



Sustainability Report

2024

Table of Contents

01. Introduction

Message from iiyama CEO	03
About the Report	05

02. iiyama Overview

2024 iiyama ESG Achievements	07
About iiyama Corporation	09

03. Sustainable Governance

Sustainability Governance & Strategies	12
Stakeholder Engagement	14
Materiality Analysis	15

04. Forward-Looking Governance

Corporate Governance	19
Business Performance	21
Risk Management	22
Information Security	24
Compliance & Integrity Management	25
Customer Relationship	27
Sustainable Supply Chain	29

05. Environmental Responsibility

Environmental Policy and Management	33
Greenhouse Gas Management	35
Waste Management	37
Water Resource Management	38
Sustainable Products	39

06. Social Inclusion

Workplace Empowerment	43
Occupational Health and Safety	47
Social Participation	49

07. Appendix

GRI Standard Index	50
United Nations Global Compact - 10 Principles	53
ANNEX I: Code of Conduct	54
Sustainability Report Assurance Statement	55
GHG Protocol Verification Certificate	56

Message from iiyama CEO

At iiyama, we firmly believe that sustainability is not only a philosophy and responsibility, but also a long-term commitment to our planet and future generations. Guided by our core principle of "**Value Creation and Sustainable Operation**", we are dedicated to making a meaningful impact across the three pillars of ESG—Environmental, Social, and Governance. While striving for business performance and profitability, we remain steadfast in fulfilling our social responsibilities. We continue to advance steadily on our sustainability journey, while enhancing the transparency, consistency, and accountability of our ESG-related disclosures.

Aligned with the principles of the United Nations Global Compact (UNGC) and the United Nations Sustainable Development Goals (SDGs), we have achieved meaningful progress across the three core pillars of **Environmental Sustainability**, **Social Responsibility**, and **Corporate Governance**. Through strategies such as actively addressing carbon emissions, developing energy-efficient and eco-friendly products, promoting a culture of ethical compliance, continuously caring for society and our employees, and strengthening sustainable supply chain management, we have once again been awarded the EcoVadis Platinum rating in 2024. This recognition reflects our unwavering commitment and exceptional performance in advancing sustainability across our operations.

Environmental Sustainability – Proactive Carbon Action in Response to the Global Net-Zero Trend

Carbon neutrality and net-zero emissions have become a global consensus. At iiyama, we place "action" at the core of our sustainability strategy. We are continuously strengthening our efforts to reduce environmental emissions, with transparent data disclosure and third-party verification in accordance with the Greenhouse Gas (GHG) Protocol. Furthermore, we are committed to the Science Based Targets initiative (SBTi), aligning with a 1.5°C reduction pathway and setting our carbon reduction target for 2032. Looking ahead, we will collaborate closely with our business partners to drive green development and generate lasting, positive environmental impact.

Message from iiyama CEO

Social Responsibility – Efforts on Employee Empowerment and Social Contribution

We are dedicated to empowering our employees by leveraging external resources, providing comprehensive learning platforms, and promoting interdisciplinary collaboration. Our objective is to cultivate a supportive and inclusive work environment that enables every individual to fully realize their potential. Our commitment to social contribution continues as well. Since 2017, we have supported the improvement of school children's education through the Elite Green Seeds Scholarship Program established by the Taiwan Fund for Children and Families (TFCF). This initiative reflects our deep-seated belief in the true essence of education—safeguarding the educational rights of impoverished families and ensuring that disadvantaged school children have access to balanced and equitable learning opportunities.

Corporate Governance – Sustainable Operations

iiyama is firmly committed to integrity, transparency, and accountability. By implementing comprehensive internal controls, robust risk management frameworks, thorough internal audits, and clearly defined policies and codes, the company ensures stringent compliance and sustainable corporate governance. Recognizing that corporate sustainability governance is inherently linked to long-term strategic planning, we prioritize the seamless integration of sustainability strategies with business operations while maintaining vigilant oversight of compliance and risk mitigation.

Looking ahead, iiyama is committed to aligning closely with international sustainability trends and deeply embedding ESG principles into every facet of our operations. We strive to build a resilient future and are dedicated to fostering strong partnerships, working collaboratively to co-create sustainable solutions. Together, we pledge to make meaningful contributions to the global effort for a healthier planet and an improved quality of life for generations to come.

iiyama corporation



Chief Executive Officer

About this Report

This is the 2024 Sustainability Report (hereinafter referred to as this "Report") of iiyama Corporation (hereinafter referred to as "iiyama" or "Company"). The latest report can be downloaded from the iiyama official website homepage - [ESG page](#).

For previous reports, please contact the iiyama ESG department for availability - CSR-ESG@iiyama.com.

Reporting Period

This Report discloses information on iiyama's sustainable development from January 1, 2024, to December 31, 2024. For the sake of data completeness and transparency, certain disclosures in this Report are not limited to 2024. The previous Sustainability Report was published in August 2024. This year's Sustainability Report is released in September 2025, and the next report will be released in October 2026.

Reporting Scope and Boundaries

This Report describes iiyama's sustainability-related practices, performance, future strategies, and target planning. The reporting scope covers 4 physical office locations, including the Netherlands, Germany, Poland, and Taiwan, as well as the United Kingdom and France without physical office locations. In addition to the above locations, other remote employees in Europe are integrated into the Netherlands office.

The scope of the 2024 Sustainability Report remains consistent with the previous year, and the information disclosed does not reflect any significant changes compared to the prior report.

Guideline and Assurance

This Report has been prepared in accordance with the GRI Standards (2021) published by the Global Reporting Initiative, and it is guided by the United Nations Sustainable Development Goals (SDGs) and the principles of the United Nations Global Compact (UNGC).

An independent third party, SGS Taiwan Ltd., has been engaged to provide assurance for AA1000 Assurance Standard v3 Type-2 Moderate level. The Third-party Assurance Statement has been attached as an appendix to this Report.

Stakeholder Communication and Feedback

If you have any advice or suggestions regarding this Report, please get in touch with us through the following methods, and we will respond in a timely manner:

iiyama Corporation - ESG department

Address: 8F., No. 189, Sec. 3, Minquan E. Rd., Songshan Dist., Taipei City 105, Taiwan

Tel: +886-2-87123855 ext.106

E-mail: CSR-ESG@iiyama.com



02

iiyama Overview

- / 2024 iiyama ESG Achievements
- / About iiyama Corporation

2024 iiyama ESG Achievements



EcoVadis Platinum Sustainability Rating

iiyama has achieved Platinum for two consecutive years, indicating a top 1% global ranking in terms of social and environmental contributions. This recognition further affirms the impact of iiyama’s ongoing efforts toward global sustainable development.



EPEAT Compliance

Using the Electronic Product Environmental Assessment Tool (EPEAT)—one of the world’s most influential green electronic product marks—as a benchmark for evaluating environmental performance throughout the product life cycle, iiyama has collaborated closely with its suppliers to actively expand the development of EPEAT-certified products. **In 2024, the number of certified models increased by 1.5 times compared to 2023.**

Website: <https://www.epeat.net>



TCO Certified Generation 9

TCO Certified is a comprehensive, global sustainability certification that addresses a wide range of sustainability issues related to IT products and their supply chains. iiyama continuously incorporates TCO evaluation during the product development stage. As a result, **over 60 products (based on Sales Name statistics) have been registered on the TCO website in 2024.**

Website: <https://tcocertified.com>



Energy-Related Products (ErP) Directive

The ErP energy label utilizes an A–G rating scale to indicate energy efficiency levels. While all iiyama products fully comply with the ErP Directive requirements, selected models—**XU(B)2463HSU-B1, XU(B)2763HSU-B1, and XU(B)2763QSU-B1**—**have achieved Energy Efficiency Class B**, reflecting a lower energy consumption.

We also developed the **LH6560UHS-B2AG** specifically for large format displays, which are more challenging to save energy, and its ErP **has achieved Energy Efficiency Class C.**



Reader’s Choice Award

iiyama has won the **Reader’s Choice Award** at the Product of the Year 2024 ceremony by **IT Professional** in Poland.



PC Pro Technology Excellence Awards

iiyama has been **crowned Best Monitor Manufacturer at the PC Pro Technology Excellence Awards 2024**—a title voted for by the incredible readers of PC Pro Magazine. This award underscores our ongoing commitment to quality, sustainability, and delivering exceptional value to our customers.

2024 iiyama ESG Achievements



Outstanding Achievement Award – iiyama Team

The iiyama team has been **awarded the Outstanding Achievement Award by AT Computers** for being the "vendor of the year".



Eco-conscious Design – 63 Series Desktop

The iiyama 63 Series desktop monitors represent the perfect balance between eco-conscious design and high performance. **XU2463HSU-B1** and **XU(B)2763HSU-B1**, this series has been developed with sustainability in mind—utilizing 85% recycled materials and plastic-free packaging.

This series has achieved **ErP-Class B, TCO-Certified, EPEAT-Silver, Eye Safe Certification, and Eye Comfort Certification**. Notably, the "XU2463HSU-B1" has been acclaimed as a sustainable miracle product by **PRAD**.



Product Recognition



Recognized for its exceptional value, the "XU2797QSNP-B1" has **earned a favourable evaluation** from **PRAD**.



"XCB4594DQSN" has **been described as a feature-rich monitor** by **PC ACTIVE**.

About iiyama Corporation

Corporate Profile

Company Name:

iiyama Corporation

Global Business Operations:

(* No physical office)

iiyama International Corporate Headquarters

(hereinafter referred to as The [Netherlands Office](#))

Address:

Wijkmeesterstraat 8, 2131 HA Hoofddorp, The Netherlands

Wijkmeesterstraat 10, 2131 HA Hoofddorp, The Netherlands

iiyama Deutschland GmbH

(hereinafter referred to as [Germany Office](#))

Address:

Zeppelinstraße 2, 85375 Neufahrn bei Freising, Germany

iiyama Polska Sp. z o.o.

(hereinafter referred to as [Poland Office](#))

Address:

UL. Nowohucka 1 local 3 54-617 Wrocław, Poland

UL. Nowohucka 1 local 6 54-617 Wrocław, Poland

UL. Nowohucka 1 local 7 54-617 Wrocław, Poland

UL. Nowohucka 1 local 8 54-617 Wrocław, Poland

UL. Nowohucka 1 local 9 54-617 Wrocław, Poland

iiyama Taiwan

(hereinafter referred to as [Taiwan Office](#))

Address:

7F., No.189, Sec. 3, Minquan E. Rd., Songshan Dist., Taipei City 105002, Taiwan

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

iiyama UK*

iiyama France*

Number of Employees:

110 (as of December 31, 2024)

Products, Applications, and Services

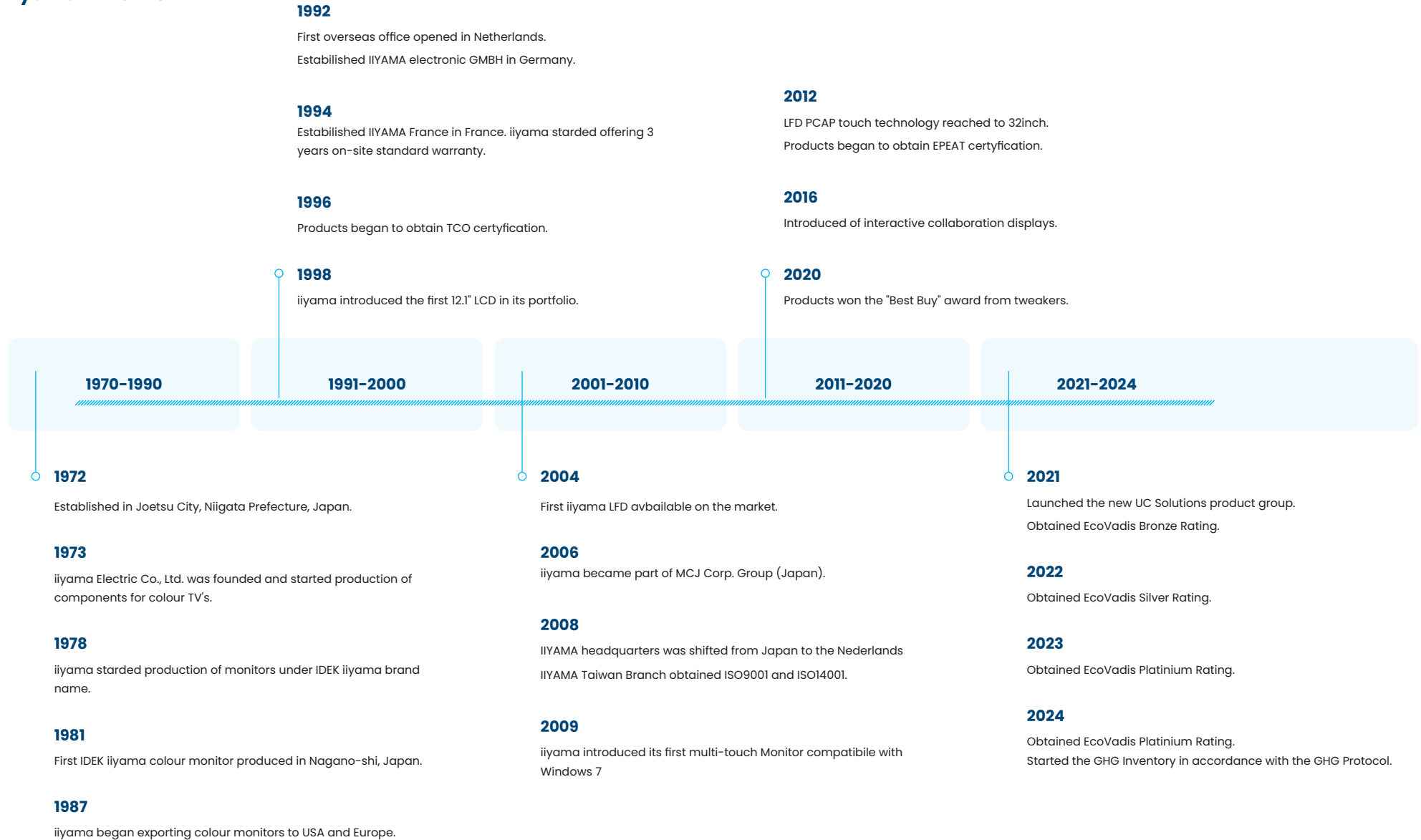
Our primary product and technology offerings encompass four key categories: **Desktop Monitors**, **Gaming Monitors**, **Touchscreens**, and **Large Format Displays**. In developing these products, we prioritize efficiency, performance, reliability, and user comfort as essential design considerations. We are committed to providing customers with a diverse selection of display sizes at accessible price points. To ensure our technologies and services consistently align with customer expectations, we offer comprehensive after-sales and repair services. We remain dedicated to delivering high-quality support to customers worldwide, reinforcing our dedication to long-term customer satisfaction and responsible business practices.

Promote Industrial Development

iiyama is a member of both the [VESA](#) and the [Responsible Minerals Initiative \(RMI\)](#). We closely follow their updates and regulatory developments to guide and support our product development efforts. In 2024, we participated in [Integrated Systems Europe \(ISE\)](#), where we engaged with peers and professionals from related sectors. These interactions not only deepened our insights into emerging trends but also strengthened our technical capabilities.

About iiyama Corporation

iiyama Timeline



03

Sustainable Governance

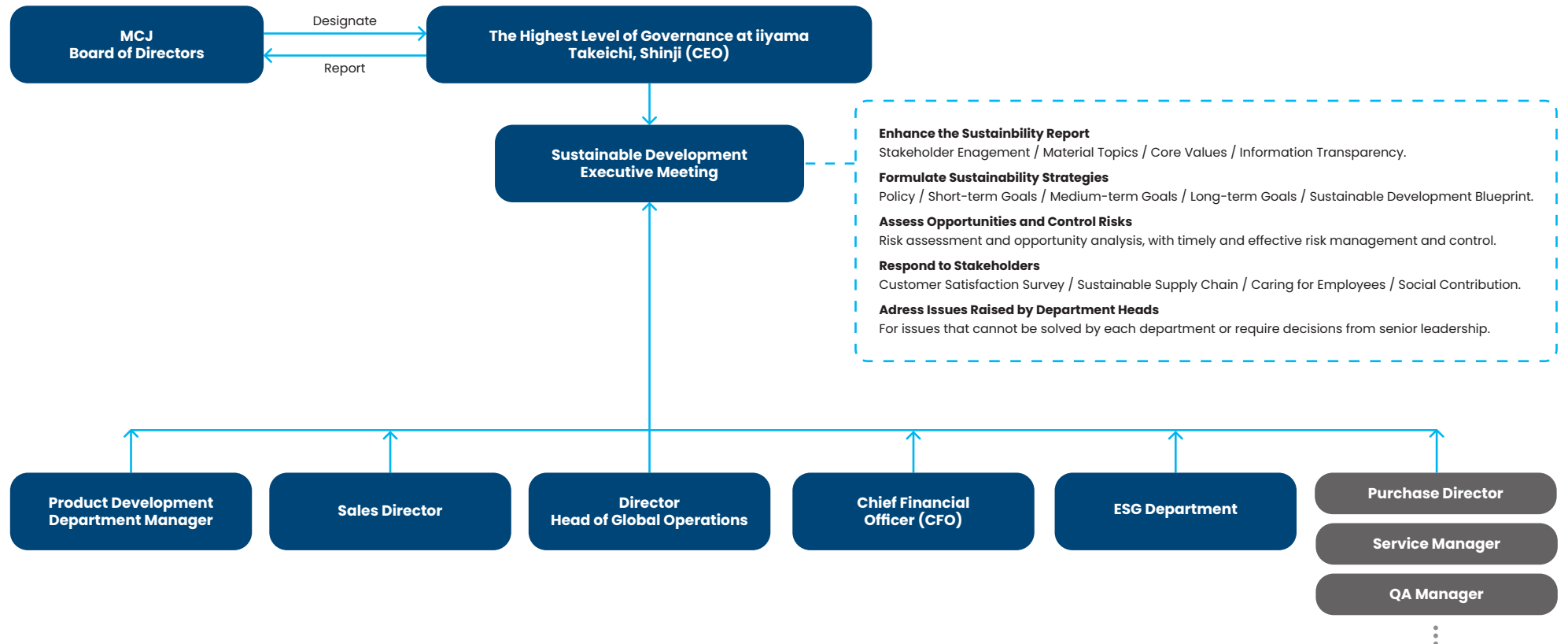
- / Sustainability Governance & Strategies
- / Stakeholder Engagement
- / Materiality Analysis

Sustainability Governance & Strategies

Sustainable Management - Sustainable Development Executive Meeting

iiyama's parent company is MCJ Co., Ltd. (TYO: 6670). The "MCJ Board of Directors" has appointed four directors to oversee iiyama, with one of them — Mr. Shinji Takeichi, the CEO — serving as the Representative Director. To advance corporate sustainability governance and development, iiyama has established the "Sustainable Development Executive Meeting", which operates under the Representative Director and functions as the company's core decision-making body for sustainability initiatives.

The "Sustainable Development Executive Meeting" (hereinafter referred to as the "Meeting") is chaired by the CEO as the highest-level executive and convenes at least once every six months. Regular participants include the CEO, Sales Director, CFO, Head of Global Operations, Product Development Department Manager, and the ESG Department. The primary responsibilities of the Meeting are to review the company's sustainability plans and strategic direction, oversee the progress and outcomes of various sustainability initiatives, respond to stakeholders, assess impacts, and control risks. Some issues that cannot be handled by individual departments will also be resolved through this Meeting. The CEO also reports regularly to the MCJ Board of Directors to ensure alignment and transparency across the group. The Meeting has been convened four times in 2024.



Sustainability Governance & Strategies

Blueprint of Sustainable Development

iiyama is committed to "Value Creation and Sustainable Operation" as its core value, simultaneously mapping and appealing to the United Nations Sustainable Development Goals (SDGs). Through the implementation of eight key development themes, iiyama seeks to enhance transparent and effective stakeholder engagement, thereby driving long-term sustainable development.

iiyama Core Values		Value Creation & Sustainable Operation		
Sustainable Development Goals (SDGs)		Development Themes	Short-term Goals	Mid to Long-term Goals
		Enhancing Governance	<ul style="list-style-type: none"> Strengthen the company's anti-bribery management with reference to ISO 37001. Ensure ethical business practices across the organization, with zero tolerance for corruption and bribery. Enhance information security measures to prevent information breaches. Ensure no information security incidents. Ensure full regulatory compliance of all products, with no record of fines or violations. 	<ul style="list-style-type: none"> Strong corporate governance and ethical management. Optimize and implement relevant policies. Continuously monitor regulatory updates to ensure product compliance.
		Facilitating Supply Chain Management	<ul style="list-style-type: none"> Confirm that environmental and social topics are included in contracts with new suppliers. All procurement employees finish "Sustainable Procurement Training". Ensure all suppliers have completed corporate social responsibility (CSR) assessment and on-site audits performed by iiyama. Confirm all suppliers have signed the "iiyama Supplier Code of Conduct". Ensure product quality and safety to obtain good results in customer satisfaction surveys. 	<ul style="list-style-type: none"> Improve the supplier audit and evaluation mechanism. Promote the completion of corrective actions by all audited suppliers. Encourage suppliers to finish the RBA Validated Assessment Program (RBA-VAP) or SA8000 certificate.
		Focusing on Employee Health & Safety	<ul style="list-style-type: none"> Provide occupational safety training to employees annually to raise awareness and ensure a safe working environment, to achieve zero work-related accidents. 	<ul style="list-style-type: none"> Emphasis on workplace safety and employee health. Evaluate the implementation of ISO 45001.
		Strengthening Workplace Empowerment	<ul style="list-style-type: none"> Achieve positive results in employee satisfaction surveys. Provide employees with internal or external training. Ensure that each employee receives a minimum of 5 hours of training annually. Ensure that all employees are assigned fair and appropriate working hours. 	<ul style="list-style-type: none"> Maintain harmonious labour-management relations and protect workers' rights. Build an inclusive workplace.
		Caring Society	<ul style="list-style-type: none"> Continue to support disadvantaged school children through donations to TFCF. 	<ul style="list-style-type: none"> Encourage employees to participate in external charity activities. Expand social participation and increase the scale of social feedback.
		Developing Eco-friendly Products	<ul style="list-style-type: none"> Increase products certified with TCO or EPEAT. Optimize packaging material design and reduce packaging material usage. 	<ul style="list-style-type: none"> Continuously develop innovative and more energy-efficient products to enhance international competitiveness. Increase the proportion of Post Consumer Recycled (PCR) plastics used in products.
		Advancing Climate Action	<ul style="list-style-type: none"> Disclose the greenhouse gas (GHG) emissions of Scope1, Scope2, and Scope3 in accordance with the GHG Protocol. Commit Near-Term to Science Based Targets initiative (SBTi) and set carbon reduction pathways based on Science Based Targets (SBT). 	<ul style="list-style-type: none"> The annual GHG Inventory continues to follow the GHG Protocol and obtains a third-party verification statement.
		Creating a Greener Office Environment	<ul style="list-style-type: none"> Disclose data related to office water consumption. Continuously maintain ISO 14001 certification. Maintain a minimum of 25% renewable or green energy in "office electricity and heating (gas & heat)" consumption. 	<ul style="list-style-type: none"> Strengthen green procurement. More than 60% of the total electricity and heating (gas & heat) consumed in office operations come from renewable or green energy.

Stakeholder Engagement

iiyama adheres to the AA1000 Stakeholder Engagement Standard, identifying stakeholder engagement priorities based on five key attributes: responsibility, influence, tension, diverse perspectives, and dependency. Through deliberation at the Sustainable Development Executive Meeting, we have identified our stakeholders into five primary groups: **Customers, Suppliers, Communities, Employees, and Investors.** Through a variety of engagement channels and mechanisms, we actively listen to, understand, and respond to stakeholder expectations and concerns. Continuous communication and effective dialogue enable us to foster mutual trust and create long-term shared value.

Investors

Importance to iiyama

iiyama is 100% owned by MCJ, listed on the Tokyo Stock Exchange (Code: 6670). With the support of MCJ, we are able to achieve stable profitability and sustainable performance.

Engagement Method & Frequency

MCJ Board of Director meetings > 4 times/year
Sustainability report > Annually

Interests or Concerns

Corporate Governance / Business Performance / Legal Compliance / Risk Management / Human Rights / Diversity, Equity and Inclusion

Employees

Importance to iiyama

Employees are the most important stakeholders in iiyama's sustainable growth. The company is committed to developing employees' professional capabilities, providing a healthy work environment, and fostering effective two-way communication between employees and management.

Engagement Method & Frequency

One-on-one conversation with supervisor > 3 times/year
Internal training > At least once a year
Email / Meetings / Internal Reporting Procedure > Several times a year. (as needed)

Interests or Concerns

Business Performance / Occupational Health and Safety / Human Rights / Talent and Skill Development / Diversity, Equity and Inclusion

Communities

Importance to iiyama

Our definition of "communities" includes local communities, NPOs, and NGOs. Giving back to society is a key aspect of our ESG commitment.

Engagement Method & Frequency

Email > 2 times/year
Meetings / iiyama official website > Several times a year. (as needed)

Interests or Concerns

Community Engagement / Human Rights / Diversity, Equity and Inclusion / Greenhouse Gas Management

Customers

Importance to iiyama

iiyama observes the customer-oriented principles, maintaining close communication with customers to ensure products meet their expectations.

Engagement Method & Frequency

Customer satisfaction survey > 2 times/year
Email/ Meetings/ iiyama official website > Several times a year. (as needed)
Product launch > Several times a year. (as needed)

Interests or Concerns

Legal Compliance / Data Privacy and Security / Product Quality and Safety / Eco-friendly Products / Greenhouse Gas Management / Waste Management

Suppliers

Importance to iiyama

iiyama collaborates closely with partners (suppliers) to advance sustainable development and foster a mutually beneficial value chain. We actively engage in communication and cooperation to ensure that all suppliers comply with international regulations and all iiyama's policies and requirements.

Engagement Method & Frequency

Supplier audit > Annually
On-site visit > Several times a year. (as needed)
Email/ Meetings/ iiyama official website > Several times a year. (as needed)
Product development meeting > At least once a month

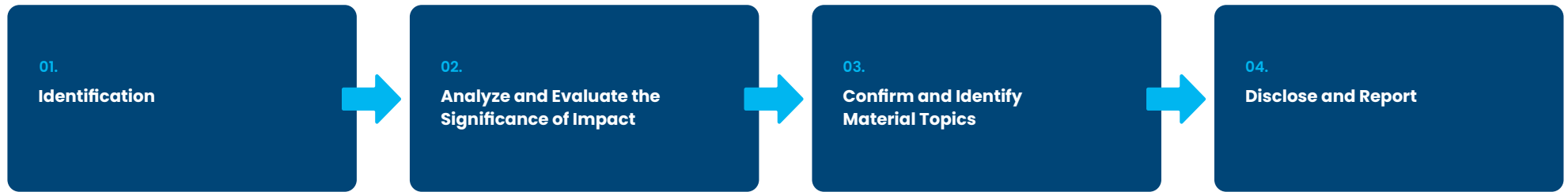
Interests or Concerns

Legal Compliance / Supply Chain Management / Product Quality and Safety / Eco-friendly Products / Human Rights / Greenhouse Gas Management

Materiality Analysis

iiyama conducts annual materiality analysis in alignment with the "GRI Universal Standards 2021" and the "GRI 3: Material Topics 2021", and divides topics into positive/negative impact in accordance with the latest GRI Standards. Through the analytical process outlined below and discussions held at the "Sustainable Development Executive Meeting", we have identified 8 material topics and 4 secondary topics from a broad range of ESG issues collected. We have also prioritized our responses to these high-priority topics and compiled the "Boundaries and Implementation Results of Material Topics" table accordingly.

iiyama Material Topic Analysis Process



Topic (Issue) collection

Topics are identified through ongoing interactions and communications with stakeholders during daily operations, analyzing global sustainability disclosure standards and ESG ratings, benchmarking against industry-leading companies and international trend reports, as well as alignment with iiyama's sustainability vision and organizational development goals.

Operational & Sustainable Development Impacts

Through the "Sustainable Development Executive Meeting" (including CEO, CFO, Sales Director, Head of Global Operations, ESG Department) assess the degree of impact of ESG topics on the company's operations and sustainable development.

Define Material Topics

Once impacts are identified and prioritized, they are incorporated into discussions regarding the sustainability strategy blueprint with senior management and the ESG team. Eight material topics have been finalized through the "Sustainable Development Executive Meeting". The topic boundaries and corresponding GRI Standards have also been confirmed.

Disclose and Formulate Sustainability Goals

Disclose relevant information in accordance with the applicable GRI Standards for identified material topics. Set response actions and formulate specific goals for these topics. All the disclosures and progress have been transparently presented in the Sustainability Report.

Materiality Analysis

Material Topics & Secondary Topics

Material Topics

Topic	Aspect	Description
Product Quality and Safety	Positive	iiyama continuously promotes and maintains high standards of product quality and safety to meet customer expectations, enhance operational performance, and safeguard the interests of relevant stakeholders.
Human Rights	Positive	iiyama is committed to protecting the rights of its employees and the workers of its Tier 1 suppliers by preventing workplace human rights violations—such as sexual harassment, forced labour—to safeguard the rights and interests of relevant stakeholders.
Diversity, Equity and Inclusion	Positive	iiyama is committed to providing equal employment opportunities and treating all employees fairly and without discrimination, striving to maintain a workplace free of related grievances.
Community Engagement	Positive	iiyama actively works to uplift disadvantaged school children by alleviating economic hardship and advancing equal opportunities in education.
Legal Compliance	Negative	If the company's operations or products fail to comply with laws and regulations, resulting in major violations, fines, or operational losses, it will adversely affect the interests of relevant stakeholders.
Data Privacy and Security	Negative	If iiyama leaks the personal information of customers or sensitive information of the Company due to information security vulnerabilities, hacker attacks, human errors, or non-compliance with personal data protection by employees, it will damage the rights and interests of relevant stakeholders.
Greenhouse Gas Management	Negative	If iiyama fails to effectively manage and reduce its greenhouse gas emissions, it will significantly increase the environmental burden, exacerbate climate change and hinder global efforts to achieve carbon neutrality.
Waste Management	Negative	If iiyama fails to effectively manage office waste and product waste, resulting in low efficiency in waste reduction, recycling, and reuse, it will increase the burden on the external environment.

Secondary Topics

Topic	Aspect	Description
Talent and Skill Development	Positive	iiyama offers onboarding training programs for new employees, provides both internal and external training for existing staff, and fosters a workplace environment that encourages diverse career development.
Occupational Health and Safety	Positive	iiyama provides employees with relevant training annually and ensures a safe, healthy, and hygienic working environment to safeguard employees' physical and mental well-being at work.
Eco-friendly Products	Positive	iiyama actively promotes the development of green products to minimize environmental impact while aligning with customer expectations for sustainability.
Corruption and Bribery Incidents	Negative	If incidents of dishonesty, corruption, or fraud occur at iiyama due to poor corporate governance, non-compliance with relevant policies by employees, or the failure to implement ethical business practices, and such incidents will impact the Company's overall operations and affect the interests of relevant stakeholders.

Materiality Analysis

Boundaries and Implementation Results of Material Topics

	Material Topic	GRI Standards / Self-Designated Standards	Meaning to iiyama	Value Chain ● Direct impacts ○ Indirect impacts	Performance Indicators	2024 Achieve Status	Corresponding Chapter
Governance	Product Quality and Safety	GRI 416 Customer Health and Safety 2016	iiyama is committed to continuously designing and manufacturing products that not only meet but surpass customer expectations. We ensure product quality and safety through strict supplier management and the acquisition of safety certifications.	● iiyama ● Customers ● Suppliers ○ Investors	1. The customer satisfaction survey reaches an average of 100. (Full score 130) 2. All suppliers are certified ISO 9001. 3. All suppliers complete iiyama's annual audit and scoring. 4. All products complete safety certification.	1. High Satisfaction feedback (average score: 110) 2. 100% of tier 1 suppliers have been certified to ISO 9001. 3. 100% of tier 1 suppliers have been audited and been qualified by iiyama. 4. All products have successfully completed safety certifications, with zero violations and no fines. No customer complaints regarding health or safety concerns related to the products.	§ Customer Relationship § Sustainable Supply Chain § Sustainable Products
	Legal Compliance	GRI 2 General Disclosures 2021 GRI 205 Anti-corruption 2016 GRI 206 Anti-competitive Behavior 2016 GRI 416 Customer Health and Safety 2016	iiyama actively monitors policy and regulatory developments in all countries and regions where we operate. To ensure full compliance, we implement internal training programs and establish processes to ensure that both our operations and products meet all applicable legal and regulatory requirements.	● iiyama ○ Customers ○ Suppliers ○ Investors	1. Perfect internal training and communication. 2. No violations or fines, and no negative news information resulting from violations.	1. 100% of employees have been informed of relevant regulations and company policies, and have also completed "Anti-Corruption & Bribery" training. 2. No legal or regulatory violations or penalties have occurred in the company's operations or products.	§ Compliance & Integrity Management § Sustainable Products
	Data Privacy and Security	GRI 418 Customer Privacy 2016	iiyama places strong emphasis on information security and is committed to safeguarding customer privacy to maintain trust and protect our brand reputation.	● iiyama ● Customers ○ Investors	1. No incidents of customer complaints. 2. No information security incidents.	1. Achieved zero customer complaints. 2. Achieved zero information security violations and incidents.	§ Information Security
Social	Community Engagement	Community Engagement	Giving back to society is one of iiyama's commitments to fulfilling its ESG goals.	● iiyama ● Communities	1. Donate TFCF annually 2. Cumulatively help more than 2,500 disadvantaged school children.	1. Donated EUR 200,000 to TFCF. 2. From 2017 to now, we have helped a total of 3,063 disadvantaged school children.	§ Social Participation
	Human Rights	GRI 408 Child Labor 2016 GRI 409 Forced or Compulsory Labor 2016	iiyama values the labour rights of employees and suppliers. Therefore, we have established the Employee Handbook (EH) and Supplier Code of Conduct (Supplier COC), along with related policies, to protect the human rights of workers.	● iiyama ● Suppliers ○ Investors	1. All employees must complete training on the EH and all company policies within one month of joining iiyama. 2. All suppliers comply with iiyama's Supplier COC. 3. No incidents of human rights infringement.	1. 100% of employees have received training and better understanding of EH and Labour Policy. 2. 100% of suppliers have complied with and signed iiyama's Supplier COC. 3. Achieved zero incidents of human rights violations.	§ Sustainable Supply Chain § Workplace Empowerment
	Diversity, Equity and Inclusion	GRI 405 Diversity and Equal Opportunity 2016 GRI 406 Non-discrimination 2016	iiyama is committed to creating and maintaining a work environment where all employees can be treated fairly and with respect, free from any form of discrimination or exclusion.	● iiyama ○ Investors	1. Provide harassment and discrimination training to employees. 2. The number of employee complaints: <5	1. 100% of employees have completed harassment and discrimination training. Reached 0 discrimination incidents. 2. Reached 0 employee complaints.	§ Workplace Empowerment
Environment	Greenhouse Gas Management	GRI 302 Energy 2016 GRI 305 Emissions 2016	iiyama is committed to climate action in alignment with the Science Based Targets initiative (SBTi). We conduct annual disclosures of greenhouse gas (GHG) emissions, implement strategic reduction plans, and provide relevant training to all employees.	● iiyama ○ Customers ○ Suppliers	1. Disclose carbon emissions data. 2. Confirm that the carbon reduction results are in line with the annual average target of the SBTi commitment. 3. Provide employees with education and training related to energy conservation.	1. Disclosed GHG emissions of Scope 1, Scope 2, and Scope 3. 2. Compared to 2023, the reduction in "Scope 1 + Scope 2" has exceeded 5.04%; the reduction in "Scope 3 - Category 1 and Category II" has exceeded 3%. 3. 100% of employees have finished energy conservation training.	§ Greenhouse Gas Management
	Waste Management	GRI 301 Materials 2016 GRI 308 Supplier Environmental Assessment 2016	iiyama places great importance on waste management and recycling. We are committed to reducing product packaging materials and ensuring that suppliers are all certified to ISO 14001.	● iiyama ○ Customers ○ Suppliers	1. Ensure that the plastic packaging materials of products decrease year by year. 2. All suppliers are certified ISO 14001.	1. Plastic packaging materials have been reduced by more than 3% compared to 2023. 2. 100% of tier 1 suppliers have been certified to ISO 14001.	§ Sustainable Supply Chain § Waste Management

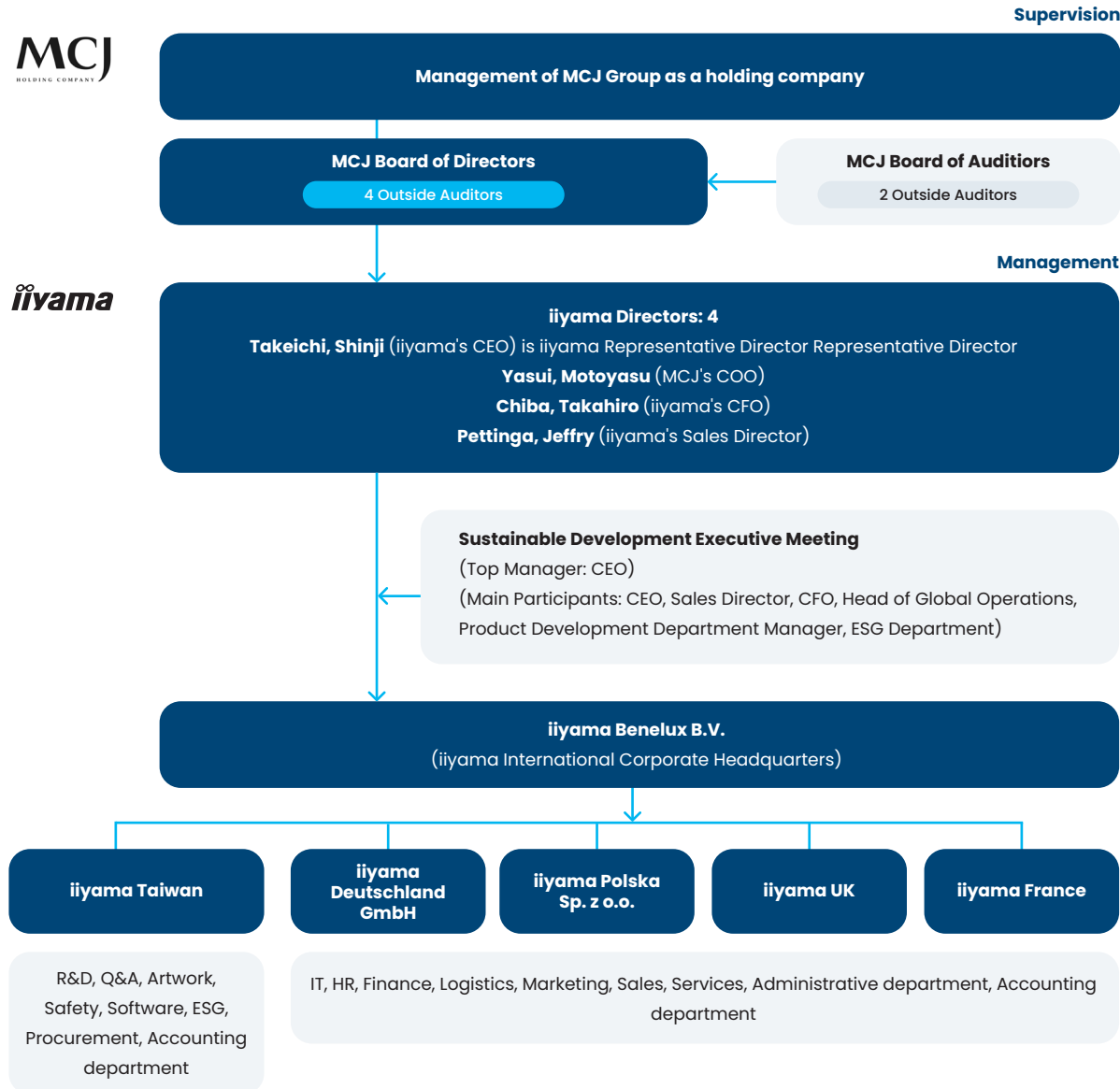
04

Forward-Looking Governance

- / Corporate Governance
- / Business Performance
- / Risk Management
- / Information Security
- / Compliance & Integrity Management
- / Customer Relationship
- / Sustainable Supply Chain

Corporate Governance

Company Organizational Structure



MCJ Board of Directors

The Board of Directors plays a central role in overseeing iiyama's corporate governance and strategic direction. For information regarding the MCJ Board of Directors, please refer to the [MCJ official website](#). Each board member brings professional expertise and leadership experience, upholding a high level of self-discipline and actively avoiding conflicts of interest to ensure transparent and fair governance. The list and profile of board members and the Corporate Governance Report are all available on the MCJ official website. They have diligently performed their duties, consistently enhancing both governance efficiency and corporate performance, thereby demonstrating a strong commitment to corporate governance and sustainable development. .

Directors MCJ Website	Chairman and CEO
	President and COO
	Chief Administrative Officer
	CFO
	Head of Management Planning Department
	Outside Director (4 members, 25% female.)

Corporate Governance

iiyama Representative Director

The iiyama corporate governance framework and the highest governance unit is the "MCJ Board of Directors". The "MCJ Board of Directors" has appointed four directors for iiyama. One of them is "iiyama Representative Director" and is also the CEO of iiyama. To strengthen corporate governance and promote sustainable operations, our CEO regularly reports to MCJ and actively participates in iiyama's major decisions, as well as in the assessment and management of risks and opportunities.

» **2024 Performance Evaluation Results of iiyama CEO**

Reported to MCJ	Weekly sales report Monthly executive meeting Quarterly MCJ Group Management Meeting
Communicated internally	Participated in company operations, product development, risk and opportunity assessment and management, strategic planning, and market development through regular weekly meetings.
Received education	Completed internal ESG awareness training.

Remuneration Policy for Senior Management

iiyama has established a sound and transparent remuneration policy aligned with principles of corporate governance, sustainable development, and long-term value creation. Senior executive compensation is determined based on internal guidelines that consider the scope of responsibilities, role level, professional qualifications, and market benchmarks within the industry, etc.

Performance-based bonuses are evaluated through a comprehensive assessment of the company's overall operational performance, departmental management effectiveness, profit contribution, achievement of targets, and individual performance. The remuneration of the iiyama Representative Director (also known as the iiyama CEO) is approved by the MCJ Board of Directors to ensure independent oversight. Compensation for other senior executives is reviewed and approved by the CEO.

Policy Purpose

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

Review Process

Senior executives' performance will be reviewed annually by iiyama Representative Director. Performance in such areas as leadership, people management, creativity and innovation, work productivity and quality, contribution to the company, financial control capabilities, etc will all be evaluated.

Salary Structure

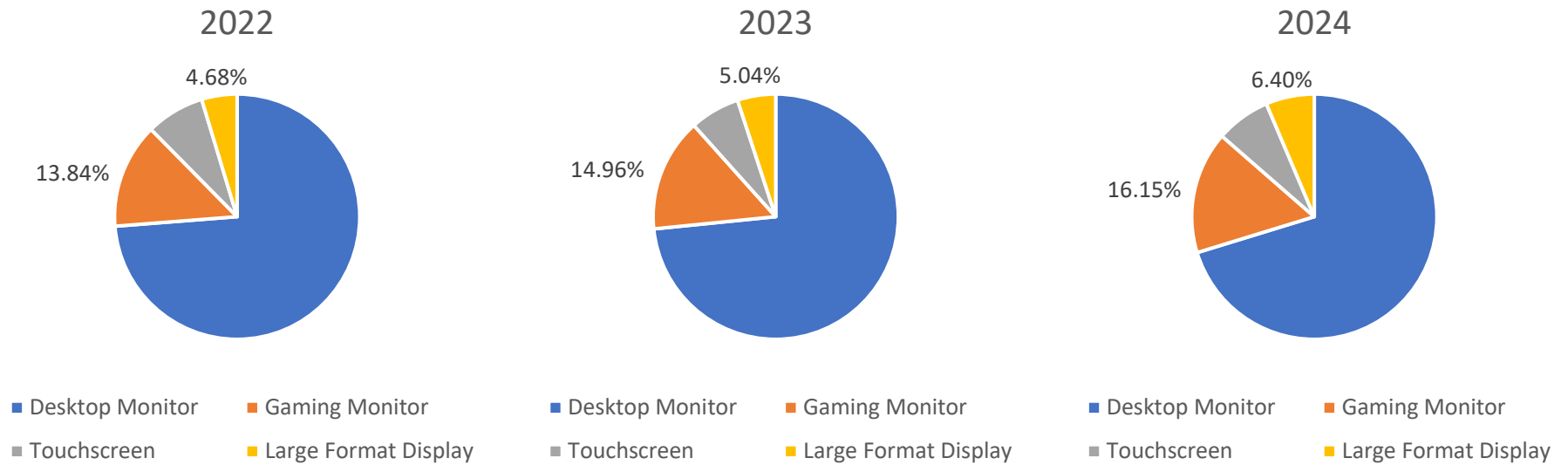
Salary structure includes basic salary, allowances, and variable bonuses which are evaluated based on individual performance, contributions, and other criteria such as the company results.

Business Performance

Over the years, we have consistently maintained stable operations and developed customer-oriented products, enabling us to sustain strong sales and market share in Europe. In 2024, we sold over 2.2 million monitors, with sales turnover reaching EUR 373,628,573*.

(*"Financial report 2024" will be completed in October 2025.)

Based on sales trends over the past three years, the product category—**Desktop Monitors**—has maintained stable performance, indicating steady market demand. In contrast, the other two product categories—**Gaming Monitors** and **Large Format Displays**—have demonstrated an upward trend in annual sales. This product portfolio supports the company’s sustainable growth strategy and underscores its responsiveness to evolving customer needs.



Risk Management

Risk management is a critical aspect of sustainable operations. iiyama actively promotes the implementation of risk management framework to mitigate potential risks that may arise during business operations. We have established a comprehensive risk management process, with the "Sustainable Development Executive Meeting" serving as the highest governing body. iiyama has conducted risk assessments annually to ensure the early identification and management of key risks, thereby supporting the company's long-term resilience and sustainable development.

Risk Management Process



Risk Management Scope

We have consolidated the primary risk categories related to business operations and have conducted regular discussions and evaluations of these categories. Departments encountering risks have been required to promptly adjust their management and control strategies in response to changes in the internal and external operating environments.

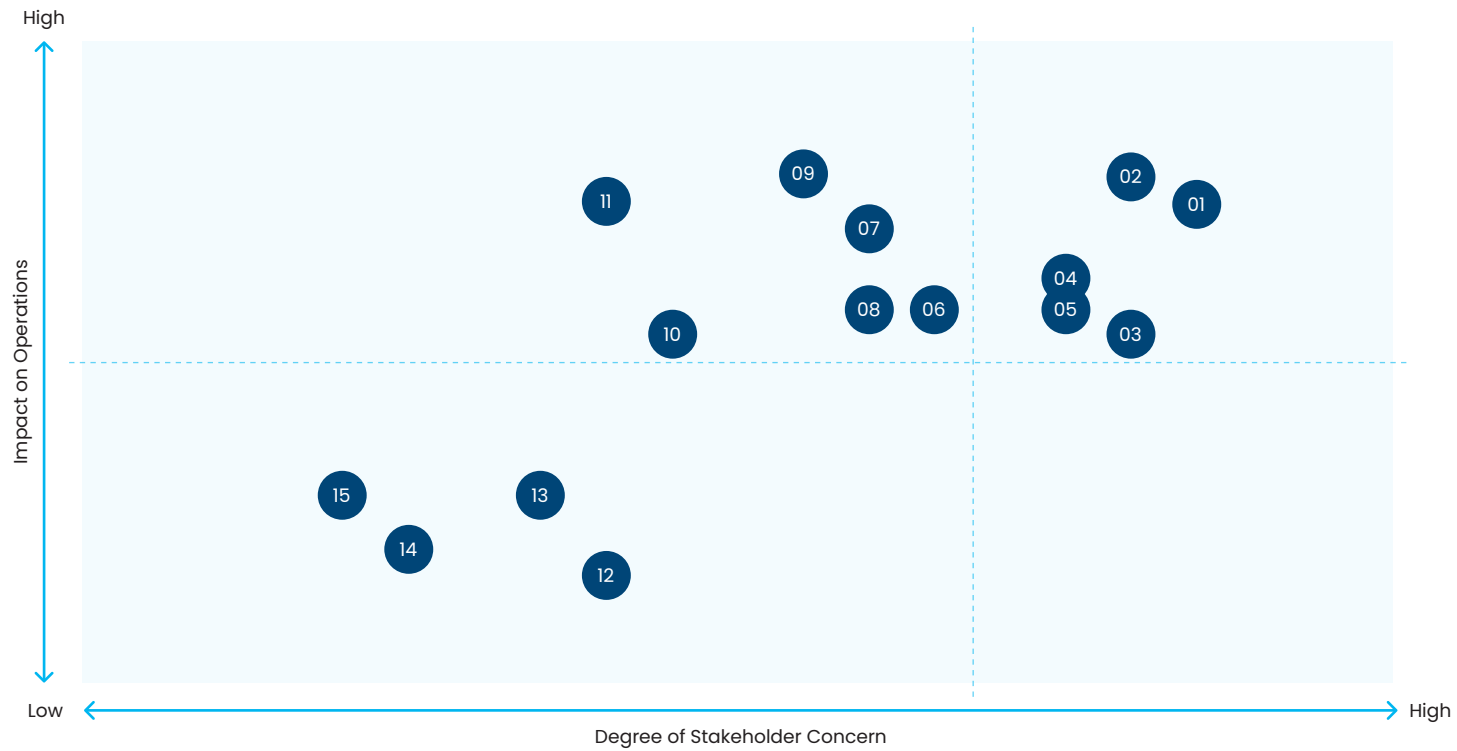


Risk Management Execution

In 2024, we have completed the identification and assessment of risks, formulation of countermeasures, implementation, management, reporting, and response processes. Both "general risks" and "major risks" have been effectively controlled and reported at the "Sustainable Development Executive Meeting". For general risks, the responsible departments have developed management strategies and implementation plans, and established progress tracking methods to mitigate their impact on business operations. Regarding major risks, solutions have been further deliberated and finalized through the "Sustainable Development Executive Meeting".

Risk Management

» Risk Identification for 2024



01	Cybersecurity and Data Breach Risk
02	Supply Chain Material Shortages Risk
03	Regulatory Compliance Risk
04	Supply Chain ESG Management Risk
05	Market Competition Risk

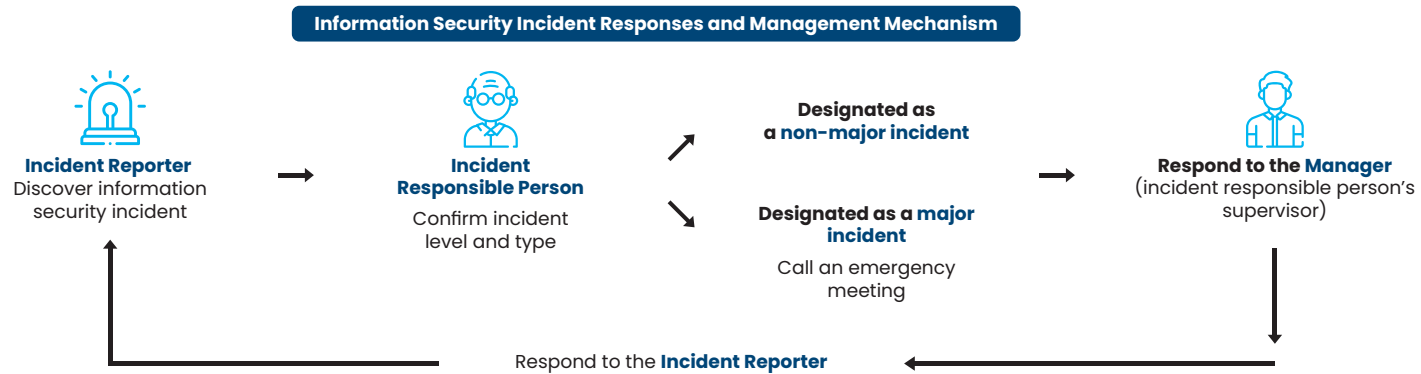
06	Carbon Emission Risk
07	Key Talent Loss Risk
08	Product Innovation & Development Risk
09	Product Transportation & Inventory Risk
10	Human Rights Risk

11	Product Quality Risk
12	Waste management Risk
13	Conflict Minerals Risk
14	Environmental Pollution Risk
15	Work Environmental Safety Risk

Information Security

Information Security

As digital transformation accelerates, the growing adoption of emerging technologies—such as cloud computing and the Internet of Things (IoT)— has introduced new operational opportunities and challenges. However, it also increases exposure to cybersecurity risks that may disrupt business continuity. iiyama fully recognizes the importance of safeguarding information security as part of our corporate social responsibility. To fulfil our responsibility to stakeholders, iiyama has established a comprehensive **Information Security Incident Response and Management Mechanism** to protect personal data, safeguard stakeholder privacy, and ensure the security of all operational information systems, including both software and hardware.



To comply with the European Union’s General Data Protection Regulation (GDPR), iiyama has established a "GDPR Policy Manual" and requires all employees to strictly adhere to it. To strengthen information security awareness, we provide employees with annual training and education. We also continuously monitor emerging technologies and evolving threats to proactively respond to information security challenges. In 2024, 100% of our employees completed the required information security training. In addition, we rigorously follow a structured risk management process to identify, assess, and mitigate all risks related to information security.

» Information Security Implementation Results

	2022	2023	2024
Completion Rate for Information Security Training (%)	100	100	100
No. of Information Security Violation Incidents (cases)	0	0	0
No. of Information Breach Incidents (cases)	0	0	0
Customer Complaints Arising from Information Security Breaches (cases)	0	0	0

Compliance & Integrity Management

Ethical Management and Anti-Corruption

iiyama is firmly committed to ethical governance and integrity across all levels of the organization. We mandate that all employees, managers, executives, and directors uphold the highest ethical standards and strictly refrain from engaging in or instructing others to engage in any illegal or unethical behaviours. To institutionalize this commitment, we have established comprehensive and stringent rules and guidelines through our **"Ethics Policy"**, **"Anti-Bribery Policy"**, and **"Employee Code of Conduct"**, which cover areas such as legal and regulatory compliance, professional ethical practices, fair employee relations, gifts and hospitality, client privacy, non-discrimination, anti-bribery and anticorruption, conflict of interest, information security, and the protection of corporate assets and reputation.

iiyama strictly prohibits all forms of bribery, corruption, illegal political contributions, improper sponsorships or charitable donations, inappropriate gifts, extortion, and unfair competition. Preventive measures have been implemented, and we have also established a **"Whistleblower Policy"**. All complaints submitted through internal reporting channels will be treated seriously, confidentially, and with a strict "no retaliation" policy enforced.

We provide annual training to all employees on our "Ethics Policy" and "Anti-Bribery Policy" to reinforce their understanding of corporate integrity, ethical behaviour, and legal compliance. These sessions are designed to ensure that employees remain vigilant and refrain from engaging in any form of misconduct. In 2024, no corruption and bribery incidents occurred. So far, we have maintained zero corruption and zero bribery records.

» Integrity Management & Anti-Corruption Implementation Results

	2022	2023	2024
Completion Rate for Anti-Corruption and Anti-Bribery Training (%)	100	100	100
No. of Corruption and Bribery Violation Incidents (cases)	0	0	0
Whistleblower Incidents (cases)	0	0	0

Compliance & Integrity Management

Legal Compliance

iiyama recognizes that any instance of non-compliance can pose significant risks to our operations and corporate reputation. Therefore, we strictly adhere to all applicable laws, regulations, and industry standards. This commitment is reinforced through regular regulatory reviews, internal compliance communications, and employee training programs. With our proactive efforts, the record of violations, penalties, or noncompliance incidents over the past three years was as follows:

- ✗ No fines, disputes, or records related to economic, environmental, or social aspects
- ✗ No fines or non-monetary sanctions due to legal violations
- ✗ No violations of laws or voluntary codes related to consumer health and safety
- ✗ No violations or fines related to product or service information or labelling
- ✗ No lawsuits or violations involving anti-competitive or antitrust behaviour
- ✗ No customer information breaches, and no violations related to information security
- ✗ No major penalties related to the provision of products or services or their usage
- ✗ No violations of occupational safety and health regulations
- ✗ No product returns due to legal non-compliance
- ✗ No fines or negative commentary related to human rights violations

Accountability and Improvement Measures

- » The Company enforces a zero-tolerance policy for any form of misconduct or violation. All reported cases will be thoroughly investigated, and corrective measures will also be implemented promptly and following internal procedures.
- » After the preliminary internal investigation, if any illegal activities are found and deemed serious, the violator will be punished based on the Company's internal regulations. If necessary, the violation will be reported to the relevant local government authorities.
- » If the reported individual is a senior executive or above (inclusive), the investigation results will be accurately reported to the CEO and, depending on the severity of the case, escalated to the parent company.

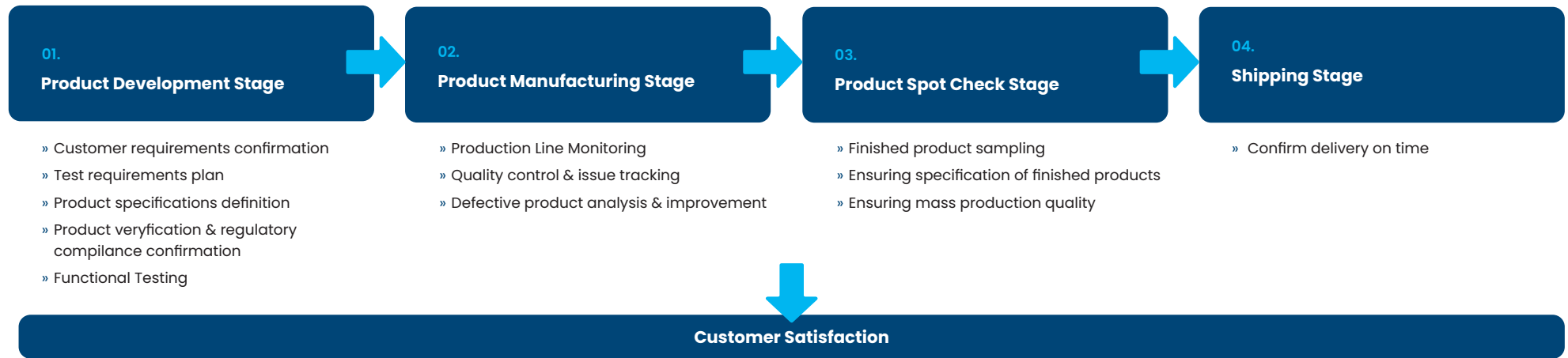
Customer Relationship

Quality Management

Customer recognition is essential to iiyama’s long-term success. We are committed to providing high-quality, reliable products and services to our customers. From product development and manufacturing to after-sales service, innovation and continuous improvement have been embedded in every stage of our operations. As part of our commitment to quality governance and accountability, iiyama has obtained ISO 9001:2015 (Quality Management System) international certification. We actively strengthen our quality management system, maintain continuous dialogue with our customers, and require our supply chain partners to meet equally high-quality expectations to ensure consistent policy implementation. In 2024, no major product quality incidents occurred, and all tier-1 suppliers have already certified to ISO 9001.



We have worked closely with our suppliers to strictly control product quality through the following steps:



2024 Achievements

110 score ↑
Customer satisfaction

100%
Tier 1 suppliers obtain ISO9001 certification

0
Product quality issues

Customer Relationship

Customer Satisfaction

To date, we have conducted customer satisfaction surveys at least semi-annually. The assessment covers six core aspects: **Delivery, Pricing, Customer Service, Product Quality, Customer Feedback,** and **Service on Communicate Information**. With a full score of 130, we have consistently achieved an average score above 110 over the past three years, demonstrating strong customer recognition and trust. Overall customer satisfaction has remained at an excellent level, supporting our commitment to quality and stakeholder engagement.

» Customer Satisfaction Survey Areas

Delivery	On-time Delivery, Lead Time Efficiency, Delivery Quantity Accuracy, Accuracy of Related Documentation
Pricing	Price Competitiveness, Price Stability, Price Accuracy
Customer Service	Compliance with Contract Terms, Market Insight, Service Attitude, Provision of Expertise and Technical Support
Product Quality	Product Compliance with Specifications, Product Documentation, Eco-friendly Product, Product Quality
Customer Feedback	Response for Customer Requirement, Communicate Timely
Service on Communicate Information	Alignment of Information with Customer Needs, Convenience of Information Mode, Update Rate of Information

» 2024 Customer Satisfaction Survey Results

Satisfaction Survey Items								
	Delivery (Full score: 35)	Pricing (Full score: 15)	Customer Service (Full score: 35)	Product Quality (Full score: 20)	Customer Feedback (Full score: 10)	Service on Communicate Information (Full score: 15)	Total	Average
Score (First Half of the Year)	34	15	31	18	10	15	123	119.5
Score (Second Half of the Year)	34	15	30	17	8	12	116	

Sustainable Supply Chain

Sustainable Procurement

iiyama's global supply chain for electronic components plays a critical role in our commitment to sustainability. We regard all suppliers as long-term partners and place a strong emphasis on their Environmental, Social, and Governance (ESG) performance. We aspire for our suppliers to not only be business collaborators but also allies in advancing corporate social responsibility (CSR) and sustainable development.

To fulfil this vision, iiyama actively promotes sustainable procurement practices. We integrate ESG criteria into procurement decision-making and consider environmental protection, social impact, and ethical governance throughout our supplier evaluation processes. Suppliers are required to comply with all applicable regulations, as well as iiyama's sustainability standards and requirements, to ensure ethical, responsible, and sustainable operations throughout the supply chain.

Our efforts to foster a sustainable supply chain include the following actions:

Sustainable Supply Chain

- Establish and Follow **Sustainable Procurement Policy**
- Require Suppliers to Adhere to the
 - » **iiyama Supplier Code of Conduct**
 - » **iiyama Conflict Minerals Policy**
 - » **iiyama Hazardous Substance Management Document**
- Engage Only with Suppliers Who Pass **iiyama's Annual Audit and Evaluation**
 - » Supplier qualification screening and classification
 - » Identification of high-risk suppliers
- Internal: **iiyama Procurement Staff Training**
External: **Supplier Training**
- Regular Assessment of **Suppliers' Sustainability Performance**
(Focus on Environmental and Social Aspects)

Supplier Code of Conduct (abbreviated as "iiyama Supplier CoC")

iiyama believes that a strong foundation in supply chain management is built upon close partnerships with suppliers, where risks and benefits are shared. Based on the **Responsible Business Alliance (RBA) Code of Conduct**, and with reference to the **UN Guiding Principles on Business and Human Rights**, the **International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work**, and the **OECD Due Diligence Guidance for Responsible Business Conduct**, iiyama has established the "iiyama Supplier Code of Conduct" (include ANNEX I – Code of Conduct). The latest version is available for download on our official website. This framework ensures that all suppliers uphold responsible business practices, respect human rights, and contribute to sustainable and ethical supply chain operations.

The iiyama Supplier CoC is structured around five core areas: **Labour Standards, Health and Safety Standards, Environmental Standards, Ethical Standards, and Management System**. iiyama requires all suppliers to comply with the Supplier CoC. In cases of non-compliance, suppliers will be expected to implement corrective actions. Persistent failure to comply may result in the termination of the business relationship.

In 2024, no suppliers were found to have employed child labour or engaged in forced labour, and no supplier relationships were terminated due to such violations.

2024 Achievements



100%

Suppliers complete "iiyama Supplier CoC" training provided by iiyama



100%

Suppliers comply with and sign "iiyama Supplier CoC"



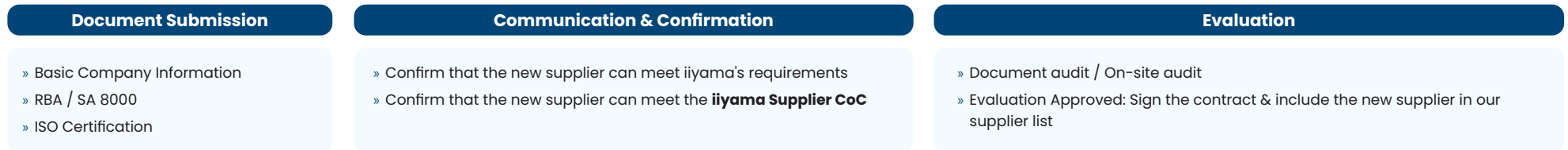
0

Incidents of human rights or child labour violations in the supply chain

Sustainable Supply Chain

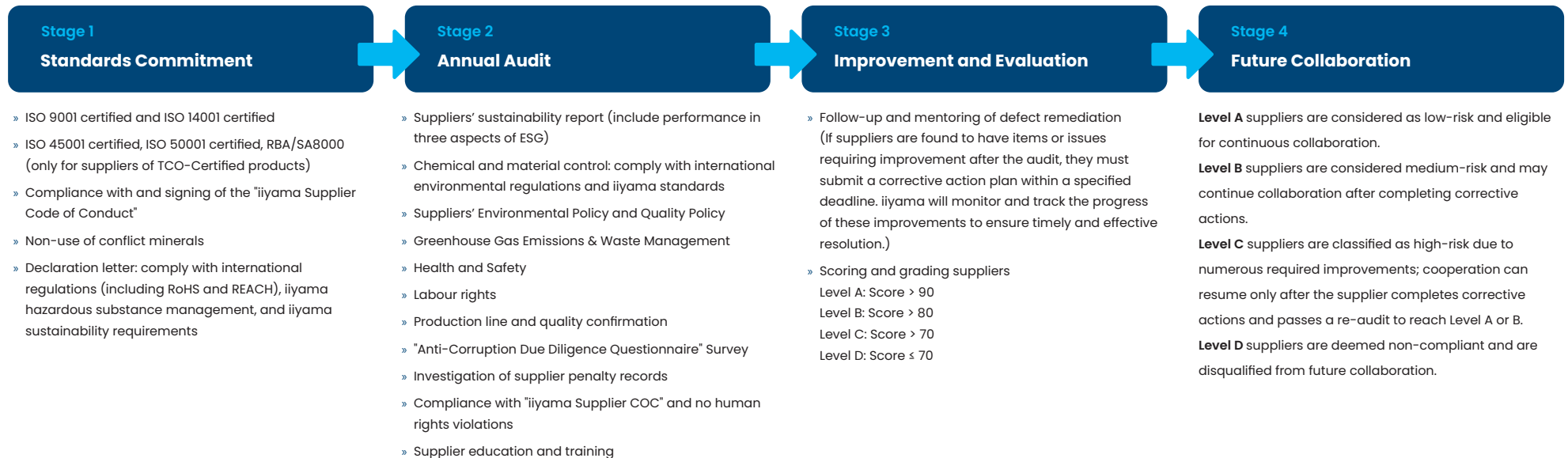
New Supplier Evaluation

To mitigate potential supply chain risks and ensure a stable and sustainable supply chain, iiyama places strong emphasis on the sustainability performance and overall capabilities of its suppliers. When evaluating new suppliers, we consider not only pricing and product quality but also their ESG performance, operational conditions, corporate reputation, country of operation, manufacturing processes, and compliance with relevant laws and regulations. We have also integrated environmental and social considerations into our contracts, covering all new suppliers contracted from 2024 onward. **In 2024, 100% of new suppliers were screened by ESG.**



Supplier Audit and Management Process

To continuously enhance the resilience and responsibility of our supply chain, we conduct annual on-site audits of our suppliers. These assessments aim to ensure that our partners consistently uphold ethical business practices, respect human rights, comply with environmental standards, and demonstrate strong performance across ESG dimensions. We have implemented the following supplier audit and evaluation process to monitor performance and drive continuous improvement. Only suppliers that pass the annual audit are eligible to continue their business partnership with iiyama in the following year.



Sustainable Supply Chain

The 2024 supplier audit and evaluation results showed that 100% of suppliers had no major deficiencies or violations, were certified to ISO 9001 and ISO 14001, and were fully compliant with the iiyama Code of Conduct and all policies. All suppliers successfully passed the audit and were rated as Level A.

A small number of suppliers with minor non-conformities also completed corrective actions within the designated timeframe, reflecting our continued commitment to responsible supply chain management and sustainable business practices.

» Supply Chain Management Performance

	2022	2023	2024
Proportion of suppliers that have implemented the iiyama ESG audit and assessment (%)	100	100	100
Proportion of suppliers with a total score above 90 (%)	100	100	100
Proportion of high-risk and disqualified suppliers that scored below 70 among significant suppliers (%)	0	0	0
Serious violations of suppliers (cases)	0	0	0
Percentage of suppliers certified to ISO 9001 and ISO 14001 (%)	100	100	100
Percentage of suppliers for TCO-Certified products certified to ISO 45001 and ISO 50001 (%)	100	100	100

Responsible Mineral Management

iiyama is committed to avoiding the use of metals and minerals sourced from conflict-affected areas. As a member of the Responsible Minerals Initiative (RMI), iiyama requires all suppliers to adhere to iiyama "Conflict Minerals Policy". (For more information, please refer to the iiyama **Conflict Minerals Policy** page at: https://iiyama.com/gl_en/esg)

To ensure the responsible sourcing of minerals and promote mineral due diligence, iiyama adheres to the standards established by the RMI. Utilizing both the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT), iiyama conducts comprehensive investigations covering Conflict-Affected and High-Risk Areas (CAHRAs) to trace the origin of minerals, including Gold (Au), Tantalum (Ta), Tin (Sn), Tungsten (W), Cobalt (Co), and Mica. This requirement has been clearly communicated to all upstream suppliers to ensure compliance with the iiyama Conflict Minerals Policy and customer requirements.

We have taken the following actions in 2024:



2024 Achievements

100%

Suppliers comply with iiyama Conflict Minerals Policy

100%

Of display suppliers have completed the annual conflict minerals survey (100% questionnaire recovery rate for both CMRT and EMRT)

100%

All iiyama products are free of conflict minerals

05

Environmental Responsibility

- / Environmental Policy and Management
- / Climate Change & GHG Management
- / Water Resources Management
- / Waste Management
- / Sustainable Products

Environmental Policy and Management

Environmental Policy

Climate change poses a significant and escalating threat to global ecosystems, societies, and business continuity. iiyama fully acknowledges the profound implications of this crisis on our operations and the broader world. As part of our unwavering commitment to environmental responsibility, we strive to foster a cleaner, greener future—not only to support the long-term sustainability of our own business, but also to contribute meaningfully to the protection of the global environment.

To enhance our climate resilience, address the risks associated with climate change, align with international sustainability developments, and fulfil stakeholder expectations, iiyama has undertaken a range of strategic initiatives. As part of our commitment to reducing environmental impact, we require all operational sites to comply fully with applicable local environmental regulations. We have established the "**Environmental and Sustainable Procurement Policy**", which promotes responsible practices across our value chain. This policy emphasizes the conservation of natural resources, the reduction of product energy consumption, the reduction of greenhouse gas (GHG) emissions, and the prohibition of environmentally hazardous substances. This policy has been published on our official website, it contains actions and targets across 7 themes:

- » Energy Consumption and Greenhouse Gas (GHG) Emissions
- » Product End-of-life and Waste Management
- » Customer Health and Safety
- » Promotion of Sustainable Consumption
- » Supplier Sustainability Management
- » Conflict Minerals
- » Code of Conduct

Major Actions for Environmental Management

- » Review the "**Environmental and Sustainable Procurement Policy**" and Monitor Goal Achievement
- » Maintain **ISO 14001** Environmental Management System
- » Promote Energy and Paper Saving in Office Operations; Adopt **Green Energy**
- » Implement **Green Procurement** and Prioritize Energy-Efficient Equipment
- » Reduce **Product Energy Consumption** and **Packaging Waste**
- » Calculate, Disclose, and Reduce **Product Carbon Footprint**
- » Ensure Compliance with **Environmental Regulations** (International and Local)
- » Provide Environmental **Awareness Training** for Employees
- » Manage the **Supply Chain** and Collaborate with Suppliers on Corporate Responsibility
- » Disclose Greenhouse Gas (GHG) Emissions and Strengthen Management Aligned with the **Science Based Targets initiative (SBTi)**



Target language: Near-Term Targets: Iiyama BENELUX B.V. commits to reduce absolute scope 1 and 2 GHG emissions 50.4% by 2032 from a 2022 base year. Iiyama BENELUX B.V. also commits to reduce absolute scope 3 GHG emissions 30% within the same timeframe.



Environmental Policy and Management

Environmental Management: Material Topics

Theme	Short-Term/ Mid-Term/ Long-Term Targets	2024 Actions	2024 Achievements
Greenhouse Gas (GHG) Management	<ul style="list-style-type: none"> » Conduct annual greenhouse gas (GHG) inventories in accordance with the GHG Protocol and undergo third-party verification to ensure data accuracy and credibility. » Using 2022 as the base year, iiyama has set a science-based target to achieve an absolute reduction of 50.4% in Scope 1 and Scope 2 greenhouse gas (GHG) emissions, and a 30% absolute reduction in Scope 3 emissions by 2032. » Since 2022, at least 25% of all electricity and heating used by iiyama offices worldwide has been sourced from renewable energy. We aim to increase this proportion to 60% by 2030 as part of our ongoing transition to low-carbon operations. » iiyama is firmly committed to the Science Based Targets initiative (SBTi) and actively monitors its progress in transitioning toward a low-carbon economy. In alignment with the SBTi 1.5°C pathway, we have set targets to significantly reduce greenhouse gas emissions and are working toward the achievement of net-zero emissions by 2050. 	<ul style="list-style-type: none"> » Conducted a comprehensive GHG inventory following the GHG Protocol standards, fully disclosed emissions across Scope 1, Scope 2, and Scope 3, and obtained independent third-party verification of the reported data. » Some electricity used in the Poland office came from solar power. » Reduced the frequency of company vehicle usage. » Encouraged good employee habits, increased the proportion of renewable energy usage, and prioritized the purchase of energy-efficient lighting equipment. 	<ul style="list-style-type: none"> » The emissions for Scope 1, Scope 2, and Scope 3 have been third-party verified in accordance with the GHG Protocol. (The verification certificate can be found in the Appendix.) » Compared to 2023, the reduction in "Scope 1 and Scope 2" has exceeded 5.04%; the reduction in "Scope 3 - Category 1 and Category II" has exceeded 3%. » 100% of employees have completed energy conservation training. » 51.5% of the electricity and heating (gas and heat) consumed across all iiyama offices has been classified as renewable or green energy.
		Collaborated with suppliers to develop more energy-efficient and environmentally friendly products.	<ul style="list-style-type: none"> » The number of EPEAT-certified products has increased by 1.5 times compared to 2023. » Over 60 products (based on Sales Name statistics) have been registered on the TCO website.
Waste Management	<ul style="list-style-type: none"> » For product carton packaging, the target is to achieve 80% use of recycled paper materials by 2030, and to exceed 90% by 2050. » Optimize packaging design to minimize product packaging waste and maximize transportation efficiency. » Require suppliers to implement effective waste management practices and request all suppliers obtain ISO 14001. 	<p>Held discussion meetings to review packaging waste reduction, the proportion of recycled material usage, and packaging design optimization.</p> <p>During the annual supplier audit, iiyama verified that all suppliers have implemented effective waste management practices and have certified ISO 14001.</p>	<ul style="list-style-type: none"> » The proportion of recycled paper materials used in the paper carton packaging of all products has reached 80%. » Product packaging waste has demonstrated a decreasing trend over the past three years. » No major incidents related to improper waste management by suppliers were reported. » All suppliers have been certified to ISO 14001.

Within EcoVadis’s assessment of companies in the “Wholesale of computers, computer peripheral equipment, and software” industry, iiyama has shown significant growth and progress in environmental performance—rising from the top 14% in 2022 to the top 1% in 2024.



IIYAMA BENELUX BV (GROUP) is in the top 14% of companies rated by EcoVadis in the Wholesale of computers, computer peripheral equipment and software industry.



IIYAMA BENELUX BV (GROUP) is in the top 1% of companies rated by EcoVadis in the Wholesale of computers, computer peripheral equipment and software industry.



IIYAMA BENELUX BV (GROUP) is in the top 1% of companies rated by EcoVadis in the Wholesale of computers, computer peripheral equipment and software industry.

Greenhouse Gas Management

Direct and Indirect Energy Consumption

iiyama continuously monitors and discloses its annual energy consumption. Energy use at office locations primarily consists of purchased electricity and heating. Direct energy consumption comes mainly from fossil fuels such as diesel and gasoline, which are used in company vehicles for business operations. Detailed data has been disclosed below.

» Taiwan Office

	2022	2023	2024
Purchased Electricity (kWh)	23305	20705	21050
Purchased Electricity (GJ)	84	75	76

» The Netherlands Office

	2022	2023	2024
Purchased Electricity (kWh) from wind energy	47776	41686	45655
Purchased Electricity (GJ) from wind energy	172	150	164
Purchased Gas (m³)	2118	2260	1456
Purchased Gas (GJ)	67	72	46

» Poland Office

	2022	2023	2024
Purchased Electricity (kWh)	13156	15484	7204
Purchased Electricity (GJ)	47	56	26
Purchased Electricity (kWh) from solar panels	--	--	11699
Purchased Electricity (GJ) from solar panels	--	--	42
Purchased Gas (m³)	3340	2587	3090
Purchased Gas (GJ)	106	82	98

» Germany Office

	2022	2023	2024
Purchased Electricity (kWh)	6611	6136	6410
Purchased Electricity (GJ)	24	22	23
Purchased Heat (kWh) from biomass	20324	26545	21825
Purchased Heat (GJ) from biomass	73	96	79

» Energy Consumption by Company Vehicles in 2024

	Diesel	Gasoline
Annual usage (L)	21586.31	37201.12
Annual usage (GJ)	779	1208

Calorific Value Calculation Basis:

- » Taiwan Office : purchased electricity = 860 kcal/kWh.
1 kcal = 4184 joules (J), G = 10⁹
(Ministry of Economic Affairs - ENERGY STATISTICS HANDBOOK 2024)
- » Offices in Europe : gas = 31.65 MJ/m³;
purchased electricity = 3.6 MJ /kWh; Biomass = 3.6 MJ /kWh;
diesel for vehicles = 36.11 MJ/L;
gasoline for vehicles = 32.47 MJ/L.
(CO₂emissiefactoren)

The total energy used by iiyama offices for electricity and heating (gas & heat) in 2024 was 554 GJ, of which 51.5% has been considered as renewable or green energy. Furthermore, based on the average annual electricity consumption per employee, a downward trend has been observed. In 2022, total electricity consumption reached 327 GJ with 84 employees, resulting in a per capita usage of 3.9 GJ. By 2024, although total electricity consumption increased to 331 GJ with 110 employees, bringing per capita consumption down to 3.0 GJ. This has demonstrated effective energy management in office operations.

Greenhouse Gas Management

GHG Inventory

Since 2022, iiyama has conducted annual greenhouse gas (GHG) inventories and obtained independent third-party verification in accordance with the GHG Protocol. The year 2022 has been designated as our base year for tracking performance over time. The 2024 inventory results have been disclosed below, based on GHG Protocol and follow the Global Warming Potential (GWP) values provided in the IPCC Sixth Assessment Report (2021), and the certificate of third-party verification can be found in the appendix.

» **GHG Emissions in 2024**

Scope	Scope 1	Scope 2	Scope 3
GHG Inventory Coverage	Direct GHG emissions	Indirect GHG emissions associated with the purchase of electricity or heat	Include all indirect GHG emissions that occur across a company's value chain. (upstream and downstream activities throughout the value chain - 15 categories)
GHG Emission (Ton CO₂e)	158.6682	44.0274 (Location-based) 21.3206 (Market-based)	486652.4922

Types of Greenhouse Gases	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Total
GHG Emission* (Ton CO₂e)	486828.9506	-	-	3.5304	-	-	-	486832.4810

* Scope 1 + Scope 2 (Market-based) + Scope 3

iiyama annually discloses its Scope 1, Scope 2, and Scope 3 GHG inventory results in accordance with the GHG Protocol, adhering to the principles of "relevance, completeness, consistency, accuracy, and transparency".

» **GHG Emissions Over the Past Three Years**

Scope	Scope 1 + Scope 2 (Market-based)	Scope 3	Total
2022	499.1606	526876.6254	527375.7860
2023	497.3197	518578.5270	519075.8467
2024	179.9888	486652.4922	486832.4810

iiyama commits to reduce absolute scope 1 and 2 GHG emissions 50.40% by 2032 from 2022.

iiyama commits to reduce absolute scope 3 GHG emissions 30.00% by 2032 from 2022.

In 2024, our emission reduction actions were implemented as follows:

- » **Scope 1:** Reduced the frequency of company vehicle use
- » **Scope 2:** Utilized a certain proportion of solar power in the Poland office
- » **Scope 3:** Developed more sustainable and energy-efficient products

Through continuous emission reduction efforts, the reductions for Scope 1 and Scope 2 in 2024 have met the target, achieving an annual decrease of 5.04% compared to 2022. Similarly, Scope 3 reductions have met the target with an annual decrease of 3%. We will continue to plan future carbon reduction initiatives in accordance with our Science Based Targets initiative (SBTi) commitments.

Waste Management

iiyama’s waste management strategy focuses on the reduction and optimization of product packaging materials, which is a key component of our commitment to sustainable development. Our product packaging primarily consists of paper and plastic materials. All paper packaging is 100% recyclable, while most plastic packaging is also recyclable, except for certain types such as foamed plastics, which are more difficult to process. As paper materials have a lower environmental impact compared to plastics, we are actively working to increase the proportion of paper-based packaging in the future to reduce our overall ecological footprint.

In terms of material selection, we place strong emphasis on the use of recycled content. Currently, over 80% of the paper used in our packaging is made from recycled paper, helping to conserve natural resources and support the principles of a circular economy. iiyama continues to explore eco-friendly material alternatives and innovative packaging designs to further enhance efficiency and minimize waste generation.

To ensure the feasibility and effectiveness of our waste reduction initiatives, iiyama has conducted multiple communications and evaluations with suppliers focused on "reducing the use of packaging materials" and "increasing the proportion of recycled materials in packaging materials". Through close collaboration with our supply chain partners, we are committed to integrating sustainability considerations at the design stage. Over the past three years, despite an increase in sales volume, the use of plastic packaging materials has steadily declined year by year. In 2024, the use of plastic packaging materials decreased by approximately 12.5% compared to the 2022 baseline year.

» Product packaging material usage in the past three years

Year	Annual sales (units)	Paper weight (T)	Plastic weight (T)
2022	>2,000,000	2267	1036
2023	>2,200,000	2225	988
2024	>2,200,000	2749	907

Over the years, iiyama has implemented packaging reduction initiatives across a range of selected product models and has achieved significant results (examples as below). The newly launched model (B5) has achieved a substantial reduction in packaging materials—both paper-based and plastic—compared to the previous-generation model (B1).

Product Name	Paper & Carton weight per unit (kg)	Paper & Carton Growth rate of packaging material use per unit	Plastic & Styrofoam weight per unit (kg)	Plastic & Styrofoam Growth rate of packaging material use per unit
XUB2492HSN-B1	0.70	-9.43%	0.35	-8.99%
XUB2492HSN-B5	0.63		0.31	
XUB2792HSU-B1	0.87	-19.54%	0.47	-12.77%
XUB2792HSU-B5	0.70		0.41	
XB3270QS-B1	1.21	-0.98%	0.58	-12.75%
XB3270QS-B5	1.20		0.51	
XUB3493WQSU-B1	1.41	-14.59%	0.63	-7.2%
XUB3493WQSU-B5	1.20		0.58	

Water Resource Management

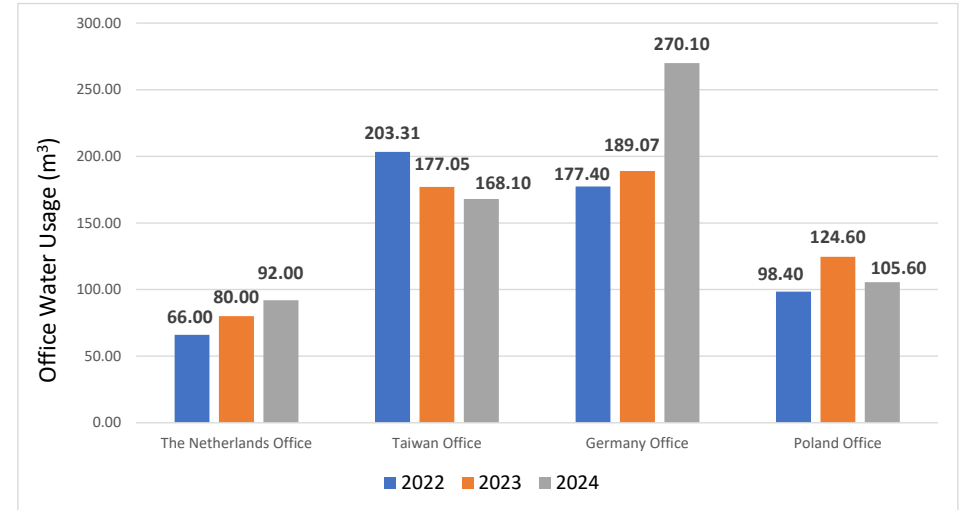
With increasing demand for water resources, the intensifying impacts of climate change, and growing global sustainability pressures, although our operations are limited to office environments, we remain committed to conserving water and minimizing unnecessary waste.

Water shortages can cause disruptions in office facilities such as drinking fountains and toilets. To ensure a comfortable working environment and mitigate the risks associated with water scarcity, iiyama has implemented emergency response procedures to address water suspension or restrictions, which may be issued by government authorities or reported in the media due to events like typhoons and droughts.

iiyama manages water-related risks effectively based on the ISO 14001 Environmental Management System. We do not use water from pumped groundwater. All office drinking water has been equipped with filtration equipment, which have been regularly inspected to ensure water quality and safety. In recent years, we have had no incidents of illegal water use or water quality issues.

Water consumption for the past three years is disclosed as follows. Although total usage has increased in line with staff growth, **the average annual water consumption per employee decreased from 6.49 m³ in 2022 to 5.78 m³ in 2024**, demonstrating the effectiveness of our water resource management. We have already achieved the target of a "1% reduction by 2030 compared to the baseline year" ahead of schedule. We will continue to maintain this performance and provide annual training for our employees.

» Office water consumption in the past three years



» Average annual water consumption per employee in the past three years

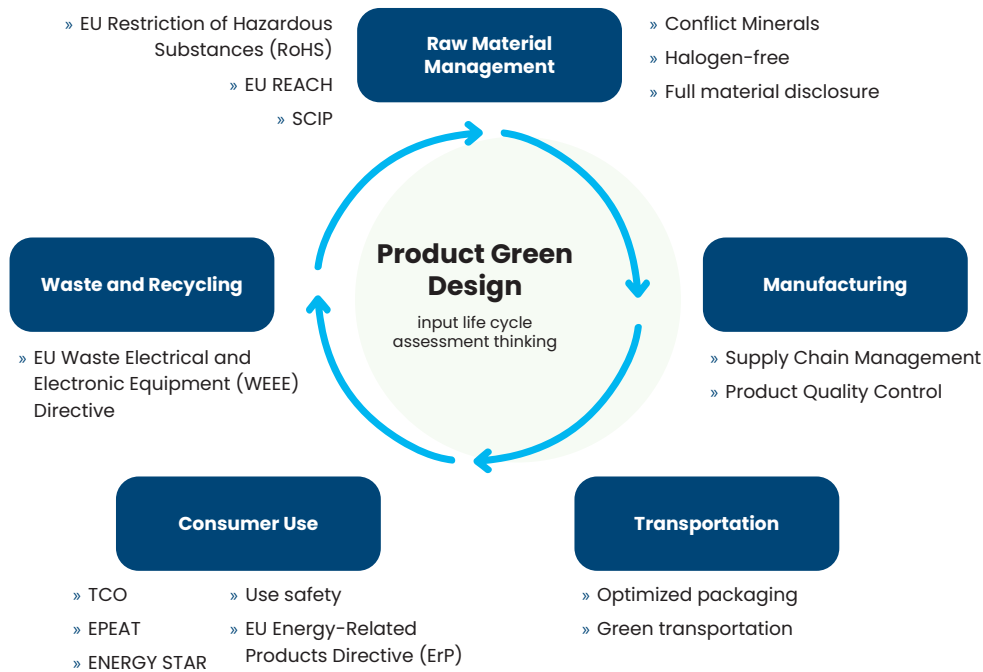
Year	Number of Employees	Total Office Water Consumption (m ³)	Average Annual Water Consumption Per Person (m ³)
2022	84	545.11	6.49
2023	94	570.72	6.07
2024	110	635.80	5.78

Sustainable Products

Eco-Friendly Product Design

Developing products that align with global sustainability trends and fostering customer trust are essential pillars of long-term corporate success. iiyama's product design philosophy is grounded in a life cycle approach, ensuring that environmental impacts are assessed and addressed at every stage—from raw material sourcing and manufacturing to transportation, consumer use, and end-of-life disposal or recycling. By embracing this holistic perspective, we aim to reduce the environmental footprint of our products while fulfilling the evolving expectations of our stakeholders.

At the design stage, we not only prioritize user needs, functionality, and added value, but also proactively seek to **minimize the environmental burden throughout the entire product life cycle**. From this perspective, we have strengthened collaboration with our suppliers to integrate life cycle assessment (LCA) into product development. As a result of these efforts, the number of iiyama models certified EPEAT in 2024 increased by 1.5 times compared to 2023.



» Raw Material Management

We have extensive experience in chemical substance management, and our products strictly comply with international mandatory regulations such as REACH and RoHS. Requirements regarding hazardous substances have been incorporated into the "Standard for Environmentally Friendly Products" (iiyama's GP document). Suppliers are required to comply with and adhere to the chemical substance requirements and restrictions outlined in this document.

2024 Achievement

- » 100% of suppliers comply with iiyama's hazardous substance requirements, including EU RoHS and REACH regulations.
- » No product have been returned or penalized due to violations of international hazardous substance regulation such as RoHS or REACH.

» Manufacturing

All suppliers cooperating with iiyama have been certified to both ISO 9001 and ISO 14001. We conduct annual audits to ensure that product quality manufactured by suppliers consistently meets our requirements. In addition, we actively encourage suppliers to adopt more energy-efficient and environmentally friendly manufacturing practices, such as utilizing green electricity, enhancing pollution control systems, obtaining ISO 50001 certification, and increasing investment in environmental protection. Looking ahead, we plan to incorporate green manufacturing performance into our supplier audit standard.

Sustainable Products

» Transportation

"Packaging materials" play a crucial role in protecting products and preventing collisions during transportation. iiyama is committed to optimizing product packaging design and improving transport volume efficiency. In the past, we enhanced the stand design from a two-stage to a three-stage disassembly, which simplified the packaging structure, reduced overall box size, and increased shipping volume efficiency. This optimization enables more units to be loaded into each container per shipment, thereby reducing transportation-related carbon emissions and lowering operational costs. Additionally, we have also selected specific models for packaging reduction and optimization initiatives, with the following results achieved.

Product Name	Paper & Carton weight per unit (kg)	Paper & Carton Growth rate of packaging material use per unit	Plastic & Styrofoam weight per unit (kg)	Plastic & Styrofoam Growth rate of packaging material use per unit	Loading Increase
XUB2492HSN-B1	0.70	-9.43%	0.35	-8.99%	1248 > 1596 (+27.88%)
XUB2492HSN-B5	0.63		0.31		
XUB2792HSU-B1	0.87	-19.54%	0.47	-12.77%	935 > 1105 (+18.18%)
XUB2792HSU-B5	0.70		0.41		
XB3270QS-B1	1.21	-0.98%	0.58	-12.75%	690 > 828 (+20.00%)
XB3270QS-B5	1.20		0.51		
XUB3493WQSU-B1	1.41	-14.59%	0.63	-7.2%	650 > 780 (+20.00%)
XUB3493WQSU-B5	1.20		0.58		



» Consumer Use (include Customer Health and Safety)

Incidents that jeopardize customer health or safety not only compromise iiyama's corporate reputation but also expose the company to substantial legal and financial risks. iiyama firmly acknowledges that safeguarding customer health and safety is fundamental to preserving brand trust, strengthening market competitiveness, and advancing long-term business sustainability. In 2024, iiyama recorded zero violations of product safety regulations and received no customer complaints or product returns related to health or safety concerns.

To ensure that iiyama products are safe under normal usage conditions, we strictly adhere to internationally recognized safety standards, obtain all necessary product safety certifications, mention "SAFETY PRECAUTIONS" instructions in user manuals, and clearly label our its products with the CE symbol. These practices reflect our ongoing commitment to protecting customer health and safety, as well as our broader responsibility as a socially responsible enterprise.



To meet customer expectations for environmentally friendly products, iiyama remains committed to the continuous development of green products. Our initiatives include increasing the number of halogen-free products, increasing TCO-certified and EPEAT-certified products (relevant information is available on the TCO and EPEAT official websites), and enhancing compliance with higher ErP Energy Efficiency Class.



Sustainable Products

» Waste and Recycling

iiyama is committed to reducing the environmental impact of its products at end-of-life (EOL) by minimizing product waste, increasing the use of recycled materials in products and packaging, and selecting more environmentally friendly materials. All of our products comply with the international Waste Electrical and Electronic Equipment (WEEE) Directive, which governs the collection, recycling, and recovery of electronic waste.

In 2024, the "Reuse and Recycled Rate" of all iiyama products have exceeded 70%, and the "Recovery Rate" has surpassed 80%, with some products have even reached 90%. Many of our products have already exceeded the requirements of the WEEE Directive, significantly reducing waste generation at the end of the product's life cycle.

We are also actively increasing the proportion of recycled content in paper-based packaging. Currently, all paper packaging used in our products contain more than 80% recycled paper. Our goal is to increase this figure to 90% by 2050.

2024 Achievement

- » 100% of products adhere to the international Waste Electrical and Electronic Equipment (WEEE) Directive.
- » The paper packaging contains more than 80% recycled paper.

Product Carbon Footprint

As the demand for sustainable products continues to grow, customers are increasingly requesting iiyama to calculate and disclose the carbon footprint of its products. In response to this responsibility and our commitment to minimizing environmental impact, iiyama has joined the Product Attribute to Impact Algorithm (PAIA), which complies with IEC TR 62921. This methodology enables a comprehensive evaluation of the product carbon footprint across its entire lifecycle— including raw material procurement, manufacturing, distribution, usage, and end-of-life management. In 2024, the number of product models with completed carbon footprint reports increased by 1.5 times compared to 2023.

Although iiyama does not operate in a high carbon-emitting industry, gaining insight into the carbon footprint of each product and understanding emissions across the entire product lifecycle enables us to take proactive carbon reduction measures. This not only helps meet customer expectations but also enhances the company's environmental image and strengthens our market competitiveness.

06

Social Inclusion

- / Workplace Empowerment
- / Occupational Health and Safety
- / Social Participation

Workplace Empowerment

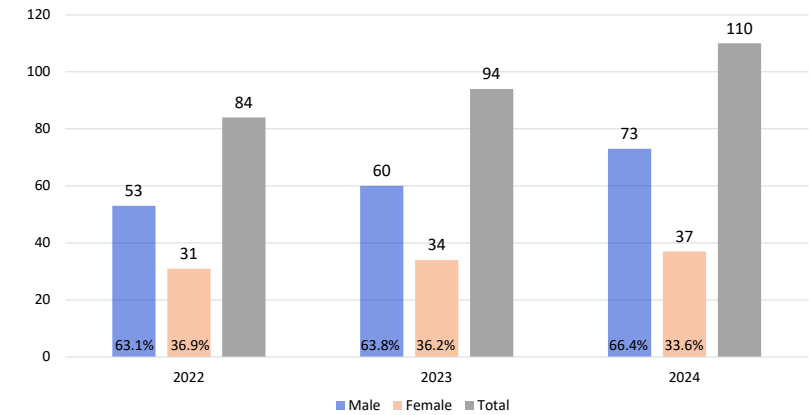
Talent development and engagement are critical to long-term business sustainability. Companies that prioritize diversity, equity, and inclusion (DEI) are better positioned to attract and retain top talent. iiyama firmly believes that people are the key to sustainable growth and profitability. A pleasant, safe, and dynamic workplace is essential to fostering employee creativity and morale. We have created a strong corporate culture that supports transparent, open communication and a spirit of equality and non-discrimination. To attract and retain outstanding talent, we have also offered competitive compensation and benefits, comprehensive training programs, and a comfortable and safe working environment.

Employee Demographics

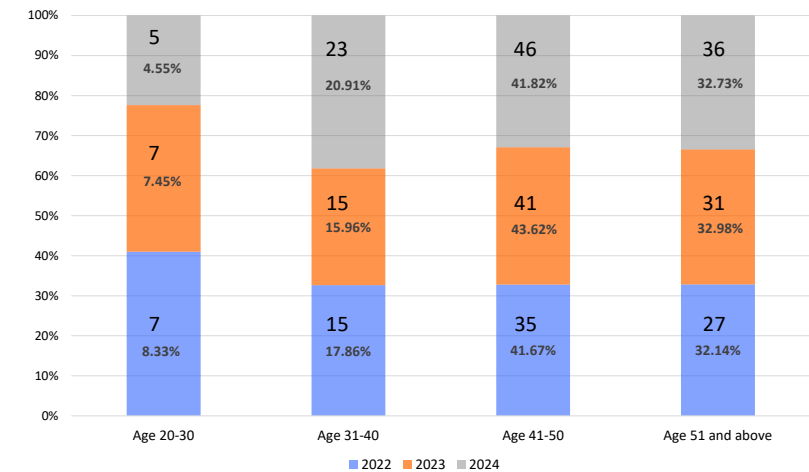
Unit: People		2022	2023	2024
The Netherlands Office	Male	15	19	23
	Female	8	8	9
Germany Office	Male	10	11	11
	Female	3	4	5
Poland Office	Male	7	10	15
	Female	11	12	12
Taiwan Office	Male	9	9	10
	Female	8	9	9
iiyama France & iiyama UK (No physical office)	Male	12	11	14
	Female	1	1	2
Total		84	94	110

- » In 2024, 4 employees were on fixed-term contracts, and all other employees were on non-fixed-term contracts.
- » In 2024, there were 8 part-time employees in the Netherlands office and 1 part-time employee in the Germany office. All other employees were full-time.

» Employee Number and Gender Distribution (2022–2024)



» Employee Headcount by Age Group (2022–2024)



Workplace Empowerment

New Employee Hires and Employee Turnover

In 2024, a total of 9 employees left iiyama, accounting for only 8.2% of the total workforce. Meanwhile, 23 new employees joined the company, representing 20.9% of the total. Please refer to the table below for details. This has clearly demonstrated the high level of employee recognition and satisfaction with the company. It has also reflected the success of our competitive compensation and comprehensive benefits in attracting and retaining talent.

Region	Item	Age	Male		Female	
			No. of People	% of All Employees	No. of People	% of All Employees
The Netherlands Office	New Employee	Under 30	0	0	0	0
		30-50	3	2.73%	2	1.82%
		Over 50	0	0	0	0
	Employee Turnover	Under 30	0	0	0	0
		30-50	1	0.91%	0	0
		Over 50	0	0	0	0
Germany Office	New Employee	Under 30	0	0	1	0.91%
		30-50	1	0.91%	0	0
		Over 50	0	0	0	0
	Employee Turnover	Under 30	0	0	0	0
		30-50	2	1.82%	0	0
		Over 50	0	0	0	0
Poland Office	New Employee	Under 30	1	0.91%	0	0
		30-50	3	2.73%	3	2.73%
		Over 50	0	0	0	0
	Employee Turnover	Under 30	1	0.91%	0	0
		30-50	0	0	1	0.91%
		Over 50	0	0	0	0
Taiwan Office	New Employee	Under 30	1	0.91%	0	0
		30-50	0	0	3	2.73%
		Over 50	0	0	1	0.91%
	Employee Turnover	Under 30	0	0	0	0
		30-50	2	1.82%	2	1.82%
		Over 50	0	0	0	0
iiyama France & iiyama UK (no physical office)	New Employee	Under 30	0	0	0	0
		30-50	2	1.82%	1	0.91%
		Over 50	1	0.91%	0	0
	Employee Turnover	Under 30	0	0	0	0
		30-50	0	0	0	0
		Over 50	0	0	0	0

New hire rate = (Number of new hires during the year) ÷ (Number of employees at the end of the year)
 Turnover rate = (Number of employees who resigned during the year) ÷ (Number of employees at the end of the year)

Talent Cultivation and Development

iiyama is committed to supporting employee development through a comprehensive learning and development framework, which includes a dedicated eLearning platform and diverse educational resources. To further enhance professional capabilities, employees are encouraged to participate in external training opportunities. In line with our corporate sustainability strategy, iiyama also provides annual internal online training sessions designed to deepen employee awareness and understanding of ESG. In 2024, iiyama had a total of 110 employees, all of whom were included in the company's talent development programs. As part of our commitment to sustainability, 100% of employees completed a two-hour internal ESG training session during the year. The training covered the following topics:



Employee Benefits

iiyama places great emphasis on employee welfare. The benefits that full-time employees can enjoy are detailed in the table below:

Item	Contents
Base Salary & Bonus	» Competitive salary structure » Year-end bonus, Performance bonus
Leave Benefits	» Annual leave as per local regulation » Parental leave, Maternity leave, Paternity leave
Insurance & Health check-up	» Labour insurance (as required by local law), Health insurance » Regular health check-up programs
Training & Development	» On-the-Job Training and Development (eLearning & Subsidy Programs)
Other Benefits	» Incentive trip » Christmas dinner, Friday lunch » Long Service Recognition

Workplace Empowerment

DEI in the Workplace

At iiyama, we uphold the core values of Diversity, Equity, and Inclusion (DEI) and are committed to cultivating a workplace that embraces inclusivity, equality, and respect for all. We have established comprehensive recruitment strategies to ensure no individual is discriminated against based on race, ethnicity, social background, language, religion, political beliefs, gender, sexual orientation, age, marital status, pregnancy, appearance, or any other personal characteristic. We firmly uphold that every employee is equally entitled to fundamental human rights, dignity, and a full range of benefits.

 <h3>Diversity</h3> <p>Employees come from diverse backgrounds, and iiyama is committed to providing equal development opportunities and respect to all, regardless of gender, age, ethnicity, or other differences.</p>	 <h3>Equity</h3> <p>Through effective communication, policy implementation, and performance management ensure that all employees enjoy the same benefits, as well as fair opportunities for promotion and training.</p>	 <h3>Inclusion</h3> <p>Demonstrating sincere care for employees by cultivating an inclusive corporate culture that embraces, respects, and values workforce diversity in all its forms, fostering a strong sense of belonging among employees.</p>
---	--	---

Implementation Results in 2024

- ✓ DEI Training Outcomes : Achieved a 100% completion rate.
- ✓ Discrimination : Maintained a zero-incident record throughout the year.
- ✓ Employee Sense of Belonging : Regular activities at each location have fostered strong connections and reinforced the company culture. These initiatives include incentive trips, Christmas dinners, Friday lunches, and festive events aligned with local traditions and holidays.

Human Rights Protection

iiyama fully recognizes that without providing a positive working environment and safeguarding human rights, the company risks facing brain drain. To fulfil our corporate social responsibilities, uphold human rights, and maintain high employee satisfaction, iiyama has established a comprehensive "Labour Policy" aimed at preventing human rights violations and ensuring that all employees are treated fairly and with dignity. To proactively manage labour-related risks, we have conducted assessments through **Risk Management Process** (details on page 22).

To ensure fair treatment of employees, reasonable working hours and workload distribution, and a harmonious work environment, iiyama has also established an "Employee Handbook", which outlines the rules and workplace guidelines that all employees are expected to follow.

iiyama strictly prohibits child labour, hazardous working conditions, human rights violations, discrimination, sexual harassment, workplace bullying, forced or compulsory labour, and excessive overtime. We require all employees to complete education and training on labour policy and the employee handbook. We maintain employee awareness through periodic communications and official announcements to promote a positive and inclusive working environment. In the event of significant changes that may affect labour rights, the company ensures timely notification to employees and commits to resolving related matters promptly and appropriately.

2024 Achievements			
 <h2>100%</h2> <p>Employees finish Labour Policy and Employee Handbook training</p>	 <h2>0</h2> <p>Child labour</p>	 <h2>0</h2> <p>Incidents related to forced or compulsory labour</p>	 <h2>0</h2> <p>Complaints, violations, or fines related to human rights infringements</p>

Workplace Empowerment

Employee Communication

Valuing and actively listening to employee feedback is a longstanding commitment at iiyama. We continuously expand diverse communication channels to foster harmonious labour-management relations. In addition to regular employee engagement activities and ongoing dialogues between employees and supervisors, iiyama has established an "Internal Reporting Procedure", has been included in our Employee Handbook, to ensure transparent and authentic communication between the company and employees. We recognize employee suggestions as a vital driver of the company's growth and remain dedicated to safeguarding the rights and interests of every individual within the organization.

Internal Communication Channels

Employee Grievance Channel

Internal Reporting Procedure

- » Reporting manager, level 2 manager, or Senior Management team
- » HR officers
Email: h.chiba@iiyama.com
- » MCJ Global Hotline
Email: mcj-globalhotline@deloittewb.com
- » Post a letter (anonymously) to the headquarter office with an attention to the HR officer.

Employee Communication Activities

Allow employees to fully express their opinions through internal communication meetings.

One-on-One Conversation

Communication between employees and their superiors: 3 times/year

ESG Education and Training

Through education and training, deliver the company's ESG-related or other new information to employees. At least once a year.

Utilizing multiple communication channels, all employee complaints, reports, appeals, and suggestions are systematically received, thoroughly processed, and promptly addressed, with strict measures in place to ensure anonymity and confidentiality. Remarkably, no employee complaints or grievances were reported throughout 2024.

Performance Evaluation

iiyama has consistently placed strong emphasis on effective communication between employees and their supervisors. Each employee undergoes at least three performance evaluations annually to facilitate dialogue around work objectives and career development planning. In 2024, 100% of iiyama employees completed their performance assessments.

iiyama Performance Evaluation Mechanism	
First time (Q1) Management by Objectives (MBO) & Individual Development Plans	Employees engage in one-on-one meetings with their supervisors to align on annual objectives, set clear and measurable performance goals, and establish tailored personal development plans.
Second time (Q2) Performance Management and Development (PMD)	Employees conduct one-on-one meetings with supervisors to review the implementation status of both individual and departmental annual goals, enabling timely corrections and adjustments where needed to stay on track.
Third time (Q4) Year-End Review & 360-Degree Feedback	At year-end, performance reviews are conducted to evaluate task completion, goal achievement, and the execution of personal development plans. In addition, 360-degree feedback is implemented to gain a well-rounded understanding of each employee's competencies, support the setting of future development goals, and continuously enhance individual and team performance.

Employees who have concerns about their performance evaluation results can raise their issues through the company's designated communication channels. In 2024, no appeals or disputes related to evaluation outcomes were recorded. Additionally, to foster long-term growth and mutual commitment, we celebrate employees who reach specified service milestones.

Occupational Health and Safety

iiyama is dedicated to fostering a safe and healthy work environment for all employees. To uphold this commitment, the company identifies and manages occupational health and safety (OHS) risks, conducts regular emergency response and fire drills, provides OHS-related training, and offers appropriate care and support to employees. These initiatives aim to promote employee well-being, prevent occupational incidents caused by unsafe behaviours, environments, or equipment, and ensure that employees can work with confidence and live healthily.

Risk Assessment and Classification Management

In managing OHS-related risks, each department head plays a key role in identifying potential risks through regular observations and by collecting information from whistleblowers. Once these risks are identified, department heads conduct a comprehensive review, categorize the risk level, and implement further improvements.

All risks can be classified into three categories: Low, Medium, and High. "Low Risk" is deemed acceptable and must be continuously monitored and observed by department heads; "Medium Risk" is regarded as unacceptable and must be promptly addressed by the responsible department to eliminate or mitigate potential hazards; "High risk" is also considered as unacceptable and must be reported to the "Sustainable Development Executive Meeting", in accordance with the Risk Management Process – Major Risk mentioned on page 22.

In 2024, following thorough risk identification and assessment, no high-risk OHS issues were identified. All medium- and low-risk OHS issues were properly managed and resolved.

Prevention and Mitigation of OHS Impacts in Business Relationships

For our subcontractors, we strictly require that all parties possess the necessary qualifications, training, experience, and/or certifications to ensure their professional competency and accountability for the work they perform. For our suppliers, we mandate that top three tier-1 suppliers obtain ISO 45001 certification. iiyama only has office-based facilities; nevertheless, we remain committed to ensuring a safe and healthy working environment for all non-iiyama workers. Examples include incorporating safety regulations into contracts, providing advance notice and safety briefings if any hazards exist within the office, and conducting periodic safety inspections.

High Risk
(Risk Management Process – Major Risk)

Unacceptable

Immediate corrective actions are required.

- » Eliminate or substitute sources of hazards.
- » Increase the frequency of equipment inspections and replace equipment as needed.

Medium Risk

Unacceptable

Comprehensive management measures are required.

- » Regular health check-ups for employees.
- » Installation of additional safety equipment.

Low Risk

Acceptable

Continuous tracking and monitoring are required.

- » Strengthen education, training, and awareness initiatives.

Occupational Health and Safety

Workplace Health and Safety



Emergency Response

iiyama has established comprehensive "Emergency Response Standards" to provide systematic guidance for effectively managing a wide range of emergency scenarios, including natural disasters, fires, environmental pollution, protests, occupational incidents, and other potential hazards.

These standards are designed to reduce the risk of injury and safeguard the health and safety of employees.

An "Emergency Response Team" has been designated to ensure timely and coordinated action in the event of an incident. Upon notification, the team leader promptly assigns appropriately trained personnel to manage the situation in accordance with the standards mentioned above.

Following the resolution of each incident, a thorough review and evaluation of response procedures is conducted. Necessary improvements are then implemented to strengthen future emergency preparedness and prevent recurrence.

Employee Health Check-ups

iiyama provides annual health check-ups for all employees to promoting employee health and well-being. If any health irregularities are identified and determined to be related to the work environment or occupational stress, the designated occupational safety personnel or Human Resources (HR) will take appropriate action. These actions include providing care, conducting follow-up evaluations, and implementing necessary improvements to protect employee health and prevent future risks.

Employee Communication and Care

iiyama provides employees with comprehensive communication channels to ensure timely support and care in the event of work-related injuries, illnesses requiring hospitalization, or excessive mental stress caused by work. Employees are encouraged to proactively communicate with their immediate supervisors or the HR department through these channels. Upon receiving such reports, the company evaluates each case based on its specific circumstances and provides appropriate care, assistance, and follow-up measures to safeguard employee well-being and foster a supportive working environment.

Education and Training for Workplace Health and Safety

iiyama enhances employee awareness of occupational health and safety through regular training and education programs. Core training courses include "ESG Awareness Training" (once per year), "Emergency Evacuation and Fire Safety Training" (twice per year), and "Occupational Health and Safety Promotion and Prevention Training" (twice per year). In 2024, 100% of employees successfully completed all of the above training programs.



Social Participation

iiyama adheres to the core spirit of the enterprise, focuses on the United Nations Sustainable Development Goals (SDGs) and the needs of Taiwanese society, and continues to devote itself to giving back to the society with good deeds. We have supported TFCF* since 2017 to provide disadvantaged children with a good learning environment; so that they could have better opportunities for further education and employment.

We have continued to support the improvement of school children's education through the **Elite Green Seeds Award Scholarship Program** established by TFCF. In 2024, iiyama supported TFCF EUR 200,000 to provide education and learning resources for disadvantaged school children; and a total of 572 person-times were sponsored by iiyama. Since we joined this program, we have helped a total of 3,063 poverty students and their families.



- » Provide financial aid to children in need to ensure stability in their education and daily lives.
- » Care for vulnerable groups in society and enhance their rights and welfare.



- » Project planning and execution.
- » Distribution of scholarships and provision of welfare services
- » Data collection and project outcomes



*Taiwan Fund for Children and Families (TFCF) is an international non-profit organization that cares for disadvantaged children, teenagers, and their families. Using professional methods of social work, children and adolescents can enjoy proper family care, physical and mental safety protection, a healthy growth environment, and adequate educational opportunities.

<https://international.ccf.org.tw/>

GRI Standard Index

Statement of use	This report was prepared in accordance with the GRI 2021 Sustainability Reporting Standards, and the information disclosure period of this report was 2024 (January 1st to December 31st, 2024).
GRI 1 used	GRI 1: Foundation 2021

GRI 2: General Disclosures 2021				
	Disclosure	Location	Page	Notes
2-1	Organizational details	About iiyama Corporation	9	
2-2	Entities included in the organization's sustainability reporting	About the Report	5	
2-3	Reporting period, frequency and contact point	About the Report	5	
2-4	Restatements of information	About the Report	5	No major changes.
2-5	External assurance	About the Report Assurance Statement	5 55	
2-6	Activities, value chain and other business relationships	About iiyama Corporation	9	
2-7	Employees	About iiyama Corporation Workplace Empowerment	9 43	
2-8	Workers who are not employees	Workplace Empowerment	43	No engage any workers who are not directly employed by iiyama.
2-9	Governance structure and composition	Corporate Governance	19	
2-10	Nomination and selection of the highest governance body	Corporate Governance	19	
2-11	Chair of the highest governance body	Corporate Governance	19	
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance & Strategies Risk Management	12 22	
2-13	Delegation of responsibility for managing impacts	Sustainability Governance & Strategies	12	
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance & Strategies	12	
2-15	Conflicts of interest	Corporate Governance	19	
2-16	Communication of critical concerns	Sustainability Governance & Strategies	12	If a negative incident occurs that will affect stakeholders, the responsible unit will report the cause and handling measures to the CEO. The CEO will report to the MCJ Board of Directors if significant. Nothing related happened in 2024.
2-17	Collective knowledge of the highest governance body	Corporate Governance	20	
2-18	Evaluation of the performance of the highest governance body	Corporate Governance	20	
2-19	Remuneration policies	Corporate Governance	20	
2-20	Process to determine remuneration	Corporate Governance	20	
2-21	Annual total compensation ratio	--	--	Each office has a clear division of labour, which is difficult to quantify. Non-disclosure is not an internal consideration of the company.
2-22	Statement on sustainable development strategy	Message from iiyama CEO	3-4	
2-23	Policy commitments	Sustainability Governance & Strategies Compliance & Integrity Management Environmental Policy and Management Workplace Empowerment	13 25 33 45	
2-24	Embedding policy commitments	Sustainability Governance & Strategies Compliance & Integrity Management Environmental Policy and Management Workplace Empowerment	13 25 33 45	
2-25	Processes to remediate negative impacts	Risk Management	22-23	
2-26	Mechanisms for seeking advice and raising concerns	Risk Management	22-23	

GRI Standard Index

GRI 2: General Disclosures 2021				
	Disclosure	Location	Page	Notes
2-27	Compliance with laws and regulations	Compliance & Integrity Management	26	
2-28	Membership associations	About iiyama Corporation	9	
2-29	Approach to stakeholder engagement	Stakeholder Engagement	14	
2-30	Collective bargaining agreements	--	--	No labour union in place; therefore, no collective bargaining agreement has been signed.

GRI 3: Material Topics 2021				
	Disclosure	Location	Page	Notes
3-1	Process to determine material topics	Materiality Analysis	15	
3-2	List of material topics	Materiality Analysis	16-17	
3-3	Management of material topics	Materiality Analysis	17	

[*]: Material Topics

GRI 200 series : Economic topics				
	Disclosure	Location	Page	Notes
GRI 205: Anti-corruption (2016)*				
205-1	Operations assessed for risks related to corruption	Compliance & Integrity Management	25	
205-2	Communication and training about anti-corruption policies and procedures	Compliance & Integrity Management	25	
205-3	Confirmed incidents of corruption and actions taken	Compliance & Integrity Management	25	
GRI 206: Anti-competitive Behavior (2016)*				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance & Integrity Management	26	No serious violations in 2024.

GRI 300 series : Environmental topics				
	Disclosure	Location	Page	Notes
GRI 301: Materials (2016)*				
301-1	Materials used by weight or volume	Waste Management	37	
GRI 302: Energy (2016)*				
302-1	Energy consumption within the organization	Greenhouse Gas Management	35	
GRI 303: Water and Effluents (2018)				
303-1	Interactions with water as a shared resource	Water Resource Management	38	
GRI 305: Emissions (2016)*				
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Management	36	
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Management	36	
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Management	36	
305-5	Reduction of GHG emissions	Greenhouse Gas Management	36	
GRI 308: Supplier Environmental Assessment (2016)*				
308-1	New suppliers that were screened using environmental criteria	Sustainable Supply Chain	30	
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain	30	

GRI Standard Index

GRI 400 series : Social topics				
Disclosure	Location	Page	Notes	
GRI 401: Employment (2016)				
401-1	New employee hires and employee turnover	Workplace Empowerment	44	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workplace Empowerment	44	
GRI 403: Occupational Health and Safety (2018)				
403-3	Occupational health services	Occupational Health and Safety	47	
403-5	Worker training on occupational health and safety	Occupational Health and Safety	48	
403-6	Promotion of worker health	Occupational Health and Safety	48	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	47	
GRI 404: Training and Education (2016)				
404-1	Average hours of training per year per employee	Workplace Empowerment	44	
404-3	Percentage of employees receiving regular performance and career development reviews	Workplace Empowerment	46	
GRI 405: Diversity and Equal Opportunity (2016)*				
405-1	Diversity of governance bodies and employees	Workplace Empowerment	43, 45	Information on the governance body is sourced from publicly available data on the MCJ website; therefore, age-related information of governance members has not been disclosed.
GRI 406: Non-discrimination (2016)*				
406-1	Incidents of discrimination and corrective actions taken	Workplace Empowerment	45-46	No incidents of discrimination in 2024.
GRI 408: Child Labor (2016) *				
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainable Supply Chain Workplace Empowerment	29 45	
GRI 409: Forced or Compulsory Labour (2016)*				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Sustainable Supply Chain Workplace Empowerment	29 45	
GRI 414: Supplier Social Assessment (2016)				
414-1	New suppliers that were screened using social criteria	Sustainable Supply Chain	30	
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain	30	
GRI 416: Customer Health and Safety (2016)*				
416-1	Assessment of the health and safety impacts of product and service categories	Sustainable Products	39-41	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Compliance & Integrity Management Sustainable Products	26 39-41	
GRI 418: Customer Privacy (2016)*				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security	24	

UN Global Compact – 10 Principles

iiyama has already confirmed our company supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. Our information disclosure has been public and transparent, as shown in the table below.

10 Principles		Location of Disclosure	Page
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	iiyama ESG website: Labour Policy	--
	Principle 2: make sure that they are not complicit in human rights abuses.	Responsible Supply Chain Workplace Empowerment	29 45
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Each office strictly follows local regulations	--
	Principle 4: the elimination of all forms of forced and compulsory labour;	iiyama ESG website: Labour Policy	--
	Principle 5: the effective abolition of child labour; and	Responsible Supply Chain Workplace Empowerment	29 45
	Principle 6: the elimination of discrimination in respect of employment and occupation.	Code of Conduct (ANNEX I)	54
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;	iiyama ESG website: Environmental and Sustainable Procurement Policy	--
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	Environmental Policy and Management	33-34
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Sustainable Products	39-41
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Compliance & Integrity Management	25

ANNEX I: Code of Conduct



Code of Conduct

IIYAMA CORPORATION strictly complies with the local health, safety, and labor-related laws and regulations of the countries where its products are manufactured, ensuring that total weekly working hours (including overtime) in its production facilities do not exceed 60 hours. We ensure that factories producing TCO-certified products adhere to the eight core International Labour Organization (ILO) Conventions (C29, C87, C98, C100, C105, C111, C138, C182) and other key conventions related to occupational safety and health (C155, C187), as well as the provisions of Article 32 of the United Nations Convention on the Rights of the Child. We ensure that all factories producing TCO-certified products fully comply with TCO standards.

To ensure that our TCO suppliers' factories comply with the above standards, we provide training on the Code of Conduct to suppliers either on-site or online, and we annually verify whether suppliers have duly conducted the relevant training for their workers. If suppliers have any comments or feedback, they may raise them after the training sessions or during the iiyama annual audits. We will evaluate such feedback and update the Code of Conduct as necessary, with the objective of ensuring that workers in the factories are not in violation of the aforementioned standards.

Meanwhile, to comply with EPEAT 7.1.2 - Supplier code of conduct requirements for labor rights and occupational health and safety, we commit to and require all our EPEAT suppliers to also comply with the above-mentioned ILO Conventions, including C29, C87, C98, C100, C105, C111, C138, C182, C155, and C187. "labor rights" also includes the principles and rights defined in the ILO C190.

C29 : Forced Labour Convention

C87 : Freedom of Association and Protection of the Right to Organise Convention

C98 : Right to Organise and Collective Bargaining Convention

C100 : Equal Remuneration Convention

C105 : Abolition of Forced Labour Convention

C111 : Discrimination (Employment and Occupation) Convention

C138 : Minimum Age Convention

C155 : Occupational Safety and Health Convention

C182 : Worst Forms of Child Labour Convention

C187 : Promotional Framework for Occupational Safety and Health Convention

1) Forced Labor

In line with ILO Conventions C29 and C105, all forms of forced labor—work or service performed under threat of punishment—are strictly prohibited.

2) Freedom of Association and Protection of the Right to Organise

In accordance with ILO Conventions C87 and C98, workers have the right to freely establish and join lawful organizations of their choice. Employers must provide full protection against any form of anti-union discrimination. Workers shall not be dismissed or subjected to any adverse treatment for joining or participating in union activities.



3) Equal Remuneration

In accordance with ILO Convention C100, all workers shall receive equal pay for work of equal value, without any discrimination based on gender.

4) Employment and Occupation Discrimination

In accordance with ILO Convention C111, any form of discrimination based on race, color, gender, religion, political opinion, or national origin shall be prohibited, ensuring equal employment and occupational opportunities for all.

5) Minimum Age

In accordance with Article 32 of the United Nations Convention on the Rights of the Child and ILO Convention C138, the employment of children under 15 years of age is prohibited, and young workers under 18 are not allowed to perform work that may jeopardize their health, safety, or moral development.

6) Worst Forms of Child Labor

In accordance with ILO Convention C182, all forms of the worst forms of child labour are prohibited and must be eliminated, including the sale, trafficking, debt bondage, and forced labour of children under 18 years of age.

7) Occupational Health and Safety

In accordance with ILO Conventions C155 and C187, the company is committed to ensuring workers' safety and health in the workplace. All factories producing TCO-certified products are required to comply with the ISO 45001 Occupational Health and Safety Management System standard to ensure the effective implementation of occupational health and safety management practices.

Assurance Statement

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE IYAMA CORPORATION'S SUSTAINABILITY REPORT FOR 2024

NATURE AND SCOPE OF THE ASSURANCE
 SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by IYAMA CORPORATION. (hereinafter referred to as IYAMA) to conduct an independent assurance of the Sustainability Report for 2024 (hereinafter referred to as the Sustainability Report). The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard's Type 2, Moderate level during 2025/07/15 to 2025/08/11. The boundary of this report includes IYAMA global operations.
 SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT
 This Assurance Statement is provided with the intention of informing all IYAMA's Stakeholders.

RESPONSIBILITIES
 The sustainability information in the IYAMA's Sustainability Report of 2024 and its presentation are the responsibility of the directors or governing body (as applicable) and management of IYAMA. SGS has not been involved in the preparation of any of the material included in the Sustainability Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE
 The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP, 2018).

Assurance has been conducted at a type 2 moderate level of scrutiny.

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

TWJPP 500E Issue 2502

Select specific reporting criteria included in the contract

Reporting Criteria Options	
1	AA1000 Accountability Principles (2018)
2	GRI (in Accordance with)

- The evaluation of the reliability and quality of specified sustainability performance information in IYAMA's Sustainability Report is limited to determined material topics or those clearly marked in the report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement at a moderate level of scrutiny for IYAMA.
- The evaluation of the report against the requirements of GRI Standards, includes GRI 1, GRI 2, GRI 3, 200, 300 and 400 series claimed in the GRI content index as material and is conducted in accordance with the standards.

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE
 The specified performance information includes the data for 2024, which is related to GRI 2, GRI 3, GRI 200, 300 and 400 series claimed in the GRI content index as material in IYAMA's Sustainability Report.

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

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

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

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

TWJPP 500E Issue 2502

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION
 On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 Accountability Principles (2018).

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

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

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

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

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

IMPACT
 IYAMA has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

TWJPP 500E Issue 2502

QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION
 On the basis of the verification work performed, we have conducted interviews with top management, reviewed meeting minutes, internal policies and procedures, internal/external audit records, routine operation records from multiple departments, and external third-party certifications. The assurance team has confidence that the specified performance information included in the scope of assurance is reliable at a moderate level of scrutiny for IYAMA.

ADHERENCE TO GRI
 The report, IYAMA's Sustainability Report of 2024, is reporting in accordance with the GRI Universal Standards 2021. The significant impacts were assessed and disclosed in accordance with the guidance defined in GRI 3: Material Topics 2021 and the relevant 200/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to IYAMA's contributions to sustainability development.
 For future reporting, it is recommended to have more descriptions on how the organization has applied due diligence as a method for the identification and the evaluation of its impacts on the economy, environment.

Signed:
 For and on behalf of SGS Taiwan Ltd.

Stephen Pao
 Business Assurance Director
 Taipei, Taiwan
 18 September, 2025
WWW.SGS.COM

TWJPP 500E Issue 2502

GHG Protocol Verification

Certificate

Certificat

Report no.: (TH24-617 / version 1)

Greenhouse Gas Verification Report Opinion

THGHGP24517-02

Verification: Iiyama Benelux B.V. (Iiyama Corporation)
Scope: Wijkmeesterstraat 8, 2131 HA Hoofddorp, The Netherlands
 The information of other sites are listed on the subsequent page.

Verification Criteria: WRI GHG Protocol

Verification Objectives: According to ISO 14064-3:2019, AFNOR Asia Ltd. (AFNOR ASIA) confirms that the GHG statement (GHG inventory report) of the above-mentioned organization(s) is reported in accordance with the verification criteria agreed by both parties. AFNOR ASIA performs the verification with an objective and fair position and principle (relevant, complete, consistent, accurate, and transparent).

Data Period: 2024/01/01 - 2024/12/31

Verification Data:	Direct GHG Emissions (Scope 1):	168,6862 t CO ₂ e
	Energy Indirect GHG Emissions (Scope 2) Market-based:	21,3206 t CO ₂ e
	Energy Indirect GHG Emissions (Scope 2) Location-based:	44,0274 t CO ₂ e
	Indirect GHG Emissions (Scope 3: Category 1-15):	488,652,4922 t CO ₂ e

Global Warming Potential (GWP): Refer to IPCC The 6-assessment report 2021 Year

Statement Basis: This statement must be interpreted in conjunction with the following content as a whole.

GHG Inventory Report (Version: 2; Date: 2025/08/12)

GHG Inventory (Version: 2; Date: 2025/08/12)

Type of Opinion: Unqualified Qualified (see the subsequent page) Disclaim the Issuance

Verification Conclusion: To confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the GHG data and related information, which are consistent with the verification scope, objectives and criteria agreed by both parties.
 For the Taiwan office, Scope 1 and Scope 2 GHG inventory data are verified at a reasonable assurance level. Greenhouse gas inventory data for Scope 1 and Scope 2 of other country offices and Scope 3 of all country offices are verified at a limited assurance level.

Date of Issuance: 2025/09/30

APPROVED BY

Dr. August Tsai
Director for Certification
ON BEHALF OF
AFNOR ASIA

113-322406

Page 1 of 5

(This document cannot be used on a single page. Using a single page is invalid.)

AFNOR Asia Ltd. - 法務國際認證股份有限公司 20F-2, No. 102, Chung Ping Road, Taoyuan, 330, Taiwan R.O.C.
T. +886 3 220 9066 - F. +886 3 220 7859 - No. 2809312 - <http://international.afnor.com.tw/>

Certificate

Certificat

Report no.: (TH24-617 / version 1)

The Geographical Location of Multiple Sites:

Site	Address
Taiwan Office	7F., No.189, Sec. 3, Minquan E. Rd., Songshan Dist., Taipei City 105002, Taiwan
Netherlands Office	8F., No.189, Sec. 3, Minquan E. Rd., Songshan Dist., Taipei City 105002, Taiwan
Germany Office	Wijkmeesterstraat 8, 2131 HA Hoofddorp, The Netherlands
Poland Office	Wijkmeesterstraat 10, 2131 HA Hoofddorp, The Netherlands
	Zeppelinstraße 2, 85375 Neufahrn bei Freising, Germany
	UL. Nowohucka 1 local 3 54-617 Wroclaw, Poland
	UL. Nowohucka 1 local 6 54-617 Wroclaw, Poland
	UL. Nowohucka 1 local 7 54-617 Wroclaw, Poland
	UL. Nowohucka 1 local 8 54-617 Wroclaw, Poland
	UL. Nowohucka 1 local 9 54-617 Wroclaw, Poland

Page 2 of 5

(This document cannot be used on a single page. Using a single page is invalid.)

AFNOR Asia Ltd. - 法務國際認證股份有限公司 20F-2, No. 102, Chung Ping Road, Taoyuan, 330, Taiwan R.O.C.
T. +886 3 220 9066 - F. +886 3 220 7859 - No. 2809312 - <http://international.afnor.com.tw/>

Certificate

Certificat

Report no.: (TH24-617 / version 1)

Verification Team and Technical Review

Lead Verifier: Hu-Mu, Chen *Signature: Chen, Hu - mu*

Verifier: Chia-Hung, Hsu *Signature: CH Hsu*

Verifier: Ai-Hou, Fu *Signature: Ai-Hou, Fu*

Verifier: Rich-Lin *Signature: Rich Lin*

Independent Review: Yi-Ching Chen *Signature: Nancy Chen*

Verification Processes

AFNOR ASIA is based on risk assessment methods and controls. Evidence collection procedures are including pre-trip assessment, on-site visits, interviews with site personnel, confirmation of documented evidence provided, sampling of emission data, evaluation of data management systems, confirming the collection and compilation of emission data, analysis between production and energy consumption, and confirmation of whether the terms of the agreement referred to are properly applied.

Roles and Responsibilities

The verified organization is responsible for preparing and submitting a GHG statement in accordance with the verification criteria. This responsibility includes the planning, implementation and maintenance of data management systems related to GHG declarations, GHG inventory and GHG inventory reports.

AFNOR ASIA provides independent third-party verification of the reported GHG emissions and issues verification opinions for the organizational GHG emissions. The verification team is independent and impartial, and there is no conflict of interest.

Page 5 of 5

(This document cannot be used on a single page. Using a single page is invalid.)

AFNOR Asia Ltd. - 法務國際認證股份有限公司 20F-2, No. 102, Chung Ping Road, Taoyuan, 330, Taiwan R.O.C.
T. +886 3 220 9066 - F. +886 3 220 7859 - No. 2809312 - <http://international.afnor.com.tw/>

113-322406



**Thanks for taking
your time**
Sustainability Report 2024

www.iiyama.com