remuneration Payments. The remuneration is reviewed on a regular basis by the Remuneration Committee and implemented after approval by the Board of Directors. The components of directors' remuneration include remuneration, directors' compensation, and business execution expenses, which are paid on a fixed basis in accordance with the company's bylaws. The specific amounts are determined by the Board based on whether a director serves as a member of a functional committee and on their level of participation and contribution to the Company's operations. Directors' compensation is appropriated in proportion to the Company's annual profitability, as prescribed by the company's bylaws. The amount of such allocation is resolved by the Board of Directors and reported to the shareholders' meeting. Business execution expenses include meeting attendance fees and various allowances. The overall remuneration policy for directors takes into account each director's level of involvement in the Company's operations and their contribution value (as reflected in the annual performance evaluations of the Board and individual directors). It also references the industry benchmark levels (particularly for the electronics distribution industry or companies of comparable paid-in capital, revenue, and net profit) and is linked to the Company's performance indicators.

Managerial Officers' Remuneration

Managerial officers' remuneration is determined in accordance with our Standards, Policies, and Structure for Managerial Officers' Remuneration Payments. The remuneration is reviewed on a regular basis by the Remuneration Committee and implemented after approval by the Board of Directors. The compensation structure for managerial officers comprises salary, allowances, bonuses, benefits, employee remuneration, and severance or retirement payments, all of which are administered in compliance with applicable laws and regulations. Salaries and allowances are determined based on education, experience, professional capabilities, and the position held, following the Company's personnel management regulations. Bonuses are tied to performance evaluations and the Company's operating results. The performance evaluation of managerial officers (such as the President) covers both financial indicators (include departmental revenue, profit before tax, earnings per share, budget achievement, and growth performance) and non-financial indicators (include operational management capabilities and risk control abilities). Bonus ratios are determined according to evaluation results to ensure reasonable remuneration. Employee benefits are designed to balance employee needs and the Company's talent retention policy, with relevant benefit programs formulated accordingly. Employee remuneration is appropriated in accordance with the company's bylaws, at not less than 1% and not more than 12% of annual profit when the Company is profitable. Severance and retirement payments are handled in accordance with labor laws and regulations, and the remuneration system is reviewed as needed based on actual operating conditions and regulatory changes. In 2024, the ratio of the President's total annual remuneration to the median total annual remuneration of all other employees was 37.1 times, and the year-over-year change in total annual remuneration compared with 2023 was 2.1 times.

2 Sustainable Operations – Regulatory Compliance and Risk Management

2.1 Integrity Management and Business Ethics

The Company upholds the principles of integrity, transparency, and accountability in corporate governance, and has established the Code of Integrity Management as the basis for promoting corporate ethics and preventing dishonest conduct. The scope of the Code applies to the parent company, subsidiaries, and any affiliated entities under substantial control. It has been reviewed and approved by the Audit Committee and further submitted to the Board of Directors and the shareholders' meeting to ensure both institutional legitimacy and effective implementation of management practices.

The Company explicitly prohibits all forms of dishonest behavior, including bribery, illegal political contributions, improper donations, and the acceptance or offering of unreasonable hospitality or gifts. Directors, managerial officers, employees, and other persons with substantial control are required to uphold the principles of integrity in all business dealings. They must not use their positions for personal gain, harm stakeholders' interests, or breach fiduciary duties. The Code also sets forth clear standards on fair trade, intellectual property rights protection, conflict of interest avoidance, and product safety.

To reinforce the effectiveness of institutional implementation, the Company has established a dedicated unit responsible for promoting and supervising the policy and preventive measures for integrity management. The related preventive mechanisms cover the identification of high-risk business activities and corresponding internal control design, the

formulation of specific behavioral guidelines, the promotion of training and education programs, and the establishment of a reporting and handling system. The Company also requires employees to sign an Integrity Commitment, and incorporates the policy into employee performance evaluations and human resources management systems, thereby fostering a culture of institutionalized and transparent enforcement with clear rewards and penalties.

To enhance transparency and build external trust, the Company publicly discloses the content and outcomes of its integrity management policy and has established a whistleblowing mechanism. This includes anonymous reporting channels, an independent handling process, and procedures for escalation to senior management. Such measures ensure that illegal or unethical acts can be promptly addressed while safeguarding the rights and interests of whistleblowers. Furthermore, integrity requirements are incorporated into contractual clauses, allowing the Company to terminate business relationships in accordance with the law if counterparties engage in dishonest conduct.

The Company will continue to refer to domestic and international standards and stakeholder feedback to regularly review the adequacy of its Code and preventive measures, thereby enhancing overall governance resilience and strengthening its ethical corporate culture.

2.2 Procedures for Handling Material Internal Information

To ensure transparency in information disclosure and to prevent insider trading risks, the Company has established the Procedures for Handling and Disclosure of Material Internal Information and for Prevention of Insider Trading. These procedures apply to all directors, managerial officers, employees, and any other persons who may have access to material internal information through their duties. The procedures clearly define principles of information confidentiality and the processes for information disclosure. The Company designates the Corporate Management Division as the dedicated unit responsible for information disclosure, including the identification of material information, legal compliance, authorization of external communications, and maintenance of disclosure records.

All disclosures of material information must be accurate, timely, and consistent, and any public statements shall be made by authorized personnel to prevent misinformation or misinterpretation. Individuals with access to internal information are required to sign confidentiality agreements, and information access controls are rigorously implemented. External partners are also required to sign confidentiality clauses to prevent the leakage of non-public information.

The Company has also established a notification mechanism for information leakage and a clarification and response process. The procedures are incorporated into the Company's internal control system and internal audit scope. In addition, regular compliance and integrity awareness programs are conducted to ensure effective implementation and to strengthen employees' awareness of regulatory compliance.

2.3 Internal Control and Internal Audit

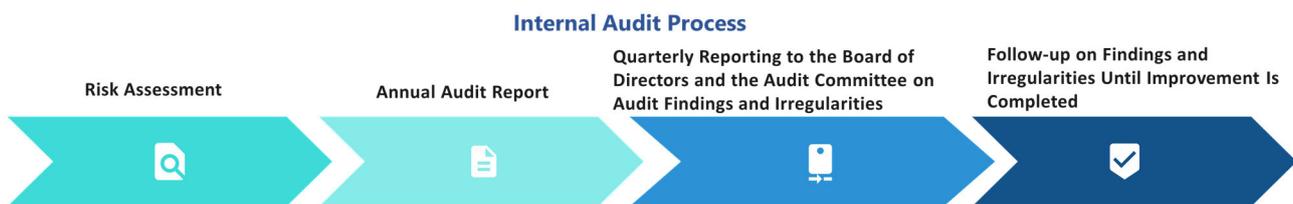
In accordance with the Regulations Governing the Establishment of Internal Control Systems by Public Companies promulgated by the Financial Supervisory Commission (FSC) and other relevant laws and regulations, the Company has established an Audit Office and formulated an internal control system. The internal control system clearly defines its objectives, organizational structure, contents, management mechanisms, and operating procedures, serving as the foundation for the Company's internal operations and control. The establishment of the internal control system aims to ensure that the Board of Directors, management, and all employees comply with its principles, providing reasonable assurance regarding the effectiveness and efficiency of operations, the reliability of financial reporting, and compliance with applicable laws and regulations, thereby achieving the Company's operational objectives.

The Audit Office reports directly to the Board of Directors and serves as an independent supervisory unit of the Company's internal control system. The Company has appointed full-time internal auditors who possess professional ethics and sufficient auditing expertise to perform their duties in accordance with relevant internal audit regulations. When conducting internal audit activities, auditors shall carry out audits based on the annual audit plan approved by the Board of Directors. Audit findings are compiled into audit reports that include identified deficiencies and recommendations for improvement. These reports are reviewed by the President and submitted to the Chairperson. Copies of the reports are also provided to the supervisors of relevant departments. Within one month of report submission, follow-up reviews are conducted to ensure that identified deficiencies have been properly corrected.

Each department and subsidiary shall conduct an annual self-assessment in accordance with the requirements and implementation status of the internal control system. The Internal Audit Office shall review the completeness of the self-assessment reports submitted by each department and subsidiary, and verify their evaluation results. Based on these reviews, the Internal Audit Office prepares the Statement on Internal Control System, which is submitted to the Board of Directors for approval before public disclosure and filing.

Before conducting internal audit activities, the Internal Audit Office shall carry out prior planning in accordance with the annual audit plan approved by the Board of Directors, clearly defining the audit scope and items. The audit procedures focus on assessing the implementation of regulatory compliance, internal regulations, and business processes. Audits and evaluations are conducted across three major dimensions: the system dimension, the process dimension, and the practice dimension. The system dimension examines whether internal regulations are clearly defined and complete. The process dimension assesses whether operational designs are reasonable and whether risk controls are adequately implemented. The practice dimension verifies the consistency and effectiveness between actual execution and the Company's regulations and processes.

The Company may conduct project audits based on actual needs, or carry out special audit tasks as instructed by the Chairman or the President. The Internal Audit Office shall properly document the audit results and submit the audit reports to the Chairman and notify the relevant department heads. In the event of any major violation or irregularity, the matter may be reported to the Board of Directors or the relevant committee for review.



2.4 Risk Management

Risk Management Policy

To provide a clear framework for the Company's risk management practices and ensure proper risk control, Vizionfocus has established a Risk Management Policy aligned with its commitment to sustainable operations. The Policy will be reviewed regularly and submitted to the Board of Directors for approval prior to the annual Group risk assessment, serving as the Company's highest guiding principle. Each functional unit is responsible for identifying risks within its area of expertise and developing management strategies and response plans to mitigate, transfer, or avoid risks, thereby reducing potential operational impacts.

To ensure stable operations and support long-term corporate sustainability, the Company adopts a proactive and cost-effective approach to integrating and managing all potential risks that may affect its operations and profitability, including strategic, operational, financial, and hazard-related risks. Through periodic Group risk assessments, Vizionfocus utilizes a risk matrix to evaluate the likelihood of risk events and the severity of their potential impact on operations, thereby defining risk priorities and classifications. Corresponding risk management strategies are then implemented based on the assigned risk levels.

Risk Management Organizational Structure and Responsibilities



Risk Identification and Response Measures

The Company's risk management process includes risk identification, risk assessment, risk response, risk monitoring, and risk communication and reporting. In addition to cross-departmental communication and data collection to consolidate the potential impacts of various risks on the Company, Vizionfocus also links the assessed level of each risk to its short-, medium-, and long-term operational objectives to determine our risk tolerance. To ensure effective implementation of the risk management mechanism, the Company will conduct an annual risk assessment. The results of this assessment will be reported each year to the Audit Committee (composed of 4 independent directors) and to the Board of Directors. The report will summarize all major risks faced during the year, along with the corresponding response measures and planned improvement actions. Follow-up reviews will be carried out annually, and the results will be provided to the Internal Audit Office. The Internal Audit Office will conduct a risk management audit based on the follow-up results to ensure the effectiveness and proper execution of the Company's risk management practices.

Material Topic	Risk Identified	Risk Response Measurement
Operations	Industry Competition	<ul style="list-style-type: none"> • Deepen presence in the Asia-Pacific market while actively expanding into the United States, Europe, and Southeast Asia. • Strengthen customer relationships to enhance loyalty and trust.
	Margin Compression	<ul style="list-style-type: none"> • Establish closer supply chains to improve customer satisfaction and secure more business opportunities. • Leverage strong new product development capabilities and AI-driven automated equipment to deliver superior product quality.
	Barriers to New Product Development	<ul style="list-style-type: none"> • Collaborate with vision science experts and professionals in related fields to draw on diverse expertise and foster innovation. • Conduct qualitative and quantitative research to collect customer insights and end-consumer feedback.
Financial	Interest Rate Risk	<ul style="list-style-type: none"> • Conduct regular assessments of money market interest rates and financial information. • Select the most advantageous financial instruments or funding arrangements based on cost of capital and potential risks and returns.
	Foreign Exchange Risk	<ul style="list-style-type: none"> • Achieve natural hedging through operating transactions and adjust foreign currency positions as needed. • Regularly evaluate net foreign currency assets and use derivatives when appropriate to mitigate exchange rate fluctuation risks.
	Inflation	<ul style="list-style-type: none"> • Closely monitor price fluctuations in upstream raw materials. • Maintain strong relationships with suppliers and customers to properly adjust raw material inventory levels.
Cyber Security	External Threats	<ul style="list-style-type: none"> • Strengthen external threat protection and activity monitoring to enhance cybersecurity transparency and reduce operational risks. • Establish compliant management mechanisms and review them regularly to ensure alignment with evolving cybersecurity standards.
	Server and Infrastructure Risks	<ul style="list-style-type: none"> • Build a high-availability IT service platform to ensure business continuity.
Environment	Environmental Protection	<ul style="list-style-type: none"> • Promote the adoption of ISO 14064-1 among subsidiaries and support them in obtaining verification, establishing baseline carbon inventories, and formulating emission-reduction plans. • Encourage employees to sort waste properly and recycle materials such as paper, plastics, and metals.
	Climate Change	<ul style="list-style-type: none"> • Practice energy conservation and carbon reduction. Conduct annual GHG inventories with the goal of reducing CO₂ emissions year over year. • Use high-efficiency equipment and technologies, including LED lighting and high-efficiency HVAC systems, to reduce energy consumption. • Improve water-use efficiency and promptly repair any leaks.

Social	Talent Recruitment	<ul style="list-style-type: none"> • Implement a talent development policy supported by planned and systematic training to cultivate long-term talent and reduce the impact of workforce gaps on the Company. • Provide an ideal working environment and comprehensive benefits to demonstrate to potential employees that Vizionfocus values their health and well-being. • Offer individual training and development programs that emphasize personal growth and career advancement.
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2.5 Regulatory Compliance

Vizionfocus continues to monitor domestic and international policies and regulations that may have a potential impact on our business operations and financial performance. The Company has also established various corporate governance policies and procedures, with the Internal Audit Office responsible for reviewing compliance with applicable laws and assisting in updating relevant internal regulations. In 2024, the Company had one violation of the Employment Service Act and one violation of the Labor Standards Act. The subsidiary recorded one violation under the Administrative Penalty Discretion Criteria of the Customs of the People’s Republic of China. A total of three violations were identified, with cumulative fines amounting to NTD 270,000. All non-compliance issues have been corrected.

Compliance Status by Unit

Unit	Compliance Responsibilities	External Support
Office of the Chairman	Reports the status of legal disputes related to contracts, as well as ongoing litigation and contentious cases, and takes corresponding actions.	Coordinates legal consulting and services provided by external counsel.
Administration Department	Conducts internal training on relevant regulations to strengthen employees’ legal compliance awareness.	Works with external consultants to plan training programs and obtain required certifications.
All Departments and Subsidiaries	Comply with all relevant laws and regulations applicable to their respective locations.	Participate in regulatory training organized by local authorities and obtain required licenses or certifications.
Internal Audit Office	Implements internal audits and managers corporate operational risks.	-

2.6 Grievance Mechanism

To help employees and stakeholders understand the Vizionfocus Group’s Sustainability Practice Code and corporate social responsibility policies, we disclose the relevant policies and practices on our website and communicate these principles internally through various channels, including training and awareness programs.

In terms of human rights, the Taiwan facilities held one employee representative meeting each quarter in 2024. Beginning in 2025, the subsidiary in Danyang, China, will hold one employee representative meeting per year. During these meetings, proposals related to business operations and personnel matters are discussed, and responsible units are requested to provide explanations. Follow-up reports on these proposals are presented at subsequent meetings.

In the environmental aspect, the Danyang manufacturing subsidiary plans to adopt ISO 14064-1 and obtain certification in 2025. The subsidiary will conduct regular regulatory briefings and training sessions, and report environmental monitoring results, measurements, and feedback from internal and external communications to the parent company in a timely manner for review and discussion.

The Company has established a stakeholder email channel (ir@vizionfocus.com) to provide stakeholders with a means to submit inquiries, offer feedback, and report improper conduct, with the identity of whistleblowers kept strictly confidential. To ensure effective implementation, the head of the Internal Audit Office is designated as the responsible person for handling whistleblowing cases. If an investigation identifies a major violation or a situation that may result in significant harm to the Company, a report is immediately prepared and submitted in writing to the independent directors. As of the end of 2024, no whistleblowing cases had been reported.

In addition, to foster a transparent and trustworthy workplace culture, the Company has established a formal whistleblowing mechanism that encourages employees and stakeholders to report any violations of laws or ethical standards to the independent directors, supervisors, or the Internal Audit Office. The Company is committed to strictly protecting the identity and safety of whistleblowers to prevent any form of retaliation, and takes appropriate actions and corrective measures in accordance with relevant regulations. If any director or manager violates the Code of Ethical Conduct, disciplinary actions will be taken in accordance with Company policies, and the violation and subsequent handling will be disclosed as required by law.



3 Sustainable Operations – Financial Performance and Innovation Development

3.1 Operating Performance

Vizionfocus and its subsidiaries primarily engage in the research, development, manufacturing, and sales of soft disposable contact lenses. All products are independently developed in-house, with a continued focus on new product development for disposable contact lenses as well as contract manufacturing services for domestic and international contact lens brands. Our products are sold across Japan, China, the United States, Taiwan, and other markets. To date, the Company has developed a wide range of contact lenses featuring different water contents, designs, and functionalities. By usage cycle, products include daily, biweekly, and monthly disposables; by function, product categories include blue-light filtering, myopia correction, toric lenses, multifocal lenses, and color cosmetic lenses. Our customers consist primarily of contact lens brand companies, with sales channels covering physical retail and online platforms.

The Company's 2024 consolidated operating revenue was NTD 3 billion, showing a YoY growth of 17%; the consolidated operating profit was NTD 888 million, showing a YoY growth of 7%; and the consolidated net profit after tax was NTD 729 million, showing a YoY growth of 11%.

Vizionfocus Group Financial Information

Unit: NTD Thousand		2022	2023	2024
Direct Economic Value Generated	Revenue	1,834,321	2,572,202	3,002,007
Economic Value Distributed	Operating costs	830,939	1,093,298	1,299,104
	Employee Salaries and Benefits	406,065	554,569	647,810
	Profit-seeking Enterprise Income Tax	64,921	178,772	191,337
	Board Remuneration	5,110	10,525	8,038
	Employee Profit-Sharing	41,500	93,239	70,428
	Shareholder Dividends	130,019	187,263	322,641
	Community Investment	-	115	-
Economic Value Retained		355,767	454,421	462,649

3.2 Government Financial Assistance

Government financial assistance received by the Vizionfocus Group primarily includes loan subsidies under the “Action Plan for Welcoming Overseas Taiwanese Businesses to Return to Invest in Taiwan,” as well as incentives related to smart machinery and research and development (R&D) investments. In 2024, the subsidiary Shizhun benefited from tax reductions for meeting government criteria related to smart machinery and R&D investments. The subsidiary also qualified for the High and New Technology Enterprise (HNTE) preferential tax policy, allowing it to benefit from a reduced corporate income tax rate of 15%, along with additional tax credits for R&D investments.

Unit: NTD Thousand	2022	2023	2024
Government Assistance Income	27,707	74,004	81,742

3.3 Tax Policy

The Vizionfocus Group formulates its tax practices in alignment with its overall business strategies and operating environment. Through the establishment of comprehensive tax governance policies and transfer pricing policies, the Group has developed a sound tax management framework and tax governance culture, with the goal of ensuring the effective operation of its tax management mechanisms to support sustainable corporate development and value creation. Each year, the Group reviews international tax trends and complies with the regulations of the jurisdictions in which it operates, prudently assessing the need for policy updates and making appropriate use of tax incentives offered by local governments.

3.4 Product Research and Development

Vizionfocus and its subsidiaries primarily engage in the research, development, manufacturing, and sales of soft disposable contact lenses. All products are independently developed in-house, with a continued focus on new product development for disposable contact lenses as well as contract manufacturing services for domestic and international contact lens brands. Our products are sold across Japan, China, the United States, Taiwan, and other markets. To date, the Company has developed a wide range of contact lenses featuring different water contents, designs, and functionalities. By usage cycle, products include daily, biweekly, and monthly disposables; by function, product categories include blue-light filtering, myopia correction, toric lenses, multifocal lenses, and color cosmetic lenses. Our customers consist primarily of contact lens brand companies, with sales channels covering physical retail and online platforms.

Production Technology Development

Fiscal Year	R&D Achievements
2023	<ul style="list-style-type: none"> Product packaging- Equipment capacity efficiency enhancement plan development completed and in mass production. Production Equipment- Completion of the development of the 4th generation dry film line, increasing monthly production capacity from 2.5 million pieces to 3.5 million pieces. Product packaging- In-house molded PP Blister packs for lens packaging have been implemented and commenced mass production.
2024	<ul style="list-style-type: none"> The second-generation colored contact lens steel plate equipment (with doubled precision) has been developed and mass production has commenced.

Product Development

Fiscal Year	R&D Achievements
2023	<ul style="list-style-type: none"> Development of astigmatism-correcting colored hydrogel lenses has been completed. The Hydrogel Product Quality Enhancement Plan has been completed, effectively improving the comfort of lens wear. Completion of the development of the second generation of blue light filter materials.
2024	<ul style="list-style-type: none"> Development completed for a high-moisture retention differential solution (Vitamin B12 + Hyaluronic Acid, Menthol).

Description of Product R&D Projects

(1) Functional lens

From the perspective of sports optometry, our company independently develops materials and key process technologies, providing functional contact lenses for use during sports. Designed for daily use, promoting the widespread adoption of sports-specific contact lenses among general sports enthusiasts. Under the existing framework of two mass produced functional tinted products, we continue to collaborate with a U.S. expert in sports optometry to develop indoor-appropriate sports functional lenses.

(2) High oxygen permeability and high-water content silica gel color lens

Our company has developed a new generation of Silicone Hydrogel materials, utilizing our proprietary material development and synthesis technologies. By integrating the structural and design aspects of high polymer materials, we enable the hydrophilic factors to bind to the lens surface, creating a moisturizing layer on the eye surface. This achieves the necessary optical lens design that meets the high oxygen permeability required for ocular health and superior wearing comfort.

Developing new silicone hydrogel colored contact lens products based on silicone hydrogel materials. The new colored pigment material system, combined with the sandwich layering process technology, encapsulates the pigments within the lens material. Ensuring better lens wearing quality.

Silicone lenses, due to their complex composition compared to traditional hydrogel materials (pHEMA), enable the aggregation of hydrophilic groups on the surface during material development and process control, enhancing comfort during wear.

(3) The second generation of blue light filter material

The company has developed a second-generation blue light filtering material platform that enables lenses to simultaneously provide vision correction and filter out harmful high-energy blue light wavelengths, allowing eyes to remain in a healthy environment with high visual clarity. The development of second-generation blue light filtering materials has been completed and will be applied in hydrogel and silicone hydrogel products, offering better options for optical wavelength control in vision care.

(4) Technical formula of lens preservative fluid materials

We continue to develop special formulas that combine high moisture retention and lubrication factors, making the lens surface moist and the eyes more comfortable after wearing. The company has also developed specialty formulations containing vitamin B12, hyaluronic acid (HA), and menthol with health benefits as lens care solutions to be offered in combination with lens products for customer selection.

(5) Progressive multifocal presbyopic contact lens

Presbyopic lenses: In response to the increasing age of contact lens wearers, multifocal contact lenses are being developed to correct vision problems associated with aging, catering to the needs of users.

Stress-relief lenses: To alleviate symptoms such as discomfort caused by prolonged close-up eye use, we have developed stress-relief lenses that provide clarity for distance vision, provide comfort for near vision, relieve eye fatigue, and increase visual comfort.

(6) Astigmatism-correcting contact lenses

In response to the increasing global myopic population, as well as the growing population with both myopia and astigmatism, our company has collaborated with international vision research institutions to develop astigmatism correction lenses. We have designed professional lenses with blink-stabilized positioning and vision correction capabilities that can simultaneously correct myopia and astigmatism while improving wearing comfort and vision correction quality.

Developed astigmatism correction lens with the appearance of color contact lens to meet the market demand of Japanese customers. This provides consumers with an additional choice that balances aesthetic appeal with vision correction.

(7) Special cosmetic contact lens designs

The company possesses core technologies for colored lenses and strives to lead in lens pattern design and printing processes. It focuses on fulfilling diverse customer needs by customizing multi-layer and asymmetric lens patterns that align with customer brand images.

(8) Myopia Control Lenses

The main function of the myopia control soft contact lenses is to mitigate the speed of myopia. It is especially suitable for children and juveniles. These contact lenses usually apply special optical design to change the way the eyes are drawn, to control the growth of the eye axis and reduce the progress of myopia.

The Company has a firm grasp of the core technology of precision processing and key materials, and conducts customized development, from the production of samples to the final mass production, in order to provide overall services. The following are some of the most common myopia control soft contact lenses technologies: 1. Peripheral Defocus; 2. Dual-focus/Multifocal; 3. Tear Film Layer Control Technology. Since these lenses usually need to be worn for a long time, high oxygen penetration materials are used to ensure that the eyes can obtain sufficient oxygen, reduce the problem of dry or oxygen-deprived eyes, and improve the comfort and safety of wearing.

3.5 Product Quality Assurance and Systematic Management

As a professional contact lens research and manufacturing company, Vizionfocus has implemented and obtained certification for the ISO 13485 medical device quality management system, ensuring that products comply with safety and regulatory requirements throughout the design, production, storage, and delivery processes. This system covers all quality-related activities within the organization and serves as an essential foundation for ensuring medical device product quality and customer satisfaction.

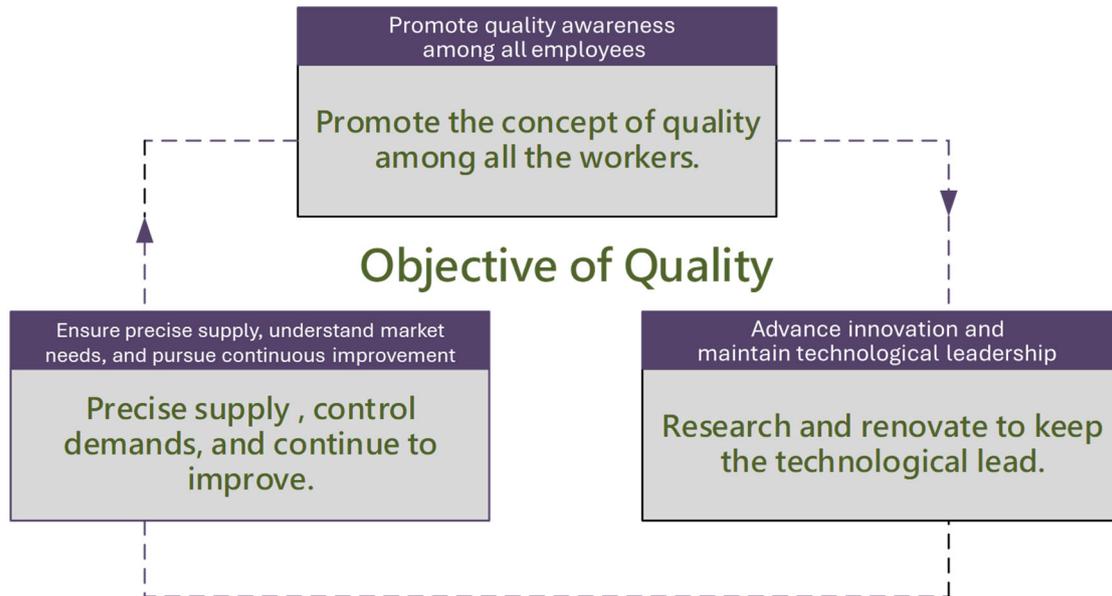
The Company has established our quality policy as: "Compliance with regulations, systematic management, and full participation," serving as the fundamental principle and guideline for all quality activities. Through continuous communication and training, all personnel are required to fully understand and apply this policy in daily operations. At the same time, the Company emphasizes the quality philosophy of "total participation, continuous improvement, and customer satisfaction," promoting stronger quality awareness within the organization and clearer responsibility allocation.

The Company has established the following concrete quality management objectives:

- Accurate supply to meet customer requirements for product quality and delivery schedules.
- Demand management to clearly and effectively address market needs.
- Technical R&D to enhance product differentiation and added value through innovation.
- Quality improvement to eliminate potential risks and strengthen product design and process quality through effective mechanisms.

The above objectives are achieved through the operation of the quality management system, combined with tools such as training, document control, and management review to ensure ongoing monitoring and improvement. Each internal department follows documented procedures in accordance with ISO 13485 requirements, covering risk management, resource allocation, design and development, verification and validation, and customer feedback handling, in order to ensure product quality consistency and traceability.

The quality policy has been approved and issued by senior management and is reviewed regularly for continued suitability. It serves as the basis for implementing and improving the Company's quality system, thereby strengthening Vizionfocus' professional image and sustainable competitiveness in the medical device sector.



3.6 Product Safety and Ethical Marketing

The Company adheres to ISO 13485:2016, Medical Device Management Law, Medical Device Advertising Regulations and Review Principles, EN ISO 15223-1, GMP, and CE among other relevant regulations and international standards.

Our company has established a stakeholder complaint mechanism and maintains good communication channels with customers. We provide transparent and effective customer complaint procedures, which include specific steps for handling customer complaints and processes for returns and exchanges, to protect the rights of customers in using our products.

Our company has established a customer complaint handling process and created a customer-oriented quality system to enhance customer satisfaction with our products and services. We aim to understand customer needs and expectations, which serve as the basis for product development and improvement, achieving the goal of sustainable business operations.

4 Sustainable Operations – Information Security and Customer Privacy Management

4.1 Information Security Governance Structure

In 2023, Vizionfocus established the Information Security Management Committee, comprising department heads as committee members. The Chief Information Security Officer (CISO), who also serves as the head of the Information Management Division, acts as the convener. The Company selects qualified cybersecurity professionals or external consultants to serve as information security advisors. The Committee holds an annual management review meeting to formulate and implement information protection measures, ensuring the comprehensiveness and effectiveness of the Company's information security management.

The Committee's responsibilities include developing information security policies, conducting risk assessments, performing business impact analyses, and planning disaster recovery drills. It also oversees key security control activities such as account and access rights reviews, firewall rule audits, regular vulnerability scanning, and penetration testing. In addition, the Committee promotes security awareness through periodic cybersecurity training and social engineering exercises to strengthen employee vigilance and response capabilities.

To ensure the efficiency and effectiveness of project implementation, the Committee has established two functional teams: the Information Security Incident Response Team and the Information Security Audit Team. The Chief Information Security Officer serves as the overall lead, coordinating collaboration and task allocation among the teams to strengthen the Company's cybersecurity defenses and ensure the stable operation of its information and system infrastructure.

To safeguard the security of information assets and maintain operational stability, the dedicated information security unit oversees the coordination of information security management, asset inventory, risk identification, and incident response activities. The information security structure includes system administrators, information security managers, and audit personnel, with clearly defined roles, responsibilities, and functional scopes across departments. The Information Technology Department conducts regular internal communication and coordination to ensure that all units fully understand their information security responsibilities and compliance obligations.

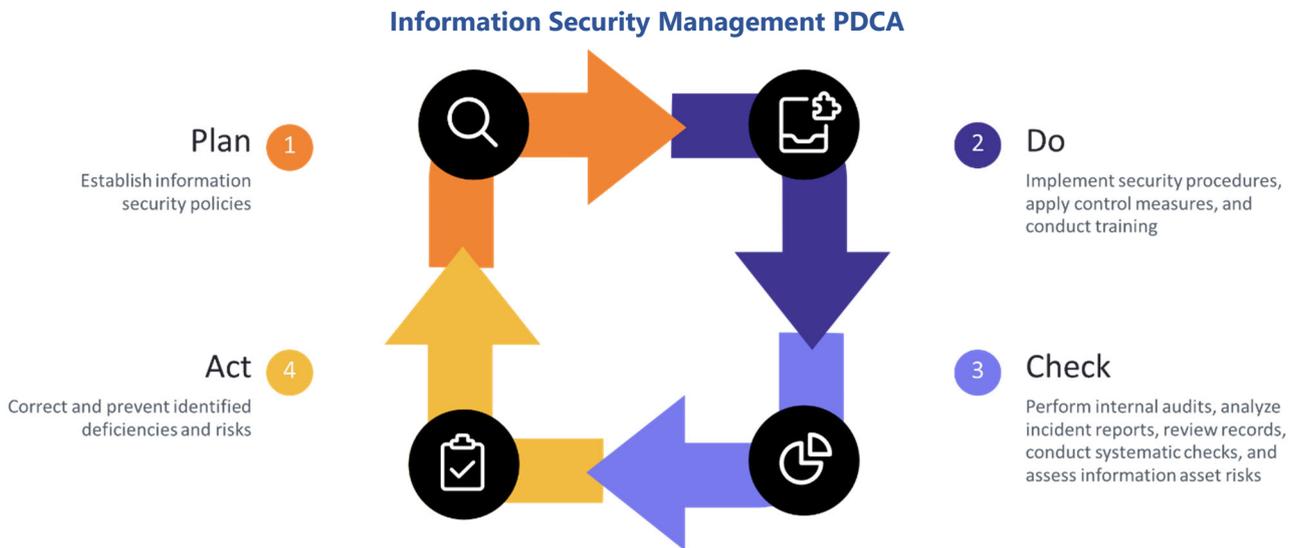
To effectively manage information assets, each department is required to conduct regular inventories of the assets under its control, including equipment, data, systems, and software. Assets are categorized according to sensitivity, classification type, and business relevance. The Information Technology Department consolidates the asset inventory, monitors changes, and establishes clear accountability for asset ownership and maintenance. The asset management procedure also specifies processes for change requests, deactivation, and disposal, ensuring that information assets are properly managed throughout their entire lifecycle.

Resource Investments for Information Security Management

Investment Item	Description
Ongoing Maintenance and Enhancement of Information Security Systems	In 2024, information security expenses totaled NTD 3,192 thousand, including the replacement of core system firewall equipment.
Information Security Enhancement Projects	Implement two-factor authentication (2FA), strengthened password policies, and enabled login activity tracking with high-risk login alerts.
Major Customer Audits	Cooperate with major customers' information security audits and submitted corresponding improvement plans.
Employee Training	Conduct regular cybersecurity awareness sessions and social engineering exercises.
Regular Core System Reviews	Perform risk event alerts and threat analysis for core systems.

4.2 Information and Communications Security Management Process

The Company's information security management follows the PDCA (Plan–Do–Check–Act) cycle to drive continuous improvement. In the Plan phase, this includes establishing information security policies. In the Do phase, it covers the implementation of information security procedures, the execution of control measures, and employee training. In the Check phase, internal audits, incident analysis, record reviews, systematic inspections, and information asset risk assessments are carried out. In the Act phase, corrective and preventive actions are taken for identified deficiencies and risks, and external resources will be engaged when necessary to ensure the effective operation of the information security management system.



4.3 Information Security Management System

The Company consistently adheres to all contractual requirements and confidentiality commitments made with customers. To ensure effective management of confidential information, policy-related matters are presented at the annual management review meeting, and any policy changes are approved by the CISO. The Company has established and implemented an information security management system in alignment with the ISO/IEC 27001:2022 standard, and obtained external certification in October 2023. All of the Company's operating sites in Taiwan have been certified. In addition, the CISO, information security managers, and members of the Information Security Handling Team have all obtained ISO/IEC 27001:2022 Lead Auditor certification, ensuring the professionalism of security personnel and the confidentiality, integrity, and availability of information.

The Company's information security control measures are structured around both external and internal protections. For external defenses, the Company has established dual-layer blocking mechanisms by subscribing to ISP cybersecurity protection services and deploying next-generation firewalls. It has also implemented security solutions such as SOC (Security Operations Center/Threat Detection and Response Services), WAF (Web Application Firewall), and MDR (Managed Detection and Response) to prevent virus infections and external cyber intrusions. Furthermore, cybersecurity questionnaires are used to evaluate suppliers' security environments and control mechanisms, strengthening the verification process for customer and supplier personnel or equipment entering the facility. For internal defenses, all computer devices are required to install antivirus software to prevent ransomware or other malicious attacks. In accordance with the updated ISO/IEC 27001:2022 requirements, the Company identifies and assesses key systems and their relevance to business operations, enhancing the overall management of information and cybersecurity environments. These measures ensure compliance and alignment with the latest standard and further reinforce the protection of the Company's information architecture and data security framework.

Information Security Control Measures

Control Measure	Implementation Practices
Cybersecurity Threat Protection	<ul style="list-style-type: none"> Servers and personal computer devices must be equipped with security protection software (antivirus/endpoint protection), with threat definition files regularly updated through a centralized management platform. Automated scheduled update services are enabled to patch vulnerabilities on client and server systems. For critical threats or scenarios where automatic updates are not applicable, manual updates are executed. A SoC cybersecurity operations platform is implemented to collect and analyze security logs and establish early-warning mechanisms.
High-Availability Core Systems	<ul style="list-style-type: none"> High-availability (HA) mechanisms in the virtualized environment are enabled to prevent single-point failures (servers/network devices/storage systems) from disrupting the operation of core systems. Core systems are backed up via automated scheduled backups, with off-site backup copies also maintained. Disaster recovery drills are conducted regularly to verify the continuous availability of core services.
Account and Personnel Management	<ul style="list-style-type: none"> All employees must sign a confidentiality agreement (Employment Commitment and Guarantee) to ensure that individuals accessing Company information or performing related tasks fully understand their responsibilities and obligations, thereby protecting the confidentiality and integrity of corporate information assets and preventing unauthorized access, alteration, destruction, or improper disclosure. System accounts are subject to password expiration settings and strengthened password policies (e.g., length and complexity), supplemented by multi-factor authentication when necessary to enhance identity verification. Regular cybersecurity awareness training and social engineering drills are conducted to reinforce employees' information security awareness.
System Access Control	<ul style="list-style-type: none"> Access to the Company's information assets and related resources is managed through permission controls based on the principle of least privilege. Requests or modifications for system permissions must retain change logs as evidence for audit activities.

4.4 Information Security Risk Identification and Control

Vizionfocus has established a comprehensive risk management process in accordance with the ISMS-P-004 Information Security Risk Management Procedure. The process covers ongoing risk identification, assessment, treatment, and monitoring for information assets, application systems, and critical infrastructure. This procedure applies to all hardware, software, services, documents, and personnel listed in the information asset inventory, ensuring that potential risks are identified and appropriate measures are implemented to safeguard the Company's overall information security.

The risk assessment process is led by the Information Department and consists of the following major stages. First, assets are classified and their value is determined, followed by the identification of threats and vulnerabilities associated with each asset. Second, each risk item is evaluated based on its impact and likelihood. The multiplication of these two factors produces a risk level categorized as High, Medium, or Low. All assessment results must be documented in the Risk Assessment Form and the Risk Treatment Record, which are retained for audit and reference purposes.

For risk items that fall into the "High Risk" category, the Information Department shall collaborate with relevant departments to develop and implement a risk treatment plan. The plan must specify concrete mitigation or transfer measures, implementation schedules, and responsible personnel. Applicable risk treatment strategies include Risk Acceptance, Mitigation, Transference, and Avoidance. For risks that cannot be immediately reduced, written justification is required and must be approved by senior management before being formally recorded.

In addition, the Company conducts a comprehensive risk assessment at least once a year. Supplemental assessments are initiated under circumstances such as new system implementation, major changes, significant incidents, major strategic adjustments, regulatory updates, or requests from competent authorities. The risk assessment process must be reviewed by the Information Security Management Representative and subsequently confirmed by management.

Through this structured and institutionalized process, Vizionfocus ensures that its information assets remain within a controlled level of risk, thereby strengthening the foundation of its information security governance and supporting stable business operations and regulatory compliance.

4.5 Customer Privacy Protection

The Company places great importance on the protection of customers' personal data and is committed to establishing robust information security and privacy protection mechanisms in accordance with the Personal Data Protection Act and relevant regulations. To ensure the security and confidentiality of customer information, we implement the following measures:

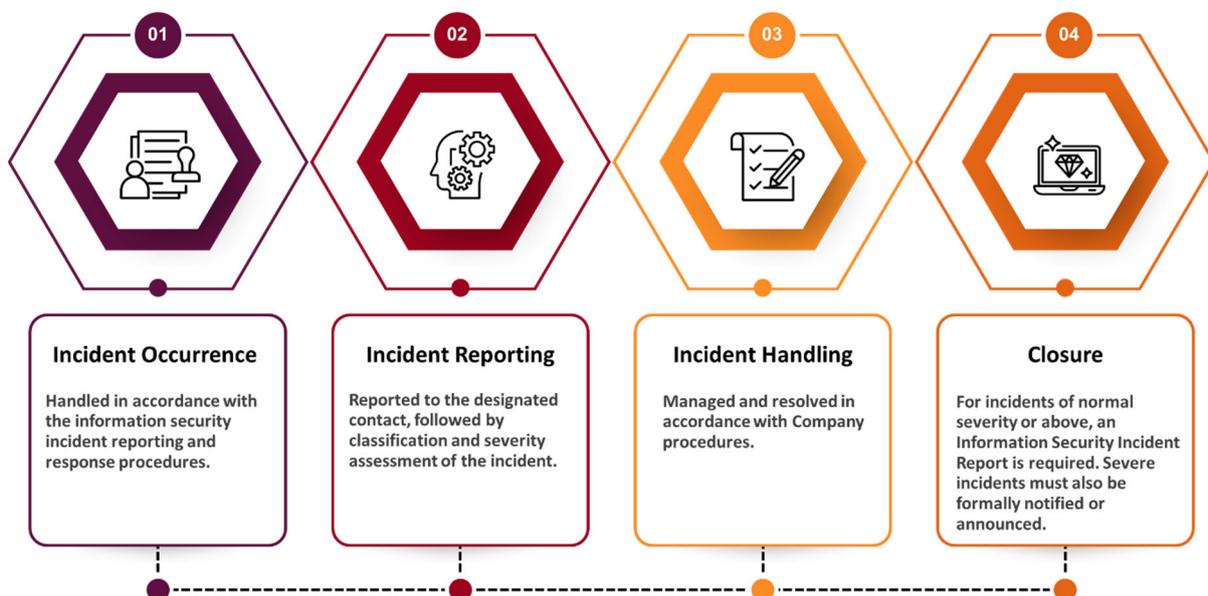
- (1) Customer data is collected, processed, and used only for specific, explicit, and lawful purposes, and only with the consent of the data subject;
- (2) An information security management system has been established, including periodic cybersecurity risk assessments and corresponding improvement measures;
- (3) All employees receive training on privacy protection and information security, and are required to sign confidentiality agreements;
- (4) Access to customer information is restricted to authorized personnel only, with appropriate access control mechanisms in place;
- (5) In the event of a personal data breach, the Company will promptly notify the competent authority and affected individuals according to regulatory requirements and take immediate corrective actions.

The Company will continue to strengthen its information security infrastructure and ensure that privacy protection practices comply with international standards through internal audits and third-party verification, with the commitment to providing reliable services to customers.

During the reporting period, the Company did not receive any substantiated complaints regarding customer privacy violations, nor were there any related notices from regulatory authorities. Additionally, no incidents involving customer data leakage, theft, or loss occurred during the period.

4.6 Information Security Incident Reporting and Response Procedures

To strengthen information security incident response capabilities, the Company has established information security incident reporting and response procedures that define reporting levels, response timelines, and required handling steps. When an incident occurs, such as a malware attack, system malfunction, or abnormal network traffic, frontline personnel must immediately report the event to the IT Department in accordance with the procedures. The IT Department will assess and address the issue based on its severity level and complete incident documentation, reporting, and subsequent follow-up actions. Severe incidents must be reported promptly to senior management and relevant regulatory authorities to ensure legal compliance and operational risk control.



4.7 Information Security Training and Awareness

The Company regards information security training as a mandatory course for employees. New hires receive training on information security policies and relevant regulations during onboarding. In addition, specific training sessions were provided to staff involved in information security and production line operations, covering topics such as supply chain cybersecurity risk management and OT security control and protection. In 2024, a total of two training sessions were offered, with 34 participants and 43 training hours completed.

The Company also conducts social engineering drills every two years, during which phishing emails are sent to employees to evaluate their awareness of cybersecurity threats and strengthen their preventive capabilities. Employees who click on phishing emails are required to complete a three-hour online training course. In 2024, one employee clicked on a phishing email and successfully completed the required course. In accordance with internal procedures, phishing simulations are executed biennially, and the next drill is scheduled to be completed by the end of September 2025.

5 Sustainable Operations — Supplier and Procurement Management

5.1 Supplier Management

Vizionfocus regards its suppliers as indispensable partners within the product value chain. In addition to enforcing strict quality requirements, the company places strong emphasis on advancing supply chain sustainability. Suppliers are encouraged to fulfill their corporate social responsibilities by implementing environmental protection, energy conservation and carbon reduction, occupational health and safety improvements, human rights protection, risk management, and ethical business conduct, thereby jointly building a stable and sustainable supply chain.

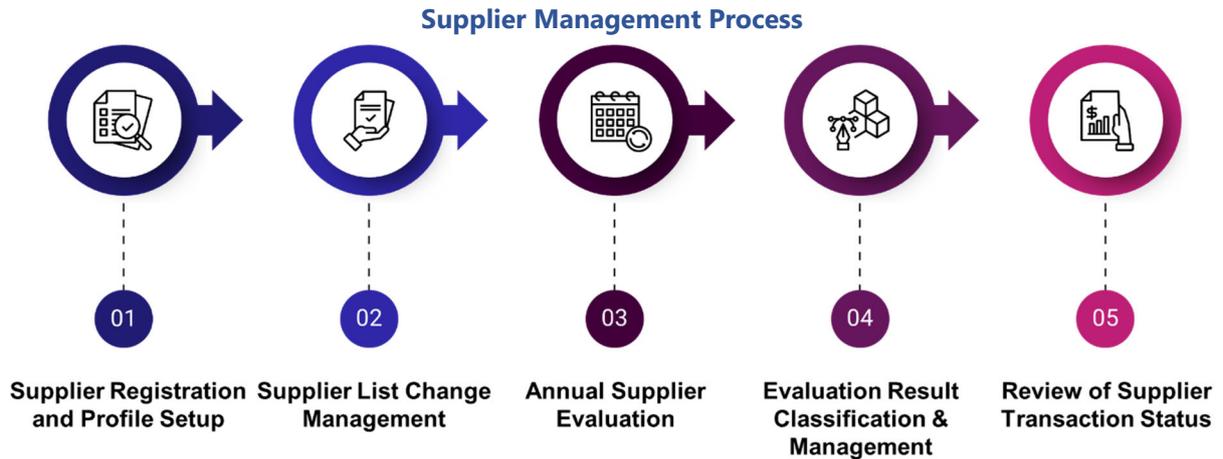
Vizionfocus Group specializes in the design and manufacturing of soft disposable contact lenses under an ODM business model, providing international brand clients with high-quality lenses featuring a variety of replacement cycles and functional properties.

To ensure long-term and close collaboration with supply partners, the Company conducts evaluations during the onboarding phase. This includes verifying legal compliance such as the supplier's company registration and whether its business scope covers the intended transactions. From the perspective of quality systems, the Company also reviews whether the supplier's products or services hold relevant international quality certifications (e.g., ISO, JIS) or applicable regulatory approvals from various authorities (e.g., Japan PMDA, Taiwan QMS, China NMPA, U.S. QMSR, EU MDR). Only suppliers that pass the evaluation, either through documentation review or on-site audits conducted by the Supplier Evaluation Committee, may be officially qualified.

In 2024, Vizionfocus signed Procurement Quality Agreements with high-risk suppliers of raw materials and service providers used in the production of finished contact lenses. These agreements define requirements related to quality systems, change control, inventory management, document control, and confidentiality to safeguard the Company's expectations for quality.

Beginning in 2025, both new and existing suppliers will be required to sign the RBA Code of Conduct Compliance Statement, Corporate Social Responsibility Statement, and Conflict Minerals Declaration.

None of the Company's existing suppliers experienced, or were expected to experience, any significant negative impacts in 2024 related to environmental issues, labor conditions, human rights, or social aspects.



5.2 Procurement Practices

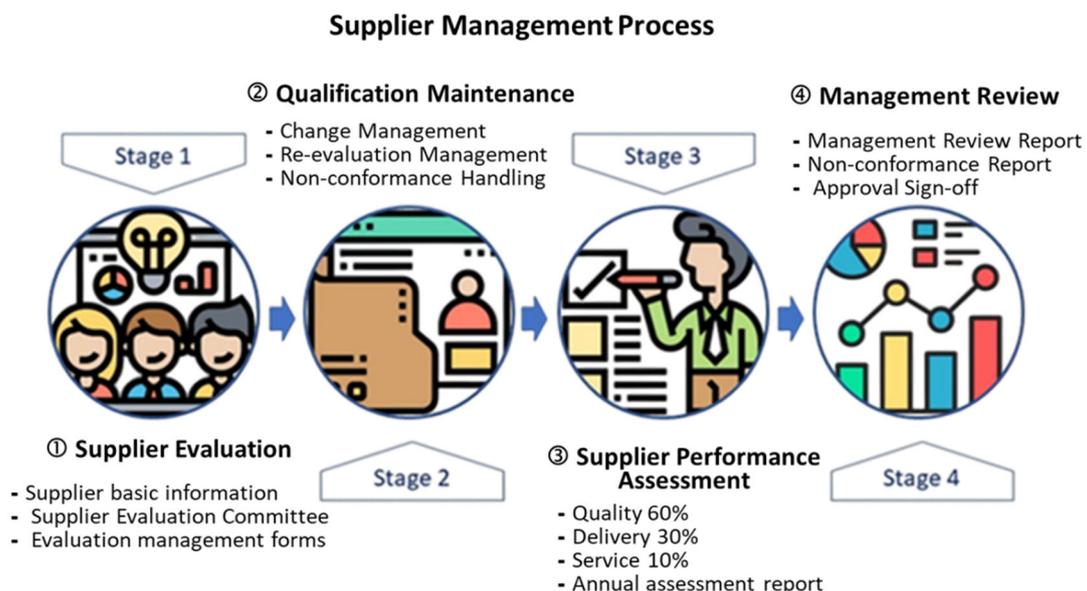
Vizionfocus has established the Supplier Evaluation and Assessment Operating Guidelines to institutionalize the management of all vendors listed in the approved supplier roster. The creation, modification, or termination of supplier codes must be initiated through application forms completed by the requesting department and centrally managed by the Procurement Department to ensure all partnering suppliers meet basic requirements related to quality, delivery, and service.

The Procurement Department conducts annual supplier evaluations based on actual transaction records. The evaluation results are reported as a special agenda item in the annual management review meeting and serve as a reference for contract renewal, collaboration adjustments, and supplier retention or removal.

Additionally, suppliers with no transactions for more than three years are regularly reviewed, and recommendations for delisting or updates are submitted to maintain the validity and flexibility of the approved supplier roster.

Through the supplier evaluation procedure, each supplier's qualifications are reviewed in detail, including company information, financial status, quality management, environmental management, and related certification systems. Factory audits may be performed when necessary to evaluate quality control, delivery performance, system management, and sustainability-related risk controls. Furthermore, annual on-site audits are required to ensure continuous compliance with our requirements.

In 2024, the Company did not add any new major raw material/service suppliers, and the manufacturing subsidiaries did not add any new major raw material suppliers. All existing major suppliers continued to hold valid international quality management certifications, and their certificates were verified to be within the validity period.



5.3 Supplier Evaluation Mechanism and Performance

Vizionfocus conducts annual supplier evaluations based on actual transaction records. In 2024, a total of 548 suppliers were included in the evaluation. Among them, 276 suppliers were rated Grade A, accounting for 50.36% of all suppliers. One supplier each was rated Grade B and Grade D.

The evaluation is jointly conducted by the user department and the procurement department based on actual cooperation performance. Scoring indicators consist of: Quality (60%), Delivery (30%), and Service (10%), and the total score determines the following four grades:

Grade A (score ≥ 85): Excellent performance; continued cooperation with procurement priority.

Grade B (score 75–84.9): Good performance; included on the observation and tracking list, with audits or guidance conducted when necessary.

Grade C (score 60–74.9): Needs improvement; whether to continue the partnership or seek alternative sources is determined by the user department.

Grade D (score < 60): Principally listed for elimination; may be retained for observation only if classified as a supplier of critical or special materials, subject to application and supervisor approval.

According to the Supplier Evaluation and Assessment Procedure, suppliers rated Grade C are listed as "Under Observation", and renewal decisions are made by the user department. Suppliers rated Grade D are principally eliminated from the approved list. However, if categorized as supplying critical or unique materials, the user department may submit a "Supplier Registration and Change Request Form" with justification for retention. Upon departmental approval, such suppliers may be temporarily retained under continuous monitoring. All deficiencies and improvement suggestions must be documented, and both procurement and user departments are responsible for follow-up tracking.

Suppliers with no transactions for more than three years are compiled annually by the procurement department for review and removal decisions.

All evaluation results and follow-up actions are consolidated by the procurement department and reported at the annual Management Review Meeting as a basis for contract renewal and sourcing strategy adjustments.

6 Environmental Management – Waste and Hazardous Substance Management

6.1 Waste and Hazardous Substance Management

Vizionfocus Group upholds the core philosophy of "contributing to society and fully recognizes" that "the Earth's resources are limited" and that "environmental protection is essential." The Company is committed to protecting the environment across all business operations, products, and services.

- (1) Use low-pollution raw materials and apply clean production, striving to protect the environment and reduce the environmental impact of the product supply chain.
- (2) Comply with relevant environmental regulations and fulfill environmental responsibilities applicable to manufacturing facilities.
- (3) Continuously improve and enhance environmental performance through environmental target setting, periodic audits, and management review.
- (4) Adopt appropriate risk-control technologies to effectively reduce hazard risks to stakeholders, while continuously strengthening interactions with contractors and suppliers.
- (5) Protect natural resources by promoting effective utilization and waste reduction programs.
- (6) Reduce and prevent the environmental impacts caused by hazardous substances, thereby protecting both employees and the environment.
- (7) Improve product quality to reduce the generation of waste.

To comply with regulatory requirements and strengthen environmental protection, Vizionfocus has established the "Waste Management Control Procedure" to ensure proper classification, temporary storage, and disposal of all types of waste, thereby minimizing impacts on the environment and workplace operations. The Company classifies waste into general and industrial waste, and specifies recyclable items such as scrap iron, aluminum, glass, plastics, paper containers, used batteries, electronic waste, and lighting sources. All waste is then sorted into three categories for disposal: general trash, recyclables, and kitchen waste.

Waste must be stored in designated areas or containers, and shall not be placed arbitrarily. All storage facilities must be kept clean and maintained to prevent dispersion, leakage, or odors, and must include measures to avoid rainwater infiltration and contamination. Incompatible waste must be stored separately, and containers must be clearly labeled with their contents. The Administration Department conducts regular inspections of storage and temporary holding practices; any violations shall be corrected in accordance with the Company's Corrective and Preventive Action Management Procedure.

During the removal and treatment stages, all waste is handled exclusively by authorized contractors, with on-site supervision by Administration Department personnel to ensure that no scattering, spillage, leakage, or odors occur throughout the process. Certain types of special waste, such as sludge, must undergo dewatering treatment and comply with moisture control standards before being transported off-site.

Through a structured management process and regular audit practices, Vizionfocus strives to ensure that waste disposal is legal, compliant, and environmentally responsible, thereby strengthening environmental risk control throughout its operations.

Waste Categories and Treatment Methods

Unit: Metric Tons					
Category	Treatment Method	Location	Type	2023	2024
Non-hazardous Industrial Waste	Reuse & Recycling	Off-site Disposal	PP scrap, ink container recycling, glass container recycling	577.9975	608.4385
	Incineration	Off-site Disposal	General business waste, mixed waste plastics, mixed waste paper, mixed fiber waste (cotton, fabric, etc.)	92.06	132
	Thermal Treatment	Off-site Disposal	Sludge	1.82	2.4

Statistics of Waste Generation

Category	Treatment Method	2023		2024		Change Rate (%)
		Amount Generated	Proportion	Amount Generated	Proportion	
Non-hazardous Industrial Waste	Recycle	577.9975	86.03%	608.4385	82%	5.27%
	Non-recycling	93.88	13.97%	134.4	18%	43.16%
Hazardous Industrial Waste	Recycle	0	0%	0	0%	0%
	Non-recycling	0	0%	0	0%	0%
Total Waste Generated		671.8775	100%	742.8385	100%	10.56%
Waste Intensity		0.0240		0.0247		2.92%

Note 1 : Waste intensity = Total waste generated / Revenue per NTD 1,000.

Note 2 : Waste generation data include Plant 1, Plant 2, and the packaging plant.

7 Climate Change Management – TCFD Climate-related Financial Disclosures

Climate action has become a critical benchmark for evaluating global decarbonization commitments. In response, Vizionfocus follows the framework of the Task Force on Climate-related Financial Disclosures (TCFD) to disclose climate-related financial impacts with reliable data, highlight climate risks and opportunities, and formulate corresponding response strategies. Through these efforts, the Company aims to assess potential financial impacts and establish a comprehensive climate change management system, demonstrating resilience in corporate operations.

7.1 TCFD Governance Framework

Core Element	Implementation Guidelines
Governance	<ul style="list-style-type: none"> The Board of Directors serves as the highest decision-making and oversight body for the Company's climate-related actions. The President is appointed as the convener, while the ESG Committee coordinates and supervises climate-related matters. The ESG Committee formulates and executes climate action measures, holding regular meetings to review progress and target achievement.
Strategy	<ul style="list-style-type: none"> Assess short-, medium-, and long-term climate-related risks and opportunities and their potential operational and financial impacts. Propose corresponding strategies to address climate-related risks and opportunities. Conduct scenario analysis to evaluate impacts of transition and physical risks.
Risk Management	<ul style="list-style-type: none"> The Working Group periodically identifies significant risks and opportunities through risk factor collection and assessment of operational impacts and likelihood. For identified transition and physical risks, implement appropriate management actions, including mitigation, acceptance, or control. Integrate climate-related risk management into the Company's overall risk management framework, and conduct periodic review.
Metrics and Targets	<ul style="list-style-type: none"> Set the ultimate reduction target: achieving net-zero emissions by 2050. Plan for old equipment replacement and procurement of energy-efficient facilities.

The Company has established an ESG Committee responsible for formulating climate policies and coordinating sustainability and climate-related matters to ensure alignment between business operations and social responsibility. The ESG Committee oversees cross-departmental coordination, communication, and integration of sustainability and climate change management activities, as well as monitors implementation progress. The Committee is responsible for setting long-term climate change and renewable energy goals and strategies, and reports to the Board of Directors on a regular basis (at least once a year). It also convenes department heads who serve in the Risk Management Working Group to identify major climate-related risks and opportunities, evaluate potential financial impacts, and discuss corresponding response strategies through regular meetings.

TCFD Operating Organizational Framework



7.2 Financial Impacts and Response Strategies for Climate-Related Risks and Opportunities

Type	Issues	Horizon ^{Note}	Potential Financial Impact	Response Measures
Transition Risk	Changes in Customer Behavior	Long-term	Customers may demand environmentally friendly raw materials and packaging, resulting in higher R&D investment or increased operating costs.	<ul style="list-style-type: none"> Enhance market responsiveness and diversify business operations Track market trends and customer needs to drive forward-looking technology development, and update product specifications and standards
	Policies and Regulations	Medium / Long-term	As climate risks intensify, carbon taxation systems are being adopted worldwide to curb excessive greenhouse gas emissions, which may increase operating costs.	<ul style="list-style-type: none"> Implement ISO 14064-1 greenhouse gas inventory and ISO 14001 environmental management Establish carbon reduction initiatives
Physical Risk	Electricity Supply Shortage	Long-term	Power outages may cause operational interruptions.	<ul style="list-style-type: none"> Enhance backup power generator capacity Equip critical production equipment with UPS, and replace lead-acid batteries with lithium iron phosphate batteries to improve supply stability

Type	Issues	Horizon ^{Note}	Potential Financial Impact	Response Measures
Physical Risk	Water Supply Shortage or Interruption	Long-term	Phased water restrictions may cause operational interruptions.	<ul style="list-style-type: none"> Implement multiple water-saving measures to improve water efficiency Transition production equipment to reduce process water consumption
	Rising Average Temperature	Long-term	Higher air-conditioning power consumption to maintain workplace conditions may increase operating costs.	<ul style="list-style-type: none"> Implement strategies and actions related to climate change
	Extreme Weather	Long-term	Increasing frequency of extreme weather such as typhoons, heavy rainfall, and strong winds may result in factory flooding or equipment damage, potentially leading to higher maintenance costs or operational disruptions.	<ul style="list-style-type: none"> Establish emergency response standard operating procedures (SOPs) Develop disaster prevention and reporting mechanisms, and form a crisis management team
Opportunity	Low-Carbon Products Replacing Existing Products/Services	Long-term	Increased customer preference for low-carbon products may drive higher orders and increase revenue.	<ul style="list-style-type: none"> Identify customer needs and assess customization options to provide low-carbon/green products
	Recycling and Reuse	Short / Medium / Long-term	Using recyclable materials or reusing waste (e.g., shipping cartons, PP scrap) may reduce waste processing costs or increase revenue.	<ul style="list-style-type: none"> Strengthen collaboration across the supply chain Promote resource reuse and circular economy initiatives Recycle PP scrap through qualified vendors and establish recycling/reuse targets

Note: For internal management purposes, the Company defines short-term as within 3 years, medium-term as 3 to 5 years, and long-term as over 5 years.

7.3 Climate Scenario Analysis

The Company evaluates the resilience of its climate strategies in accordance with TCFD recommendations by conducting worst-case scenario analyses that consider both transition and physical risks, as well as climate-related opportunities.

Type	Reference Basis	Description
Transition Risks	Assessments and reports on climate emissions pathways issued by the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA)	Evaluates impacts on operations arising from potential carbon-related expenditures under scenarios controlling global warming below 1.5°C, below 1.8°C, and below 3°C, based on corresponding carbon-pricing trends.
Physical Risks	Taiwan Climate Change Projection and Information Platform (TCCIP), based on the RCP 8.5 scenario†	Assesses operational impacts caused by extreme weather events under a high-warming condition in which global warming mitigation is not effectively achieved.

Note: RCP8.5 represents a high greenhouse gas emission scenario, under which climate change is expected to intensify future variations in average temperatures, extreme heat events, annual precipitation, maximum daily rainfall, consecutive dry days, and the frequency of severe typhoons.

Scenario Analysis	Impact on Financial Planning ^{Note 2}
High-Emission Scenario, Approx. +3°C <ul style="list-style-type: none"> No additional carbon-reduction efforts, aside from existing policies Global carbon price^{Note 1}: USD 2.63/ton 	Increase in operating costs equivalent to 0.016% of annual consolidated revenue
Moderate-Emission Scenario, Approx. +1.8°C <ul style="list-style-type: none"> No significant low-carbon transition efforts before 2030, though temperature increase remains below 2°C Global carbon price^{Note 1}: USD 231.86/ton 	Increase in operating costs equivalent to 1.45% of annual consolidated revenue
Low-Emission Scenario, Approx. +1.5°C <ul style="list-style-type: none"> Global net-zero target reached by 2050 Global carbon price¹: USD 268.13/ton 	Increase in operating costs equivalent to 1.68% of annual consolidated revenue

¹ The carbon price is based on scenario parameters published by the Network for Greening the Financial System (NGFS), using the REMIND-MAGPIE 2.1-4.2 model and the projected global carbon price for 2035.

² The financial impact is calculated using Vizionfocus' Scope 1 and Scope 2 greenhouse gas emissions for 2024 (6,290.30 tCO₂e), verified by a third-party organization.

The Company conducted a physical risk scenario analysis to assess how climate-related risks under the RCP8.5 scenario may affect its business operations, strategies, and financial planning. Extreme weather events, such as heavy rainfall or flooding, could disrupt product transportation or result in work stoppages. However, since all of the Company's operating sites are located in metropolitan areas with well-established flood control infrastructure and reliable information networks, the potential financial impact is assessed as insignificant.

7.4 Risk Management

The Company will establish a "Risk Management Policy" in 2025 and integrate climate-related risk management into its overall enterprise risk management process. The responsible units will regularly report outcomes and implementation progress to the Board of Directors.



7.5 Indicators and Targets

Since 2023, the Company has conducted annual greenhouse gas (GHG) inventories and obtained third-party verification to ensure the data accuracy. The amended Climate Change Response Act (2023) stipulates a requirement to achieve net-zero greenhouse gas emissions by 2050, with science-based assessments applied to evaluate climate risks and strengthen governance capacity to enhance resilience.

In alignment with this policy and supported by the Science Based Targets initiative (SBTi), the Company intends to set its ultimate greenhouse gas reduction target as achieving carbon neutrality for Scope 1 and Scope 2 emissions by 2050.

8 Climate Change Management – Energy and Greenhouse Gas Management

8.1 Energy Use Policy

To address global energy shortages and the challenges of climate change, Vizionfocus sets annual energy-saving targets and implementation programs, consolidates energy-saving proposals from each department, and regularly tracks and monitors performance. We also actively evaluate production line equipment and continue to enhance plant utility systems to improve overall energy efficiency.

The primary energy consumed is purchased electricity, and no renewable energy is currently in use. According to the annual energy-saving plan reported to the Bureau of Energy, Ministry of Economic Affairs, the approved annual energy-saving rate for Taiwan Plant II in 2024 was 6.46%.

The total electricity consumption across all plants amounted to 49,625 GJ, representing a 4.21% reduction compared with the previous year, while the energy intensity decreased by 19.56%, demonstrating effective energy savings and improved energy efficiency.

Item	Savings	Reduced Energy Consumption (GJ)	Unit Energy Conversion Factor ¹ (GJ/kWh)	Heat Value Coefficient ² (MJ/kWh)
Electricity	606,120 kWh	2,183	0.0036	3.6

¹ Unit Energy Conversion Factor = Total Reduced Energy Consumption (GJ) ÷ Electricity Savings (kWh) = 2,183 GJ ÷ 606,120 kWh ≈ 0.0036 GJ/kWh

² 1 GJ = 1,000 MJ ; 0.0036 GJ/kWh × 1,000 = 3.6 MJ/kWh

8.2 Energy Use Overview

To effectively reduce energy consumption and greenhouse gas emissions, the Company actively implements various energy-saving measures. Key initiatives include improving energy efficiency in facility utilities and production equipment, optimizing equipment operating parameters, and replacing lighting with energy-saving alternatives. Each plant formulates and executes its own energy-saving action plans to support environmental sustainability and energy conservation goals. In addition, the Company strengthens energy conservation awareness among employees by encouraging practices such as turning off lights and shutting down computers after work. Energy-efficient lighting is widely used, and sensor-activated switches have been installed in non-frequent lighting areas to minimize unnecessary electricity consumption by improving daily habits.

Unit : GJ		Year			
Items		2022	2023	2024	Change (%)
Direct Energy	Diesel Fuel	-	147.73	142.32	-3.66%
	Gasoline	-	97.8	84.64	-13.46%
Indirect Energy	Purchased Electricity	44,448	51,808	49,625	-4.21%
Total Energy		44,448	52,053	49,851	-4.23%

Note 1: The heat value of electricity is converted at 1 kWh = 0.0036 GJ. The conversion factor is derived from the Ministry of Environment's Greenhouse Gas Emission Factor Management Table Version 6.0.4, based on fuel heat values: gasoline at 7,609 kcal/L and diesel at 8,642 kcal/L; 1 kcal = 4.184 kJ.

Note 2: Renewable energy mainly includes solar power and non-pumped hydroelectric power. Solar energy is estimated annually based on the daily generation in GJ of the installed capacity. Non-pumped storage is estimated based on the actual electricity consumption in the locality, with proportions determined for wet, normal, and dry periods.

Note 3: The 2023 data includes all consolidated entities, while data for other years covers only the manufacturing plants of subsidiaries.

2022~2024 Energy Intensity Statistics

Energy Item (Unit: GJ)	2022	2023	2024	Change (%)
Diesel (GJ)	-	147.73	142.32	-3.66%
Gasoline (GJ)	-	97.8	84.64	-13.46%
Electricity-Non-renewable (kwh)	12,346,685	14,391,064	13,784,944	-4.21%
Total Energy Consumption (GJ)	44,448	51,808	49,625	-4.21%
Energy Intensity (GJ/10,000 lenses)	2.04	1.85	1.66	-10.27%

Note 1: Conversions are calculated based on the "Heat Content of Energy Products" of the Ministry of Economic Affairs.

Note 2: Data include Plant 1, Plant 2, and the Packaging Plant (all consolidated entities).

Energy Item (Unit: GJ)	2024
External Energy Consumption of the Organization (GJ)	52,061.67
External Energy Intensity of the Organization (GJ/NTD)	0.00002748

Note: The external energy consumption of the organization is based on the total electricity used during the use phase over the lifespan of major products sold in 2024, expressed in energy units. The external energy intensity of the organization is calculated by dividing external energy consumption by the revenue generated from major products in 2024.

8.3 Energy-Saving Measures

To effectively reduce energy consumption and greenhouse gas emissions, the Company actively implements a variety of energy-saving measures. These include improving energy efficiency in facility utilities and production equipment, optimizing operating parameters, and replacing lighting with energy-saving devices. Each plant executes tailored energy-saving initiatives to support environmental sustainability goals. Meanwhile, the Company enhances energy conservation awareness by encouraging employees to turn off lights and shut down computers after work, adopt energy-saving lighting, and install motion-sensor switches in areas with irregular lighting needs. By promoting behavioral changes, the Company aims to reduce unnecessary energy waste.

Energy-Saving Measures and Performance in 2024

Facility	Performance
Taiwan Plant I (Note)	Replacement with an energy-efficient 100 HP air compressor
Taiwan Plant II	Improvement of production equipment and optimization of manufacturing processes by integrating machine systems to reduce electricity consumption. Energy saved: 582,008 kWh (2,095 GJ)
Total	2,095 GJ

Note: As Taiwan Plant I is located in a leased building (Xin Hong Building), electricity usage is apportioned among tenants and cannot be individually measured to calculate energy savings.

Key Energy-Saving Initiatives

Plant	Taiwan Plant
Parameter Setting	★
Production Process Integration	★
Equipment Process Integration	★
Facility Equipment Energy Efficiency Enhancement	★

Progressive Energy-saving Plans

Stage	Measures
Short-term	<ul style="list-style-type: none"> • Full replacement of plant lighting with LED fixtures • Installation of motion-sensor LED floodlights around plant facilities • Use of motion-sensor pathway landscape lighting • Priority given to high-efficiency or Tier-1 energy-saving equipment when procuring machinery • Replacement of outdated high-consumption equipment (e.g., air compressors, chillers) with energy-efficient models, along with centralized monitoring control • Increasing air-conditioning temperature settings when equipment is idle • Shutting down energy-intensive utility systems during weekends
Medium- and Long-term	<ul style="list-style-type: none"> • Implementing centralized monitoring systems to control utility energy consumption • Continuous adoption of the latest energy-saving technologies to improve production and utility efficiency • Installation of solar panels

8.4 Greenhouse Gas Emissions Management

Vizionfocus is committed to the effective management and reduction of greenhouse gas (GHG) emissions through clearly defined strategies and targets. In 2023, the Company completed its first GHG inventory and established it as the baseline year for future emissions reduction. In 2024, the Company obtained ISO 14064-1:2018 third-party verification for its GHG inventory. At the same time, investments were made to improve the energy efficiency of equipment and optimize manufacturing processes, with the aim of progressively reducing GHG emissions.

Since the primary source of the Company's GHG emissions comes from purchased electricity, Vizionfocus focuses on analyzing electricity consumption across all facilities and strives to reduce energy losses and improve energy efficiency. Following the government's guideline to "promote high-efficiency power equipment and accelerate the replacement of outdated machinery," and considering future developments in domestic carbon fees and emerging carbon markets, the Company prioritizes low-carbon equipment when expanding new facilities and production spaces to reduce GHG emissions generated during manufacturing processes.

Greenhouse Gas Emissions

GHG Emission Sources		Annual GHG Emissions Unit : tCO ₂ e		Change vs. Base Year (%)
Item	Item Description	2023 (Base Year)	2024	
Scope 1 Direct GHG Emissions (Category 1)	Including fuel for company vehicles, refrigerant leakage from company and office equipment, fire safety equipment, emergency generators, laboratory analytical instruments	177.6609	200.5438	12.88%
Scope 2 Indirect GHG Emissions (Category 2)	Including purchased electricity	6,867.1153	6,809.7622	-0.84%
Scope 3 Other indirect GHG Emissions (Category 3~4)	Including upstream transportation and distribution, business travel, employee commuting, purchased goods, fuel and energy related activities (not included in Scope 1 or Scope 2), and disposal of waste from operation	1,604.8949	1,654.9441	3.12%
Total GHG Emissions (Scope 1 + Scope 2 + Scope 3)		10,400.238	8,649.671	8,665.250
GHG Emission Intensity (tCO ₂ e /per NTD 1 million consolidated revenue)		4.04	4.1440	3.7013

Note 1: For inventory data, GHG emissions are summarized using the operational control approach. The GHGs included in the inventory are CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃.

Note 2: The 2024 data covers only the parent company; subsidiaries have not yet been inventoried.

For Taiwan, greenhouse gas emissions are calculated using the "Greenhouse Gas Emission Factor Management Table, Version 6.0.4" announced by the Taiwan Environmental Protection Administration.

The Global Warming Potential (GWP) applied across the entire group is based on "IPCC AR-6." The 2023 data includes all consolidated entities.

Note 3: In 2024, Scope 1 total emissions increased by 12.88% compared to 2023, due to higher fuel consumption from company vehicles.

Note 4: In 2024, Scope 3 total emissions increased by 3.12% compared to 2023, mainly due to higher electricity usage at plants and an increase in employee headcount.

9 Climate Change Management – Water Resources Management

9.1 Water Consumption Management

Vizionfocus, as a contact lens manufacturer, relies heavily on water resources in its production processes. In 2024, our total water withdrawal reached 72,632 tons, sourced entirely from municipal tap water. The Taiwan facilities are located in the Guangyuan Industrial Park and are supplied through two separate municipal connections: one from the park's purification plant (raw water sourced from Dapu Reservoir) and the other from the Dongxing Purification Plant (raw water sourced from Yongheshan Reservoir). Multiple water sources strengthen stability and help mitigate production risks caused by potential water shortages. In response to climate change and rising water scarcity risks, the Company has implemented various conservation measures and continues to raise awareness of responsible water use. Production process optimization is planned to further reduce water withdrawal. Additionally, reverse osmosis reject (RO-R) water from the purified water system is reused in the cooling tower within air-conditioning systems to enhance secondary utilization. For newly constructed facilities, the Company plans to install rainwater harvesting systems for landscape irrigation, reducing reliance on potable water and improving rainwater resource utilization.

The water source for the Company's facility in Mainland China is the Jiangxinzhou Danyang Water Source Area of the Yangtze River. The water source is not classified as a national or international protected area and does not originate from environmentally sensitive water bodies. The supply reliability of this water source exceeds 97%.

9.2 Discharge Water Management

Process wastewater is treated through the wastewater treatment system [Collecting Tank→Equalization Tank→Oxidation Tank→Sedimentation Tank (Sludge Filter Press)→Discharge]. Discharge is only permitted after treatment. The Company conducts daily monitoring of effluent quality to ensure compliance with the discharge standards of the Guangyuan Science Park. In addition, samples are collected and tested twice a year by certified third-party laboratories, with results submitted to environmental authorities for approval. Through strict adherence to environmental regulations, the Company aims to minimize environmental impacts.

The Company has obtained a Water Pollution Control Permit in accordance with applicable laws. Scrap raw materials generated during production processes and waste generated during R&D activities are disposed of and removed by licensed waste treatment contractors as required. Domestic sewage is managed in accordance with the wastewater control measures of the Guangyuan Science Park. In 2023 and 2024, the Company paid wastewater treatment fees of NTD 1,903,000 and NTD 2,380,000, respectively. In addition, the Company has established dedicated Environment, Health and Safety (EHS) personnel in accordance with regulatory requirements. The subsidiary, Jiangsu Shizhun, complies with and implements the wastewater pollution control measures applicable to the Jiangsu Heyang industrial zone.

Test Item & Limit		2024			
		1st Half-Year		2nd Half-Year	
		Plant 1	Plant 2	Plant 1	Plant 2
Water Temperature (°C)	40	27	26	28.1	28.4
PH Value	6~10	8.1	8.6	7.5	6.6
True Color	300	<25	<25	4.3	<25
Residue Free Chlorine (mg/L)	2	ND	0.03	0.04	ND
Biochemical Oxygen Demand (mg/L)	300	267	6.6	202	3.8
Chemical Oxygen Demand, COD (mg/L)	500	432	47.3	400	27.2
Suspended Solids, SS (mg/L)	300	10.8	11.8	4.3	3.3

Note: The packaging plant does not use process water and only discharges domestic wastewater.

9.3 Water Management

In 2024, the water usage of Vizionfocus Group across all operating locations is shown in the tables below. Facing increasing global climate change impacts, the Company continues to monitor water usage and proactively implements water-saving measures to ensure that production facilities are not exposed to immediate water shortage risks.

Total Water Withdrawal

Water Withdrawal Category	2024	2023	2022
Surface Water	0	0	0
Groundwater	0	0	0
Seawater	0	0	0
Produced water	0	0	0
Third-party water	72,632	53,109	48,801
Total water withdrawal	72,632	53,109	48,801

Note 1: Unit in cubic meters (tons).

Note 2: Surface water withdrawal is calculated based on the total water billing records, while groundwater withdrawal is calculated based on reported data.

Total Water Discharge

Water Discharge Category	2024	2023	2022
Surface Water	0	0	0
Groundwater	0	0	0
Seawater	0	0	0
Produced water	0	0	0
Third-party water	41,968	33,224	33,338
Total water discharge	41,968	33,224	33,338

Note 1: Unit in cubic meters (tons).

Note 2: Total water consumption = Total withdrawal – Total discharge.

Water Withdrawal and Discharge in Water-Stress Regions

Category	2024 年	2023 年	2022 年
Withdrawal – Surface Water	0	0	0
Withdrawal – Groundwater	0	0	0
Withdrawal – Seawater	0	0	0
Withdrawal – Third-party Water	72,632	53,109	48,801
Total Withdrawal	72,632	53,109	48,801
Total Discharge	41,968	33,224	33,338
Total Water Consumption	30,664	19,885	15,463

Note 1: Unit in cubic meters (tons).

Note 2: Surface water withdrawal is calculated based on the total water billing records, while groundwater withdrawal is calculated based on reported data.

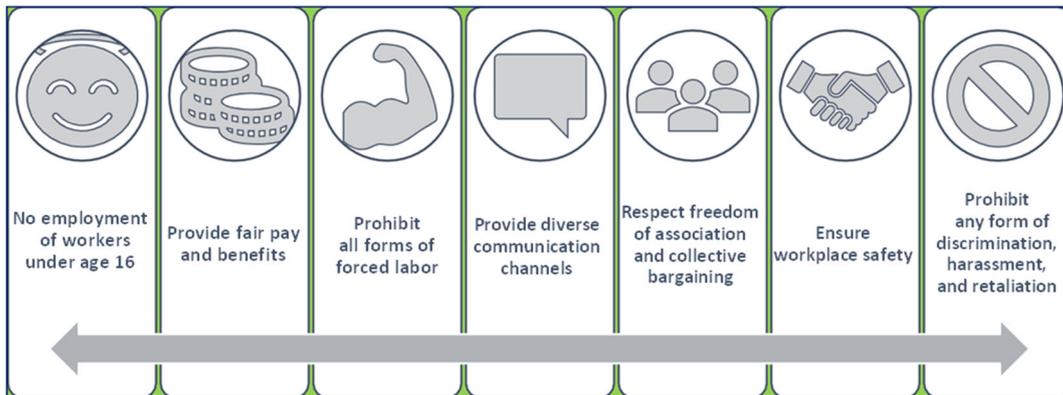
Note 3 : Water withdrawal is based on on-site meter readings.

10 Happy Workplace – Occupational Health and Safety

10.1 Human Rights Commitment

Vizionfocus Group complies with labor laws and regulations in all regions where we operate to safeguard employees' legal rights and interests. We also adhere to international labor and human rights standards, including the United Nations Global Compact, the Universal Declaration of Human Rights, and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. The Group is committed to respecting, protecting, and upholding labor rights to ensure that every employee receives fair treatment and respect.

Human Rights Policy



10.2 Labor Rights

To ensure employees clearly understand the Company's commitment to protecting human rights and preventing workplace violence and sexual harassment, "Human Rights Policy" and "Written Statement Prohibiting Workplace Violence" are designated as mandatory training for new employees and as required annual training courses. The Company has also established confidential grievance channels, with designated personnel responsible for handling workplace issues involving occupational safety and health, gender equality, and workplace violence, in order to safeguard a safe and healthy work environment.

Vizionfocus Group is committed to promoting transparent communication between the Company and its employees to maintain a constructive labor relationship. Labor-management meetings are held at least once every quarter. In addition to items submitted in accordance with relevant regulations, the meeting requires representatives from labor and management to collect and present employee proposals, ensuring that employee needs and opinions are appropriately addressed.

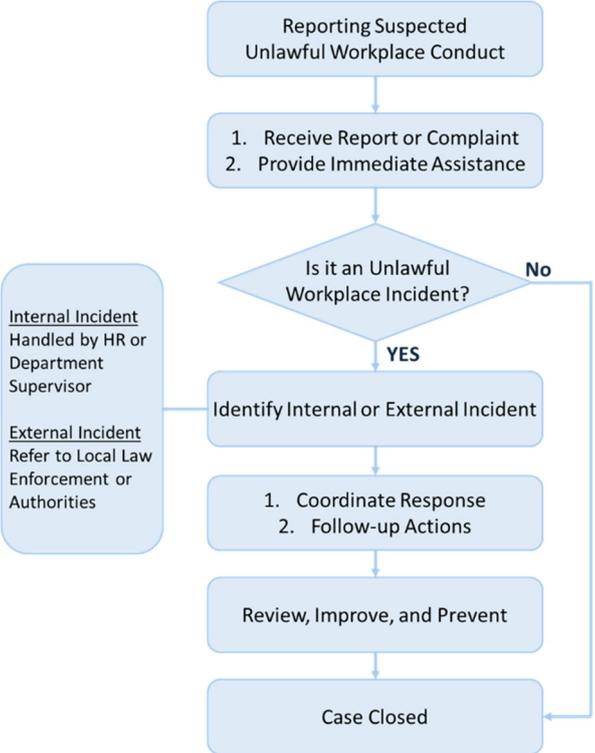
2024 Legal Violations

1. According to Penalty Notice No. 11300996153212 issued by the Miaoli County Government on May 3, 2024, the Company was found to have employed foreign students whose weekly working hours exceeded 20 hours during the school term, which did not comply with the relevant legal requirements and violated Article 50 of the Employment Service Act. A fine of NTD 120,000 was imposed. Corrective actions have been completed.

2. According to Penalty Notice No. 1130099615 issued by the Miaoli County Government on May 10, 2024, following a labor inspection on November 3, 2022, the Company was found to have violated several requirements regarding foreign workers, including: failure to pay overtime wages in accordance with the law, monthly overtime exceeding 46 hours, failure to provide two days of rest for every seven days worked, and failure to pay double wages for holiday and rest-day work. These violated Articles 24, 32, 36, and 39 of the Labor Standards Act. The Company was fined NTD 20,000 for each violation, totaling NTD 80,000, and was required to make immediate improvements. Corrective actions have been completed.



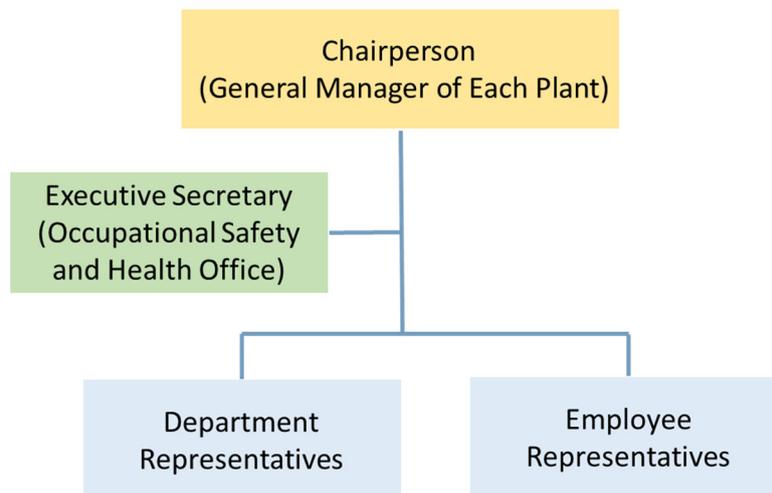
Reporting Procedure for Unlawful Workplace Conduct

Responsible Department / Personnel	Description	Management Process
Employees All Departments	<ul style="list-style-type: none"> Employees proactively report incidents. Reports, complaints, or feedback raised by others. 	 <pre> graph TD A[Reporting Suspected Unlawful Workplace Conduct] --> B[1. Receive Report or Complaint 2. Provide Immediate Assistance] B --> C{Is it an Unlawful Workplace Incident?} C -- No --> F[Case Closed] C -- YES --> D[Identify Internal or External Incident] D --> E[1. Coordinate Response 2. Follow-up Actions] E --> G[Review, Improve, and Prevent] G --> F </pre>
Administration Department	<ul style="list-style-type: none"> Safety personnel, HR, the employee involved (and other appropriate personnel) conduct interviews for hazard identification and risk assessment. For internal incidents, a workers' representative must participate in the investigation. For external incidents, coordination with local police or competent authorities is required. 	
Employees Administration Department Human Resources Department Supervisors	<ul style="list-style-type: none"> The employer may provide referrals or arrange counseling, guidance, leave, or flexible job adjustments when appropriate. Follow-up may be conducted by designated personnel, or referrals may be made to occupational injury prevention centers or relevant medical resources. Internal disciplinary action may be taken when necessary. Legal assistance may be provided if required. Work adjustments may be arranged for either party when necessary. 	
Administration Department Department Supervisors Human Resources	<ul style="list-style-type: none"> Each responsible department shall properly retain relevant records for documentation and reference. 	

10.3 Occupational Health and Safety

To ensure a safe working environment for employees, Vizionfocus Group has established occupational safety and health regulations within its work rules. These regulations provide clear guidelines for workplace safety and hygiene practices, thereby reducing the occurrence of occupational accidents. In cases of commuting accidents or workplace injuries, employees may apply for compensation in accordance with the relevant work rules. In addition, the Company offers free group insurance coverage, including accident insurance and hospitalization medical insurance, to mitigate risks associated with non-occupational medical needs.

In accordance with the Occupational Safety and Health Act, Vizionfocus is classified as a low-risk industry. Safety and health measures for all workers, activities, and work areas are implemented in compliance with the Occupational Safety and Health Management Regulations enforced by the Ministry of Labor, to protect the health and safety of all employees. The manufacturing facilities of the subsidiary adopt the ISO 45001 framework to establish an Occupational Safety and Health Management System. It applies to all personnel, activities, and work areas within the plant. To effectively discuss and resolve occupational safety and health issues at manufacturing sites, a Safety and Health Management Committee has been established along with a suggestion box, allowing employees to provide feedback and recommendations to enhance communication. The organizational structure of the Safety and Health Management Committee is as follows:



The Committee is chaired by the General Manager of each plant and convenes meetings on a regular basis. Meetings are held at least once every three months in Taiwan plants and once a month in plants located in Mainland China.

The Committee is responsible for the following duties:

- (1) Reviewing occupational safety and health policies.
- (2) Reviewing occupational safety and health management programs.
- (3) Reviewing plans for safety and health education and training.
- (4) Reviewing workplace environmental monitoring plans, monitoring results, and corresponding improvement measures.
- (5) Reviewing health management, occupational disease prevention, and health promotion initiatives.
- (6) Reviewing proposals related to workplace safety and health.
- (7) Reviewing self-inspection and occupational safety and health audit results of the organization.
- (8) Reviewing prevention measures for hazards related to machinery, equipment, raw materials, and substances.
- (9) Reviewing occupational accident investigation reports.

- (10) Reviewing performance evaluations of on-site safety and health management.
- (11) Reviewing safety and health management of contracted operations.
- (12) Reviewing other matters related to occupational safety and health management.

The Company conducts regular compliance audits of occupational safety and health regulations to ensure that business operations meet legal requirements. In 2024, all plant locations complied with applicable regulations, and no violations related to safety or health were recorded. To ensure a safe and healthy working environment and enhance operational competitiveness, each plant conducts workplace environmental monitoring and occupational hazard assessments in accordance with local regulatory requirements. Taiwan plants conduct monitoring twice a year, while plants in Mainland China conduct monitoring once a year. All monitoring results have met regulatory requirements and remain below applicable legal limits.

10.4 Environmental, Health, and Safety (EHS) Management

Vizionfocus Group adopts a zero-incident objective in occupational injury management, prioritizing employee safety as its foremost value. When there is an imminent risk of danger in the workplace, employees are required to immediately stop operations, evacuate to a safe location, and report the incident. Employees are not subject to punishment for doing so. Each year, all plants hold a "Safety Risk Week" to strengthen safety and health awareness and ensure a safe working environment. In addition, each plant conducts at least two full-scale emergency drills annually, involving simulated scenarios such as earthquakes, fires, and chemical spills, depending on operational characteristics and hazard types.

The Company conducts hazard identification and risk assessments for each department annually, determining risk levels based on severity and likelihood of occurrence. Operations identified as medium or high risk require additional control measures to reduce risk. The Company enforces a policy of transparent incident reporting and encourages departments to proactively identify hidden hazards during daily operations. Unsafe conditions are detected through behavioral observations and further tracked and improved through safety proposals. Near-miss incidents are included within the reporting process, enabling corrective actions before injuries occur and reducing the likelihood of future accidents.

The Company has established an EHS Management Manual to guide occupational safety and health practices. The Occupational Safety Office is responsible for planning and implementing EHS activities in accordance with internal procedures. All departments cooperate in executing required tasks, including training, equipment management, emergency response, and regulatory compliance, which are periodically reviewed by management. To ensure effective system implementation, the Company has also established an EHS Communication and Consultation Procedure, providing a structured communication mechanism with employees and stakeholders. The Occupational Safety Office centrally handles internal and external concerns, suggestions, and complaints, and provides appropriate responses.

The Company upholds a management philosophy of humanity, rationality, systemization, and internationalization, and adopts a fair and transparent management approach to establish its operating model. Recognizing that its products, activities, and services may impact the environment, the Company promotes the principles of full participation, systematic management, and regulatory compliance.

The Company specializes in the design and manufacturing of contact lenses, with a strong focus on production, manufacturing, and product development. Each plant has established an Environmental Management Committee, which is responsible for addressing internal and external environmental issues, stakeholder concerns, and regulatory compliance requirements. The Committee also reviews and verifies environmental considerations submitted by departments. The Committee is chaired by the head of each plant, and meetings are held regularly to review performance. Department heads and employee representatives are invited to jointly coordinate, review, and deliberate on environmental management matters, demonstrating the Company's strong commitment to environmental stewardship.

The Taiwan plants completed certification for the latest ISO 14001:2015 standard in 2023. Overseas plants will begin implementation in 2025 and are expected to complete certification in 2026. The certification extends environmental management throughout the entire product life cycle and across all stages of environmental risks and control mechanisms. The Company will establish comprehensive strategic guidelines and action plans to align with the latest international management trends.

Fire Safety Training



Traffic Safety Training



Occupational Safety Training for Foreign Migrant Workers



EHS Policy

VIZIONFOCUS | 望隼科技股份有限公司
With you, Vision Focus and Life

望隼科技股份有限公司
環安衛政策

望隼科技創立於 2012 年 5 月，秉持著「遵守法令，系統管理，全員參與」為宗旨，主要項目及營運模式為款式法製式塑膠線之設計、製造及銷售。產品行銷台灣、日本、中國、美國、歐洲等國家。技術及經營團隊主要來自於應產業者及同業中的翹楚者，因有志同道合的理念而聚集，共同追求企業永續經營及成長，從公司創立至今未嘗退縮的決心，在各國證照取得、材料及產品開發、核心製程技術的建置上超越同業，並以每年營收高增長獲得客戶對望隼產品的信心。

要求並承諾做到：

1. 安全健康環境：提供安全健康工作條件，預防工作相關的傷害和有礙健康。
2. 符合相關法規：遵從所有適用本公司之環安衛相關法規及其他要求事項。
3. 降低環安風險：有效預防並制定目標方案，持續改善環安衛之管理績效，降低環安衝擊。
4. 推動節能減廢：節能設計，確保環境降低負荷。
5. 承諾持續改善：持續改善環安衛管理績效。
6. 強化諮詢參與：建立諮詢參與溝通管道，查核環安衛議題。

總經理：  (簽名)

中華民國 114 年 1 月 6 日

10.5 Occupational Injuries

Occupational injury statistics are reported in accordance with the definition of occupational accidents under the Occupational Safety and Health Act, and are calculated based on key disabling injury indicators published by the Global Reporting Initiative (GRI). The main indicators include the Frequency Rate (FR) and Severity Rate (SR) of disabling injuries.

In 2024, the Group recorded a total of five occupational injury cases, with zero major occupational injuries and no work-related fatalities. Vizionfocus has established a clear occupational accident management procedure to reduce safety and health risks and prevent similar incidents from recurring. The applicable scope covers near-miss incidents, occupational accidents, health-related incidents occurring within plant premises, as well as commuting-related traffic accidents.

When an incident occurs, the relevant unit shall immediately report to its direct supervisor and the Occupational Safety and Health Office (OSH), and follow the Emergency Response Plan to conduct first aid and implement hazard control measures. The OSH unit is responsible for reporting to the competent authority (major accidents must be reported within eight hours), conducting accident investigation and analysis, assisting with corrective and preventive actions, and maintaining accident records and statistics.

The accident investigation team must include individuals familiar with the worksite, personnel knowledgeable in accident investigation, OSH personnel, labor representatives, and when necessary, contractor representatives. Following the investigation, an accident investigation report must be completed and submitted to the OSH Committee for follow-up and improvement.

Risk assessments must be conducted before and after corrective actions to ensure risks are reduced to an acceptable level. All public injury compensation claims must be submitted with required documentation within the prescribed timelines, and the Administrative Management Department shall assist with review and insurance claims. To reinforce awareness, investigation outcomes may also be incorporated into employee training materials.

2024 Occupational Injury Statistics

	Lost-Time Injury Categories	2023	2024
Recordable Occupational Injury Types (Times)	Falling down	0	0
	Mater dropping	0	0
	Crash or dash	0	0
	Mater flying down	0	1
	Cave-in	0	0
	Crashed	0	0
	Rolling-up	1	3
	Cutting	0	0
	Tread down	0	0
	Hot or low temperature	0	1
	Contact with hazard	0	0
	Electrical accident	0	0
	Explosion	0	0
	Breaking	0	0
	Fire	0	0
	Improper act	0	0
	Others	0	0

	Lost-Time Injury Categories	2023	2024
Occupational Injury Statistics	Total Working Hours (A)	987,496	1,083,264
	Number of Occupational Fatalities (B)	0	0
	Number of Severe Occupational Injuries (C)	0	0
	Number of Lost Workdays due to Occupational Injuries (D)	1	5
	Number of Cases without Lost Time but Limited Work Activity or Temporarily Reassigned (E)	0	0
	Number of Cases without Lost Time and without Work Restrictions (F)	0	0
	Near-Miss Cases (G)	0	0
	Lost Workdays (H)	6	90
	Total Recordable Work-Related Injuries (I)	1	5
	Occupational Injury Indicators	Occupational Fatality Rate	0
Severe Occupational Injury Rate		0	0
Total Recordable Incident Rate (TRIR, TCIR, or LTIR) ^{note 1}		0.2025	0.9231
Days Away, Restricted, or Transferred (DART) Rate ^{note 2}		0.2025	0.9231
Near-Miss Frequency Rate (NMFR)		0	0
Lost Workday Rate (LWD) ^{note 3}		1.2151	16.6164
Disabling Injury Frequency Rate (FR) ^{note 4}		1.01	4.61
Disabling Injury Severity Rate (SR) ^{note 5}		6	83
Frequency Severity Index (FSI) ^{note 6}	0.0778	0.6185	

Note:

1. TRIR= Total Recordable Work-Related Injuries (I)×200,000/ Total Working Hours (A) °
2. DART Rate= 【 Number of Lost Workdays due to Occupational Injuries (D)+ Number of Cases without Lost Time but Limited Work Activity or Temporarily Reassigned (E) 】 ×200,000/ Total Working Hours (A) °
3. LWD = Lost Workdays (H)/ Total Working Hours (A)×200,000 °
4. Disabling Injury Frequency Rate = Number of Lost Workdays due to Occupational Injuries (D)×1,000,000 Man-Hours / Total Working Hours (A). The result is calculated to two decimal places, with the third decimal place truncated °
5. Disabling Injury Severity Rate = Lost Workdays (H)×1,000,000 Man-Hours / Total Working Hours (A), rounded down to the nearest integer.
6. FSI =√ [(F.R×S.R.) / 1,000] °

10.6 Contractor Safety and Health Management

To ensure that external contractors operate safely within the Company's facilities, Vizionfocus has established clear contractor safety and health management regulations. Contractors performing work onsite are required to comply with the Company's existing EHS (Environment, Health, and Safety) systems and operational requirements, and must complete work permit applications, risk identification, and hazard assessments prior to commencing any task.

Before engaging external contractors, each department must collaborate with the Occupational Safety and Health Office to complete the required pre-work application procedures, including obtaining work permits, conducting job hazard analyses, and receiving necessary safety instructions. During operations, the Occupational Safety and Health unit and relevant personnel will conduct audits and inspections at the worksite; any non-compliance or potential hazards identified must be immediately corrected or work will be suspended.

To strengthen contractor safety awareness, the Company conducts regular EHS training and pre-entry briefings, and requires contractor personnel to sign a safety commitment statement. For major construction or high-risk operations, a pre-construction coordination meeting must be held to clarify departmental responsibilities and points of contact, thereby enhancing coordination and emergency response capabilities.

Additionally, the Company tracks and records contractor violations and incidents during operations as part of the contractor performance evaluation mechanism. Through these measures, the Company aims to establish a controlled and accountable safety framework that ensures both contractor personnel and internal employees can work in a safe environment.

10.7 Health Care Management

The Company provides employees with annual health examinations that exceed regulatory requirements. In addition to legally required items, enhanced examination items such as abdominal ultrasound, tumor marker screening, HbA1c testing, and intraocular pressure checks are also included to help monitor employees' health conditions. Health examination results are managed through a tiered system. Based on each employee's health risk category, the Company offers corresponding health education, consultation services, and regular follow-up to maintain employee well-being and prevent occupational diseases. On-site health services by contracted occupational health physicians are arranged at our Taiwan plant on a monthly basis, with a total of 31 appointments in 2024. The services include disease health interviews and guidance, assessments for return-to-work or job reassignment, recommendations for improving workplace environmental hazards, and review of health interview records by nurses, etc.

Year	Number of Participants in Health Examinations			Number of Participants in Special Health Examinations		Number of Employees with Abnormal Results for Special Health Examinations	
	Taiwan	China	Overseas	Taiwan	Overseas	Taiwan	Overseas
2023	376	433	0	0	0	0	0
2024	444	493	0	0	0	0	0

Note: The health examinations in China site have already included special operation-related examination items; therefore, they are not listed separately.

2024 Employee Health Examinations and Walking Activities



11 Happy Workplace – Talent Attraction and Retention

11.1 Employee Profile

Vizionfocus Group regards employees as the company's most valuable assets. In formulating policies and systems related to recruitment, compensation design, performance management, and training and development, the Company seeks to enhance organizational growth momentum and employee work efficiency. Local candidates are prioritized during recruitment and hiring. We believe that growing together with employees strengthens our long-term sustainability and fosters a workplace where employees enjoy their work and collective strength can be fully realized.

Vizionfocus Group complies with the regulations of the International Labour Organization (ILO) and local labor laws, does not employ child labor, and does not force or coerce any individual into performing work against their will.

In accordance with the fundamental human right of equal employment opportunity, employee hiring is based solely on professional capability and job suitability, without discrimination based on race, ideology, religion, political affiliation, nationality, gender, marital status, disability, or any other factor. Vizionfocus Group also complies with relevant regulations related to the employment of persons with disabilities and assigns suitable roles based on individual capabilities. There were no significant operational changes within Vizionfocus Group in 2024. Should significant operational changes occur, we will comply with the advance-notice requirements of local labor laws (10–30 days in Taiwan; within 30 days in Mainland China).

As of the end of December 2024, Vizionfocus Group employed a total of 958 employees, with 53% male and 47% female. The majority of employees were between 30 and 50 years old, accounting for 61.06%. A total of 274 employees resigned during the year, a slight decrease compared with 2023. We employed 7 persons with disabilities and 1 employee from minority groups, representing 0.54% and 0.27%, respectively.

Workforce Structure by Region

Region	2023		2024	
	Male	Female	Male	Female
Taiwan	235	276	243	266
China	165	143	262	187
Overseas	0	0	0	0
Total by genders	400	419	505	453
Total	819		958	
Percentage	49%	51%	53%	47%



Employee Composition by Contract Type

Type	Year		2023		2024	
	Category	Gender / Location	Number	%	人數	%
Employment Type	Permanent Employees	Male	303	37.00%	406	42.38%
		Female	311	37.97%	347	36.22%
	Temporary Employees	Male	97	11.84%	99	10.33%
		Female	108	13.19%	106	11.06%
	Permanent Employees	Taiwan	306	37.36%	304	31.73%
		China	308	37.61%	449	46.87%
		Overseas	0	0	0	0
	Temporary Employees	Taiwan	205	25.03%	205	21.40%
		China	0	0	0	0
Overseas		0	0	0	0	
Contract Type	Full-time Employees	Male	400	48.84%	505	52.71%
		Female	419	51.16%	453	47.29%
	Part-time Employees	Male	0	0	0	0
		Female	0	0	0	0
	Full-time Employees	Taiwan	510	62.27%	509	53.13%
		China	309	37.73%	449	46.87%
		Overseas	0	0	0	0
	Part-time Employees	Taiwan	0	0	0	0
		China	0	0	0	0
Overseas		0	0	0	0	



Diversity Performance

Type	Year		2023 年		2024 年	
	Category	Gender	Number	%	Number	%
Nationality	Local workers	Male	137	16.73%	144	15.03%
		Female	163	19.90%	160	16.70%
	Migrant workers	Male	263	32.11%	361	37.68%
		Female	256	31.26%	293	30.58%
Age	<30	Male	143	17.46%	189	19.73%
		Female	132	16.12%	146	15.24%
	30-50	Male	239	29.18%	291	30.38%
		Female	279	34.07%	294	30.69%
	>50	Male	18	2.20%	25	2.61%
		Female	8	0.98%	13	1.36%
Ranking	Management level	Male	77	9.40%	81	8.46%
		Female	41	5.01%	45	4.70%
	Non-management level	Male	323	39.44%	424	44.26%
		Female	378	46.15%	408	42.59%
Function	Sales	Male	6	0.73%	8	0.84%
		Female	14	1.71%	16	1.67%
	Manufacturing	Male	331	40.42%	428	44.68%
		Female	317	38.71%	347	36.22%
	R&D	Male	45	5.49%	46	4.80%
		Female	53	6.47%	62	6.47%
	Administration and others	Male	18	2.20%	23	2.40%
		Female	35	4.27%	28	2.92%
Education	Masters	Male	27	3.30%	34	3.55%
		Female	18	2.20%	15	1.57%
	Junior College/Bachelor	Male	279	34.07%	273	28.50%
		Female	236	28.82%	222	23.17%
	Senior high school and below	Male	94	11.48%	198	20.67%
		Female	165	20.15%	216	22.55%

Statistics of New Employee Hires

Type	Year	2023			2024		
	Category	New Hires	Active Employees	%	New Hires	Active Employees	%
Gender	Male	232	400	58.00%	180	505	35.64%
	Female	203	419	48.45%	121	453	26.71%
Age	< 30	216	275	78.55%	150	335	44.78%
	30-50	215	518	41.51%	147	585	25.13%
	> 50	4	26	15.38%	4	38	10.53%
Workplace Location	Taiwan	193	511	37.77%	78	509	15.32%
	China	242	308	78.57%	223	449	49.67%
	Overseas	0	0	0.00%	0	0	0.00%
Total of Each Type		435	819	53.11%	301	958	31.42%

Statistics of Employee Turnover

Type	Year	2023			2024		
	Category	Turnover	Active Employees	%	Turnover	Active Employees	%
Gender	Male	148	400	37.00%	148	505	29.31%
	Female	131	419	31.26%	126	453	27.81%
Age	< 30	111	275	40.36%	115	335	34.33%
	30-50	165	518	31.85%	154	585	26.32%
	> 50	3	26	11.54%	5	38	13.16%
Workplace Location	Taiwan	122	511	23.87%	79	509	15.52%
	China	157	308	50.97%	195	449	43.43%
	Overseas	0	0	0.00%	0	0	0.00%
Total of Each Type		279	819	34.07%	274	958	28.60%

11.2 Equal Opportunity

Vizionfocus upholds the principle of equal treatment and is firmly committed to opposing all forms of gender discrimination, ensuring that female employees are treated fairly and equitably in every aspect of workplace development. We are committed to ensuring that factors such as gender, ethnicity, nationality, religious beliefs, age, physical condition, political stance, marital status, or union affiliation do not influence female employees' recruitment, compensation, promotion opportunities, or other employment conditions. Through concrete actions, the Company strives to create a supportive workplace that enables female employees to achieve a healthy balance between work and life.

Female Employee Ratio (%)

Category	Year	2023			2024		
	Region	Taiwan	China	Overseas	Taiwan	China	Overseas
Female Employee Ratio		54	46	0	52	58	0
Overall Female Employee Ratio			33			37	
Female Non-management Ratio		57	47	0	55	41	0
Overall Female Non-management Ratio			35			32	
Female Management Ratio		28	41	0	28	43	0
Overall Female Management Ratio			23			24	

Gender-Friendly Workplace and Human Rights Equality Training



Workplace Sexual Harassment Prevention Training



11.3 Compensation System

To attract and retain top talent, Vizionfocus designs our compensation packages based on market standards, external competitiveness, and labor market supply and demand. We offer competitive salaries that comply with local minimum wage regulations and ensure no gender-based discrepancies.

The compensation structure includes fixed and variable components. Fixed salaries are adjusted according to market salary levels, educational background, work experience, and market surveys. Variable compensation consists of year-end bonuses and employee profit-sharing, which are distributed based on the Company's operational performance and individual achievements. Salary and promotion adjustments depend on the Company's overall business conditions, individual performance, the consumer price index, and government policies.

Comparison of the Non-managerial Positions at Vizionfocus (Unit: NTD Thousand)

Item	2023	2024
Number of Employees	583	470
Average salary	731	770
Median salary	588	646

Note: This table excludes the Company's manager. The definition of "manager" follows the scope set out in Office Letter No. Taiwan-Finance-Securities-III-920001301 issued by the competent authority on March 27, 2003, and is consistent with the definition disclosed in the Company's annual report.

11.4 Performance Management System

To attract and retain top talent, as well as to recognize, reward, and motivate outstanding employees, Vizionfocus Group conducts annual performance evaluations. These evaluations use individual employee contributions and the Company's overall operational performance as the basis for decisions regarding promotions, salary adjustments, and year-end bonuses. This approach ensures employees share in the Company's successes and reinforces their sense of self-worth. Take the Company as an example, we conducts our annual performance evaluations in December every year. In 2024, the performance evaluation coverage reached 100%.

11.5 Employee Care and Welfare System

To strengthen employee cohesion and ensure their rights and benefits, Vizionfocus Group has established a comprehensive welfare system and, in accordance with local regulations, set up an Employee Welfare Committee. This committee is responsible for managing and allocating welfare funds, while each site is tasked with planning and implementing corresponding welfare programs to fully address employees' needs. The Company has also legally established a labor-management meeting mechanism and convenes meetings regularly to ensure open communication and negotiation between labor and management. In addition to the labor-related agenda items submitted by each unit in accordance with legal requirements, the meeting also authorizes representatives from both sides to collect employee proposals. In 2024, no labor disputes occurred.

Welfare Programs Overview

Item	Description
Basic Benefits	Labor insurance, national health insurance, labor pension, group insurance, and training programs.
Retirement Security	In accordance with local regulations, the Company contributes a specified percentage of employee salaries each month to government-managed retirement accounts to safeguard employees' retirement rights.
Compensation Plan	Eligible for employee subscription under cash capital increases, employee transfers of treasury stock, employee stock options, and restricted stock awards.
Financial Planning	Implementation of an employee stock ownership trust. The Company contributes 50% of the employee's voluntary contribution. Employees may receive allocated dividends annually and withdraw all allocated shares after three years.
Health Care	Free health examinations, onsite physician consultations, maternity health protection programs, and health promotion activities.
Special Leave	Maternity leave/antenatal leave, prenatal checkup leave and paternity leave, and family care leave.

11.6 Maternity Protection Program and Parental Leave

To foster a harmonious and equitable workplace, female employees are required to notify the Administration Department once pregnancy is confirmed. The department provides support throughout the pre- and post-natal stages to safeguard the physical and mental well-being of pregnant, postpartum, and breastfeeding employees, ensuring both maternity protection and equal employment rights.

To help employees balance personal and family care responsibilities, matters in Taiwan are handled in accordance with the Gender Equality in Employment Act, with no differences based on gender or job position. Both male and female employees may apply for unpaid parental leave and family care leave. During the unpaid parental leave period, employees may negotiate with the Company to return to work earlier or postpone their return.

2024 Parental Leave / Return-to-Work Statistics

Parental Leave / Return-to-Work Indicators	Male	Female	Total
Number of employees eligible for parental leave (A) ^{Note 1}	1	4	5
Number of employees who applied for parental leave (B) ^{Note 2}	1	3	4
Number of employees scheduled to return to work after parental leave (C) ^{Note 3}	1	3	4
Number of employees who actually returned to work after parental leave (D) ^{Note 4}	1	2	3
Number of employees who remained employed for one year after returning from parental leave in the previous year (E) ^{Note 5}	0	2	2
Number of employees who returned from parental leave in the previous year (F)	0	2	2
Parental leave application rate (B)/(A)	100%	75%	80%
Return-to-work rate (D/C)	100%	67%	75%
Retention rate one year after returning from parental leave (E/F)	0	100%	100%

Note :

1. Refers to the number of employees who applied for maternity leave or paternity leave during the reporting year.
2. Total number of employees, by gender, who actually used parental leave.
3. Total number of employees who were scheduled to return to work after completing parental leave.
4. Total number of employees, by gender, who returned to work during the reporting period after completing parental leave.
5. Total number of employees, by gender, who remained employed for twelve months after returning from parental leave.

11.7 Employee Grievance Mechanism

Vizionfocus Group has established the Employee Complaint Procedure and created an "Employee Grievance Section" on the internal employee portal. We encourage employees to report any conduct that violates ethical standards or legal requirements. Appropriate personnel are designated to handle such cases, and all submissions are treated as confidential to fully protect the identity and safety of the reporting employee, providing a convenient and secure reporting channel. Employees may also directly contact the designated liaison for reporting violations of professional ethics (currently the Head of Internal Audit). The reward mechanism for reporting is implemented in accordance with the Personnel Reward and Disciplinary Procedures and the Employee Reward and Disciplinary Guidelines within the payroll cycle.

12 Employee Training and Development

12.1 Talent Development and Diverse Training Programs

To enhance employees' learning capabilities and professional skills, the Vizionfocus Group regards training and professional development as a long-term investment in its workforce. The Company is committed to strengthening employees' job-related knowledge, skills, and attitudes to support the achievement of corporate objectives. A diverse range of training programs is offered, including onboarding programs for new hires and various in-service training courses. Each program undergoes assessment and effectiveness evaluation to ensure training quality and outcomes. Employees are also encouraged to participate in overseas study visits, domestic benchmark company visits, conferences, and job rotation opportunities. These initiatives help strengthen talent development, motivate continuous growth, and support employees' long-term career advancement.

Diversity Training Programs

Training Programs	Description
New Employee Orientation	General orientation and basic skills training.
On-the-Job Training	Mainly divided into general training and skills-based training, including internal departmental training, quality system training, occupational safety and environmental safety training, internal audit and internal control training, production management training, and administrative management training.

In accordance with the nature of employees' job functions, the Company provides corresponding occupational health and safety training to ensure employees fully understand the importance of workplace health and safety. Employees are also assigned to attend external training programs to comply with local regulatory requirements and obtain relevant occupational health and safety certifications. For example, in the Taiwan manufacturing sites, training programs include certification courses for organic solvent operation supervisors, special chemical operation supervisors, Category 1 pressure vessel operators, and forklift operators, among other areas.

Training Statistics – By Gender

Year	2023		2024	
	Male	Female	Male	Female
Internal Training Hours	9,190	14,355	4,982	3,133
External Training Hours	210	101	207	174
Total (A)	9,400	14,456	5,189	3,308
Number of Employees (B)	207	253	234	271
Average training Hours per Employee (A/B)	45	57	22	12

Training Statistics – By Job Level

Year	2023		2024	
	Non-managerial position	Managerial position	Non-managerial position	Managerial position
Internal Training Hours	20,093	3,452	6,704	1,412
External Training Hours	134	177	161	221
Total (A)	20,227	3,629	6,865	1,633
Number of Employees (B)	400	60	440	65
Average training Hours per Employee (A/B)	51	60	16	25

Diverse Training

Year	2023		2024	
	Type	Training Hours	Total Training Hours Offered	Training Hours
New Employee Orientation	730	18,057	385	4,004
General Training	408	1,685	841	2,355
Skills Training	127	640	185	1,164
Management Training	396	3,474	330	975
Total	1,661	23,856	1,741	8,498

IEC 62366-1 / EN 62366 Medical Device Usability Engineering Training



Visual Presentation Design and Delivery Skills Training



13 Community Investment and Engagement – Social Contribution

Vizionfocus Group upholds the philosophy of “giving back to society” and actively fulfills its corporate social responsibility. We prioritize “environmental sustainability” and “support for disadvantaged groups” as key strategies for creating positive social impact. In 2024, we invested a total of NTD 400,000 in community engagement initiatives, aiming to generate meaningful and lasting benefits for society.

To ensure that resources are effectively allocated to those in need, a monitoring and evaluation mechanism has been established for all beneficiary organizations. This process helps verify the effectiveness of each project, ensuring that social investments lead to tangible outcomes and contribute to shared value within the community.

2024 Community Engagement Programs

Project	Beneficiary
Purchase of 950 boxes of handmade cookies	Children Are Us Foundation

13.1 Purchasing Gift Boxes– Supporting Disadvantaged Groups

Vizionfocus Group demonstrates its commitment to supporting disadvantaged communities through concrete action by purchasing 950 handmade gift boxes and distributing them to employees across the Group. This initiative not only provides the Children Are Us Foundation with a stable source of income, but also ensures that the products offered are safe, high-quality, and reliably supplied. For employees, receiving thoughtfully prepared gift boxes helps cultivate respect for the producers and appreciation for the value of food, thereby strengthening awareness of sustainable practices and reinforcing a sense of social responsibility.



Appendix 1: GRI Content Index

Statement of Use	Vizionfocus Inc. has reported with reference to the GRI Standards for the period January 1, 2024 to December 31, 2024, with disclosures referenced in the GRI Content Index.
GRI 1 Used	GRI 1: Foundation 2021

General Disclosures

GRI Standards	Disclosure Items	Chapter	Page Number(s)
GRI 2: General Disclosures 2021	2-1 Organizational details	1.1 About Vizionfocus	18
	2-2 Entities included in the organization's sustainability reporting	About This Report	5
	2-3 Reporting period, frequency and contact point	About This Report	5
	2-4 Restatements of information	About This Report	5
	2-5 External assurance	About This Report	5
	2-6 Activities, value chain and other business relationships	1.1 About Vizionfocus	18
	2-7 Employees	11.1 Employee Profile	63
	2-8 Workers who are not employees	11.1 Employee Profile	64
	2-9 Governance structure and composition	1.2 Organizational Structure	20
	2-10 Nomination and selection of the highest governance body	1.3 Structure and Operations of Board of Directors	22
	2-11 Chair of the highest governance body	1.3 Structure and Operations of Board of Directors	21
	2-12 Role of the highest governance body in overseeing the management of impacts	1.2 Organizational Structure	21
	2-13 Delegation of responsibility for managing impacts	1.2 Organizational Structure	20
	2-14 Role of the highest governance body in sustainability reporting	1.2 Organizational Structure	20
	2-15 Conflicts of interest	1.3 Structure and Operations of Board of Directors	23
	2-16 Communication of critical concerns	2.6 Grievance Mechanism	31
	2-17 Collective knowledge of the highest governance body	1.3 Structure and Operations of Board of Directors	24-25
	2-18 Evaluation of the performance of the highest governance body	1.3 Structure and Operations of Board of Directors	23
	2-19 Remuneration policies	1.5 Directors and Managerial Officers Remuneration Policy	27
	2-20 Process to determine remuneration	1.5 Directors and Managerial Officers Remuneration Policy	27
	2-21 Annual total compensation ratio	1.5 Directors and Managerial Officers Remuneration Policy	27
	2-22 Statement on sustainable development strategy	Sustainability Governance and Strategy	8-9
	2-23 Policy commitments	Sustainability Governance and Strategy	8-9
	2-24 Embedding policy commitments	Sustainability Governance and Strategy	8-9
	2-25 Processes to remediate negative impacts	Sustainability Governance and Strategy	8-9
	2-26 Mechanisms for seeking advice and raising concerns	2.6 Grievance Mechanism	31
	2-27 Compliance with laws and regulations	2.5 Regulatory Compliance	31
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	10-12
	2-30 Collective bargaining agreements	11.5 Employee Care and Welfare System	68

GRI Standards	Disclosure Items	Chapter	Page Number(s)	SDGs
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topic Identification	12-13	-
	3-2 List of material topics	Material Topics List and Chart	13	-
	3-3 Management of material topics	Material Topics and Value Chain	16-17	-
Material Topic: Sustainable Operations – Financial Performance ; Climate Change Management – Climate Change Adaptation				
GRI Economic Performance 2016	201-1 Direct economic value generated and distributed	3.1 Operating Performance	32	SDG 8
	201-2 Financial implications and other risks and opportunities due to climate change	7.2 Financial Impacts and Response Strategies for Climate-Related Risks and Opportunities	45-48	SDG 8
	201-4 Financial assistance received from government	3.2 Government Financial Assistance	33	-
Material Topic: Sustainable Operations – Financial Performance				
GRI 207: Tax 2019	207-1 Approach to tax	3.3 Tax Policy	33	SDG 10
Material Topic: Climate Change Management – Energy and Greenhouse Gas Management				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	8.2 Energy Use Overview	49-50	SDG 12
	302-2 Energy consumption outside of the organization	8.2 Energy Use Overview	49-50	SDG 12
	302-3 Energy intensity	8.2 Energy Use Overview	49-50	SDG 12
	302-4 Reduction of energy consumption	8.2 Energy Use Overview	49-50	SDG 12
Material Topic: Climate Change Management – Water Resources Management				
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	9 Climate Change Management – Water Resources Management	53-54	SDG 6
	303-3 Water withdrawal	9 Climate Change Management – Water Resources Management	53-54	SDG 6
	303-4 Water discharge	9 Climate Change Management – Water Resources Management	53-54	SDG 6
	303-5 Water consumption	9 Climate Change Management – Water Resources Management	53-54	SDG 6
Material Topic: Climate Change Management – Energy and Greenhouse Gas Management				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	8.4 Greenhouse Gas Emissions Management	51-52	SDG 12
	305-2 Energy indirect (Scope 2) GHG emissions	8.4 Greenhouse Gas Emissions Management	51-52	SDG 12
	305-3 Other indirect (Scope 3) GHG emissions	8.4 Greenhouse Gas Emissions Management	51-52	SDG 12
	305-4 GHG emissions intensity	8.4 Greenhouse Gas Emissions Management	51-52	SDG 12
Material Topic: Environmental Management – Waste Management				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	6.1 Waste and Hazardous Substance Management	43-44	SDG 12
	306-2 Management of significant waste-related impacts	6.1 Waste and Hazardous Substance Management	43-44	SDG 12
	306-3 Waste generated	6.1 Waste and Hazardous Substance Management	43-44	SDG 12
	306-4 Waste diverted from disposal	6.1 Waste and Hazardous Substance Management	43-44	SDG 12
	306-5 Waste directed to disposal	6.1 Waste and Hazardous Substance Management	43-44	SDG 12
Material Topic: Sustainable Operations – Procurement Practices and Management				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5.1 Supplier Management 5.2 Procurement Practices	41-43	-
	308-2 Negative environmental impacts in the supply chain and actions taken	5.1 Supplier Management 5.2 Procurement Practices	41-43	-

GRI Standards	Disclosure Items	Chapter	Page Number(s)	SDGs
Material Topic: Happy Workplace – Occupational Health and Safety				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	10.3 Occupational Health and Safety	57-58	SDG 8
	403-2 Hazard identification, risk assessment, and incident investigation	10.5 Occupational Injuries	60-61	SDG 8
	403-3 Occupational health services	10.7 Health Care Management	62	SDG 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	10.3 Occupational Health and Safety	57-58	SDG 8
	403-5 Worker training on occupational health and safety	10.3 Occupational Health and Safety	57-58	SDG 8
	403-6 Promotion of worker health	10.7 Health Care Management	62	SDG 6
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	10.4 Environmental, Health, and Safety (EHS) Management	57-58	SDG 8
	403-8 Workers covered by an occupational health and safety management system	10.3 Occupational Health and Safety	57-58	SDG 8
	403-9 Work-related injuries	10.5 Occupational Injuries	60-61	SDG 8
	403-10 Work-related ill health	10.7 Health Care Management	62	-
Material Topic: Happy Workplace – Employee Training and Development				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	12.1 Talent Development and Diverse Training Programs	70	SDG 4
Material Topic: Happy Workplace – Occupational Health and Safety				
GRI 406: Non discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	10.2 Labor Rights	55-56	SDG 5
Material Topic: Happy Workplace – Occupational Health and Safety				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	5.1 Supplier Management 5.2 Procurement Practices	41-43	SDG 5
	414-2 Negative social impacts in the supply chain and actions taken	5.1 Supplier Management 5.2 Procurement Practices	41-43	SDG 5
Custom Material Topic: Sustainable Operations – Information Security and Customer Privacy				
Information Security and Customer Privacy		4 Sustainable Operations – Information Security and Customer Privacy Management	37-42	-

GRI Standards	Disclosure Items	Chapter	Page Number(s)
Voluntary Disclosure			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	11.1 Employee Profile	66
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	11.5 Employee Care and Welfare System	68
	401-3 Parental leave	11.6 Maternity Protection Program and Parental Leave	69
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	11.1 Employee Profile	65
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	3.5 Product Quality Assurance and Systematic Management 3.6 Product Safety and Ethical Marketing	35-36
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	3.6 Product Safety and Ethical Marketing	36
Innovation and R&D		3.4 Product Research and Development	33-35
Hazardous Substance Management		6.1 Waste and Hazardous Substance Management	43-44
Corporate Governance and Risk Management		2 Sustainable Operations – Regulatory Compliance and Risk Management	27-31
Community Investment and Engagement		13 Community Investment and Engagement – Social Contribution	72

Appendix 2: SASB Index: Medical Equipment and Supplies Industry

Topic	Metric	Unit of Measure	Code	Chapter
Affordability & Pricing	Description of how price information for each product is disclosed to customers or to their agents	n/a	HC-MS-240a.2	3.6 Product Safety and Ethical Marketing
	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Percentage (%)	HC-MS-240a.3	3.6 Product Safety and Ethical Marketing
Product Safety	(1) Number of recalls issued, (2) total units recalled	Number	HC-MS-250a.1	3.5 Product Quality Assurance and Systematic Management 3.6 Product Safety and Ethical Marketing
	Products listed in any public medical product safety or adverse event alert database	n/a	HC-MS-250a.2	3.5 Product Quality Assurance and Systematic Management 3.6 Product Safety and Ethical Marketing
	Number of fatalities associated with products	Number	HC-MS-250a.3	3.5 Product Quality Assurance and Systematic Management 3.6 Product Safety and Ethical Marketing
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Number	HC-MS-250a.4	3.5 Product Quality Assurance and Systematic Management 3.6 Product Safety and Ethical Marketing
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Presentation currency	HC-MS-270a.1	3.6 Product Safety and Ethical Marketing
	Description of code of ethics governing promotion of off-label use of products	n/a	HC-MS-270a.2	3.6 Product Safety and Ethical Marketing
Product Design & Lifecycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	n/a	HC-MS-410a.1	3.6 Product Safety and Ethical Marketing
	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	Metric tonnes (t)	HC-MS-410a.2	6.1 Waste and Hazardous Substance Management

Topic	Metric	Unit of Measure	Code	Chapter
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programmes for manufacturing and product quality	Percentage (%)	HC-MS-430a.1	1.1 About Vizionfocus 5.3 Supplier Evaluation Mechanism and Performance
	Description of efforts to maintain traceability within the distribution chain	n/a	HC-MS-430a.2	3.5 Product Quality Assurance and Systematic Management
	Description of the management of risks associated with the use of critical materials	n/a	HC-MS-430a.3	3.5 Product Quality Assurance and Systematic Management 3.6 Product Safety and Ethical Marketing
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Presentation currency	HC-MS-510a.1	2.1 Integrity Management and Business Ethics 2.5 Regulatory Compliance
	Description of code of ethics governing interactions with health care professionals	n/a	HC-MS-510a.2	2.1 Integrity Management and Business Ethics 2.5 Regulatory Compliance

Activity Metric	Unit of Measure	Code	Description
Number of units sold by product category	Number	HC-MS-000.A	505,396 lenses

Appendix 3: Independent Third-Party Assurance Statement



Certificat
Certificate

N° 2024/108565.1

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pour les activités suivantes :

DESIGN AND MANUFACTURE OF STERILE SOFT CONTACT LENSES.
無菌軟式隱形眼鏡的設計與製造。

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a été évalué et jugé conforme aux exigences requises par :

ISO 14001:2015

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OPINION STATEMENT



Greenhouse Gas Verification Opinion 2024 Greenhouse Gas Emissions Information

VIZIONFOCUS INC.

3F, NO. 66, YOUYI RD., ZHUNAN TOWNSHIP, MIAOLI COUNTY 350,
TAIWAN, R.O.C.

Has completed the verification according to ISO 14064-3:2019 and meets
the following standard requirements

ISO 14064-1 : 2018

Direct emissions

200.5438 tonnes of CO₂e

Indirect emissions

8,464.7063 tonnes of CO₂e

Direct emissions and indirect emissions

8,665.250 tonnes of CO₂e

Opinion No.: ARES/TW/I2503100G

Date: 2025-03-27

Version: 01

The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise
the opinion is invalid.



Authorized by :



ARES International Certification Co., Ltd.
No.12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan
TEL / 06-295 9696 (Rep. Line) FAX / 06-295 9667
www.ares-registration.com



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CERTIFICATE No.
CERTIFICATO N.

ICIM-45001-051239-01

WE HEREBY CERTIFY THAT THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM OPERATED BY
SI CERTIFICA CHE IL SISTEMA DELLA SALUTE E SICUREZZA NEI LUOGHI DI LAVORO DI

VIZIONFOCUS INC.

Headquarter

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350 苗栗縣竹南鎮友義路 66 號 3 樓

ADMINISTRATION / 行政管理

Operative Units

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350 苗栗縣竹南鎮仁義街 5 號

DESIGN AND MANUFACTURE OF STERILE SOFT CONTACT LENSES / 無菌軟式隱形眼鏡的設計與製造
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ISO 45001:2018

Occupational Health and Safety Management System / Sistema di Gestione della Sicurezza e della Salute dei Lavoratori

FOR THE FOLLOWING ACTIVITIES / PER LE SEGUENTI ATTIVITÀ

EA: 19

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Page 1 / 1

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MAINTENANCE OPERATION AND SECURITY OF THE COMPANY'S INFORMATION DEPARTMENT OFFICE AREA, HUMAN RESOURCES SYSTEM (HRM), MANUFACTURING EXECUTION SYSTEM (MES), ELECTRONIC SIGN-OFF SYSTEM (EFGP), ENTERPRISE RESOURCE PLANNING SYSTEM (ERP), NETWORK INFRASTRUCTURE AND INFORMATION ROOM MANAGEMENT ACTIVITIES. THIS IS IN ACCORDANCE WITH THE STATEMENT OF APPLICABILITY, VERSION V1.0, DATED

OCTOBER 1, 2023

本公司資訊部辦公區域、人力資源系統 (HRM)、生產製造執行系統 (MES)、電子簽核系統 (EFGP)、企業資源規劃系統 (ERP) 以及網路基礎設施與資訊機房之維運操作與安全管理活動。
依據適用性聲明書，版次:V1.0，發行日期:2023 年 10 月 1 日

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et est déployé sur les sites suivants :

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