ViewSonic Corporation

2017
Corporate Social Responsibility Report

Published in June 2018
# Table of Contents

## About this Report
- Report Guidelines .................................................................................................................................................. 3
- Report Scope and Boundary ...................................................................................................................................... 3
- Contact Information .................................................................................................................................................. 3

## Message from the Chairman and CEO
- ViewSonic Overview ................................................................................................................................................ 6
  - Company Profile .................................................................................................................................................... 6
  - Corporate Responsibility ....................................................................................................................................... 14
  - Corporate Governance ......................................................................................................................................... 19

## Responsible Supply Chain
- Supply Chain Management ....................................................................................................................................... 21
- Supplier Performance Evaluation ............................................................................................................................ 22

## Committed to Our Employees
- A Culture of Diversity and Inclusion ........................................................................................................................ 27
- Compensation & Advancement .................................................................................................................................. 30
- Healthy and Safety .................................................................................................................................................... 34

## Committed to Our Customers
- Customer Health and Safety ....................................................................................................................................... 37
- Ethical Communication ................................................................................................................................................ 39
- Customer Privacy ...................................................................................................................................................... 39

## Committed to Our Community
- Social Responsibility .................................................................................................................................................... 41

## Committed to Our Environment
- Executive Environmental Policy Statement .............................................................................................................. 43
- Corporate Operations Sustainability .......................................................................................................................... 45
- Employee Impact ...................................................................................................................................................... 46
- Resource Conservation ................................................................................................................................................ 47
- Responsible Waste Management ............................................................................................................................... 52
- Public Recycling Programs ....................................................................................................................................... 53

## GRI G4 INDEX
- 56
About this Report

The 2018 Corporate Social Responsibility (CSR) Report summarizes ViewSonic policies, procedures, and performance regarding matters of corporate responsibility and sustainability. To maintain transparency and conduct business in a manner consistent with our goals and values, we publish and publicly release a CSR report annually. Our last report release date was September 30, 2017.

You may download a copy of this and future reports at: www.viewsonic.com/us/company/green/responsible.

Report Guidelines

The ViewSonic 2018 Corporate Social Responsibility Report outlines our global strategies, achievements, and goals relating to the protection of human rights and the environment. This document is offered as a reference for stakeholders, customers, business partners, and all those with an interest in the environmental, social and economic impacts of our organization.

We have prepared our 2018 CSR Report in accordance with the Global Reporting Initiative (GRI) standard disclosures and reporting principles. This report complies with the Core level requirements of the GRI G4 guidelines, most recently released in May 2013. The GRI Content Index provided at the end of this document outlines our alignment with G4 indicators.

Report Scope and Boundary

This report highlights the environmental, societal, and governance (ESG) principles and performance of ViewSonic Corporation worldwide for the calendar year 2017. Our reporting scope is focused on the ViewSonic Americas (VSA) region, which includes all corporate locations of operation throughout North and South America. The content reports upon the material aspects we have identified as requiring the highest priority and discloses key data and management approaches for each. We have also included background information on our long-established tradition of sustainable business practices and corporate responsibility.

Contact Information

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

For more information about our corporate responsibility and sustainability policies, please visit: www.viewsonic.com/us/company/green/responsible.

You may also contact ViewSonic by telephone or postal mail.

**Phone**
909-444-8700
8:00am – 5:00pm Pacific Standard Time

**Mailing Address:**
10 Pointe Drive, Suite 200
Brea, CA 92821
Message from the Chairman and CEO

Vision, clarity, focus – these are just some of the ideas embodied in the ViewSonic motto, “See the Difference.” ViewSonic was founded upon a vision of a future driven by digital display technology, and we’ve seen that vision come to life. Leading the digital visual revolution for more than 30 years, we remain successful by embracing the latest technologies and adapting to meet evolving customer needs.

We maintained our strategic focus in 2017 on delivering products with a solutions mindset. We continue to evolve from being a business known as a display brand to a leadership position in delivering technology solutions.

While maintaining an unwavering commitment to our core products and standards of quality and innovation, we recognize that today’s customers demand more than “just” devices. As such, ViewSonic is evolving from a purely product-oriented company to a total solutions provider. We continue to actively seek new technologies and business partners to meet market demands and customer needs. By integrating our award-winning display products with additional hardware, software, and services, we offer complete and comprehensive solutions for vertical market and end-user applications.

This shift is a natural result of one of our core business philosophies: seeking out and responding to customer and partner feedback. Recognizing significant demand in education and hospitality markets for industry-leading displays to support specialized applications, we continued to develop products and programs to meet the needs of these markets in 2017. We continue to maintain a sharp focus on solving problems and providing solutions across all business operations. For example, in 2017 we:

- Branded our large format displays as ViewBoards to capitalize on the growth in this disruptive technology in the education and enterprise markets, along with familiarity of the term “whiteboard.”
- Expanded into new education and enterprise accounts, using ViewBoards as a point of entry to gain visibility and sales of desktop monitors, projectors and thin- and zero-clients.
- Expanded sales of VP Series monitors, targeting the prosumer market with an expanded focus on meeting the needs of professional graphics users and prosumers.
- Leveraged our recently updated AV Integrator Program to improve and expand business relationships with channel partners.

Critical to our success has been combining our customer-centric business philosophy with a broad view of the global marketplace and a forward-looking perspective. This includes recognizing our role as a global corporate citizen and our responsibilities to customers, communities, and the planet. Dedicated to the ideals that guide our vision for technology as well as for society, we aim to provide high-performance green solutions with the quality and affordability customers expect from the ViewSonic brand.

Our sustainability objectives guide our approach to product development, business operations, and community engagement. Products and packaging are designed to minimize environmental impact. Facilities, operations, manufacturing, and products are evaluated regularly to identify new opportunities to utilize green technology and increase the number of recyclable components and materials.
For many years, we’ve partnered with recycling and asset management companies and state agencies in thousands of locations to facilitate customer recycling and support state mandated recycling programs. We continue to expand our network of recycling partners and encourage more customers to take advantage of these programs. We remain committed to reducing ViewSonic’s contributions to the accumulation of electronic and other landfill waste.

To further minimize environmental impact, we have been transitioning our operational locations to smaller, higher efficiency facilities. Most significant was the relocation of ViewSonic corporate headquarters to Brea, California in 2014.

In today’s dynamic international business environment, it is more important than ever to understand our impact on the world. The ideals of corporate responsibility and sustainability have guided our business for decades. In keeping with our time-honored traditions and corporate values, I am proud to present the ViewSonic 2017 annual Corporate Social Responsibility Report.

James Chu
Chairman and CEO
ViewSonic Overview

Company Profile

ViewSonic Corporation was founded in 1987 and quickly became a key player in the visual display market. We remain driven by the belief that visual display technology can transform everyday lifestyles and improve the lives and livelihoods of consumers and businesses. From our humble roots as a desktop display provider, we have grown to become a global leader in visual technology.

ViewSonic’s esteemed reputation is built in part on the ability to bring products to market more quickly than competitors. Our unique business model places us closer to the display technology supply chain and global distribution channels. This empowers us to recognize market trends and quickly address the ever-changing needs of our end user customers.

While maintaining a strong tradition of excellence in visual displays, ViewSonic product offerings have expanded to meet the evolving needs of commercial and consumer users. Today our products span a wide variety of categories. Our versatile product lines encompass energy-saving LED monitors, projectors, interactive flat panel displays, and virtualization solutions. The growing demand for connectivity, collaboration, and sharing has presented further opportunities for exciting new product development. A forward-looking philosophy inspires us to provide customers and partners with integrated, smart solutions to meet evolving technology needs.

We have consistently maintained market dominance thanks to our unwavering commitment to quality, innovation, and strategic partnerships. Leveraging our scale, strong global brand, close supplier and channel relationships, and market knowledge, ViewSonic is known for introducing industry-leading products and meeting the needs of emerging markets. Our operating model has proven effective in allowing us to quickly develop and deliver new products while maintaining an efficient cost structure and the highest quality standards.

ViewSonic proudly collaborates with a network of world-class component suppliers and contract manufacturers to deliver a wide array of display products for use in a variety of consumer and commercial applications. We sell to businesses and consumers through channels that include distributors, resellers, solution providers, and both traditional and online retailers.

Strengths responsible for our continued success include:

- **Globally Respected Brand Name.** The ViewSonic logo is recognized internationally as an indicator of excellence in product quality, customer service, and outstanding visual experience.
• **Superior Product Performance.** Our display products are engineered to deliver superior performance along with high-quality, visually appealing design.

• **Operating History and Market Knowledge.** Our long history gives us the depth of knowledge and experience to meet the needs of buyers in the global display industry.

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

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

**Notable Achievements and Goals**

2017 was a year that saw continued major growth in our newest category of display solutions, the interactive large format display, or interactive flat panel (IFP). Our efforts to grow the IFP category in 2017 were realized and rewarded in the early months of 2018. In less than a year, we climbed to be the number one collaboration display brand in North American distribution. The NPD Group reported that ViewSonic took a commanding 41.4 percent of unit sales through distribution during the first quarter of 2018. According to the NPD group, our ViewBoard IFP6550 ranked as the top seller for the first quarter of 2018, while the IFP7500 ranked number three in terms of unit sales through distributors.

For ViewSonic, this relatively new and disruptive technology has provided the company with an important opportunity to capture new markets in meaningful ways. In particular, the education market continues to be a key growth area for the company.

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

**Education: K-12 & Higher Ed**
Education continues to embrace the ViewBoard family of interactive large format displays, which also serve as our spearhead into new education accounts for products such as desktop monitors, projector solutions and virtual desktop clients.

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

**AV Integrators**
Last year’s revamp of our AV Integrator Program continues to facilitate our strong support for these channel partners, whose role in making sales and serving customers is more important than ever. This new program, along with our new lineup of large format displays and ViewBoard IFP displays, gives AV Integrators everything they need to expand their opportunities, earn greater profits, and meet the needs of our mutual end user customers.
Long-term goals for future growth and continued success are guided by a clear strategic vision:

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

An Ongoing Tradition of Recognized Success

Our legacy of innovation and customer satisfaction is evidenced by dozens of awards and recognitions received over the years. In 2017, ViewSonic was honored with numerous accolades, including:

- ISTE 2017 Best of Show Awards - IFP7550, by: Tech & Learning, Dec 2017
- Road Test Certified, by: Projector Central, Dec 2017
- 2017 Awards of Excellence PS750W, by: Tech & Learning, Nov 2017
- Editors' Choice VP2468, by: PC Magazine, Nov 2017
- Editors' Choice VP2768, by: PC Magazine, Nov 2017
- Best of CES 2017 - VP3881, by: Videomaker, Oct 2017
- Best of Show' Solutions at InfoComm 2017 by: AV Network, Aug 2017
- CRN 2017 Women of the Channel: Colleen Browne by: CRN, Aug 2017
- Road Test: ViewSonic LS830 by: Projector Central, Jul 2017
- Developers' Choice Awards by: Hosting Advise, June 2017
- Tom's Hardware 2017 Editor Recommended - VP2771 by: Tom’s Hardware June 2017
- Business Solutions - Best Channel Vendors 2017 by: Business Solutions, Jan 2017
- Editor’s Retail Choice Award™ for Digital Commercial Displays by: Deal Crunch, Jan 2017
Organizational Overview

As a global market leader in visual technologies, ViewSonic sells products in more than 100 countries and maintains operations at 46 worldwide locations. In addition to the United States corporate headquarters in Brea, California, and US logistics center in Chino, California, major centers of operation are in China, Taiwan and the United Kingdom.

ViewSonic is a privately held organization with an average of 686 employees in our global workforce during the reporting period. This number includes contract workers and regular, permanent employees, which account for 95% of the workforce. There were no significant variations in employment numbers from 2016 to 2017.

The following charts present the average number of Total, Permanent, and Contract Employees at ViewSonic Corporation in 2017, with the averages calculated using the average number of employees at the beginning and end of each of the 12 months in 2017.

**ViewSonic Corporation 2017 TOTAL Global Workforce by Region & Gender**

<table>
<thead>
<tr>
<th>Region</th>
<th>Male Employees</th>
<th>Female Employees</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>ViewSonic Americas (VSA)</td>
<td>97</td>
<td>60</td>
<td>157</td>
</tr>
<tr>
<td>ViewSonic International (VSI &amp; GPG)</td>
<td>164</td>
<td>130</td>
<td>294</td>
</tr>
<tr>
<td>ViewSonic China (VSCN &amp; GSC)</td>
<td>62</td>
<td>108</td>
<td>170</td>
</tr>
<tr>
<td>ViewSonic Europe (VSE)</td>
<td>36</td>
<td>29</td>
<td>65</td>
</tr>
</tbody>
</table>

**ViewSonic Corporation 2017 PERMANENT Global Workforce by Region & Gender**

<table>
<thead>
<tr>
<th>Region</th>
<th>Male Employees</th>
<th>Female Employees</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>ViewSonic Americas (VSA)</td>
<td>92</td>
<td>57</td>
<td>149</td>
</tr>
<tr>
<td>ViewSonic International (VSI &amp; GPG)</td>
<td>143</td>
<td>125</td>
<td>268</td>
</tr>
<tr>
<td>ViewSonic China (VSCN &amp; GSC)</td>
<td>62</td>
<td>108</td>
<td>170</td>
</tr>
<tr>
<td>ViewSonic Europe (VSE)</td>
<td>35</td>
<td>28</td>
<td>63</td>
</tr>
</tbody>
</table>

**ViewSonic Corporation 2017 CONTRACT EMPLOYEES by Region & Gender**

<table>
<thead>
<tr>
<th>Region</th>
<th>Male Employees</th>
<th>Female Employees</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>ViewSonic Americas (VSA)</td>
<td>5</td>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>ViewSonic International (VSI &amp; GPG)</td>
<td>21</td>
<td>5</td>
<td>26</td>
</tr>
<tr>
<td>ViewSonic China (VSCN &amp; GSC)</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>ViewSonic Europe (VSE)</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>
The following charts show the percentage of managerial and non-managerial employees at each ViewSonic location by age and gender.

<table>
<thead>
<tr>
<th>Manager or above</th>
<th>All employees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ViewSonic Americas (%)</strong></td>
<td><strong>ViewSonic Americas (%)</strong></td>
</tr>
<tr>
<td><strong>Group Age</strong></td>
<td><strong>Male</strong></td>
</tr>
<tr>
<td>Under 30</td>
<td>0%</td>
</tr>
<tr>
<td>30 - 50</td>
<td>64%</td>
</tr>
<tr>
<td>Over 50</td>
<td>35%</td>
</tr>
</tbody>
</table>

| **ViewSonic International (%)** | **ViewSonic International (%)** |
| **Group Age** | **Male** | **Female** | **Group Age** | **Male** | **Female** |
| Under 30 | 0% | 0% | Under 30 | 64% | 36% |
| 30 - 50 | 58% | 42% | 30 - 50 | 57% | 43% |
| Over 50 | 53% | 47% | Over 50 | 42% | 58% |

| **ViewSonic Europe (%)** | **ViewSonic Europe (%)** |
| **Group Age** | **Male** | **Female** | **Group Age** | **Male** | **Female** |
| Under 30 | 0% | 0% | Under 30 | 20% | 80% |
| 30 - 50 | 58% | 42% | 30 - 50 | 59% | 41% |
| Over 50 | 50% | 50% | Over 50 | 43% | 57% |

| **ViewSonic China (%)** | **ViewSonic China (%)** |
| **Group Age** | **Male** | **Female** | **Group Age** | **Male** | **Female** |
| Under 30 | 0% | 100% | Under 30 | 50% | 50% |
| 30 - 50 | 52% | 48% | 30 - 50 | 54% | 46% |
| Over 50 | 0% | 100% | Over 50 | 50% | 50% |

| **Global Product Group (%)** | **Global Product Group (%)** |
| **Group Age** | **Male** | **Female** | **Group Age** | **Male** | **Female** |
| Under 30 | 0% | 0% | Under 30 | 63% | 37% |
| 30 - 50 | 62% | 38% | 30 - 50 | 60% | 40% |
| Over 50 | 55% | 45% | Over 50 | 44% | 56% |

| **Global Support Center (%)** | **Global Support Center (%)** |
| **Group Age** | **Male** | **Female** | **Group Age** | **Male** | **Female** |
| Under 30 | 0% | 0% | Under 30 | 8% | 92% |
| 30 - 50 | 44% | 56% | 30 - 50 | 35% | 65% |
| Over 50 | 0% | 100% | Over 50 | 0% | 100% |
Our Vision

ViewSonic endeavors to deliver innovative and empowering technology as the world’s preferred brand of visual solution products.

Our Mission

ViewSonic is a global provider of visual display products, dedicated to meeting the needs of our customers, generating profitable growth through efficient operation, and delivering value to our stakeholders.

The keys to ViewSonic’s continued success have always included our abilities to:

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

Core Values

**Customer Focus:** We meet our customers’ expectations with superior products, customer service and industry knowledge.

**Entrepreneurial Spirit:** We act like owners, take initiative, encourage innovation, set challenging goals, and pursue new ideas.

**Employee Partnership:** We attract and retain talented, highly successful employee-partners, by providing them the opportunity to develop skills, experience success, and enjoy the rewards that follow.

**Integrity:** We are committed to honesty and fairness.

**Teamwork:** We depend on teamwork to multiply our success through information sharing, operational support, and sharing accomplishments among business units and regions.

**Corporate Citizenship:** We strive always to conduct business as a responsible global corporate citizen by operating in accordance with these core values. We continually monitor our activities to address areas of improvement, and we embrace opportunities to increase our positive impact on society.
Code of Ethics

ViewSonic holds itself to the highest standards of integrity, professionalism, and ethical conduct. Our employees consistently demonstrate a commitment to corporate responsibility and are exemplary in acting in accordance with our principles. Our Worldwide Code of Ethics outlines the guidelines by which we conduct business and holds every member of our organization accountable for upholding these values.

This Code guides our interactions with coworkers, customers, vendors, competitors, stockholders and other members of the community. Above all, ViewSonic employees are dedicated to acting honestly, ethically, fairly and legally in all areas of behavior.

Under the guidance of the Global CFO, our Human Resources department ensures adherence to the Code of Ethics, including mandatory training for every new employee on the first day of orientation. Violations of this Code are subject to immediate disciplinary action, up to and including termination. Employees are encouraged to report violations to the appropriate supervisors or through our anonymous Ethics Hotline.

Our Code of Ethics provides a comprehensive explanation of ViewSonic standards, requirements, and expectations regarding the following:

- Fairness, respect, and non-discrimination
- Financial integrity and prohibition of receiving bribes or other unethical payment of funds
- Protection and non-disclosure of any proprietary or confidential information
- Prohibition of any activities that could constitute a conflict of interest
- Compliance with antitrust and trade regulation statutes
- Fairness, accuracy, and compliance with applicable laws and regulations in all business activities
- Timely, accurate, and complete reporting of internal documents and external certifications
- Compliance with laws in all countries in which we operate, including U.S. laws applicable to activities in foreign countries
- Participation in professional, community, and charitable organizations or activities
- Environmental responsibility

Employees who are aware of suspected misconduct, illegal activities, fraud, or violations of the Code of Ethics are encouraged to report such matters. Our Corporate Whistleblower Policy promotes open discussion of business practices, encourages accountability, and protects employees from potential repercussions.

Code of Conduct

In addition to the ViewSonic America Code of Ethics, ViewSonic Corp. has formally adopted a Code of Conduct with which we also comply. A set of standards on international labor law, social responsibility and environmental issues, the Code of Conduct covers expectations regarding the following:

Child Labor: ViewSonic shall not engage in or support the use of child labor.
Forced or compulsory labor: ViewSonic shall not engage in or support the use of forced or compulsory labor.

Health and safety: ViewSonic shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring during work.

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

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

Disciplinary practices: ViewSonic shall treat all personnel with dignity and respect. ViewSonic shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

Working hours: ViewSonic shall comply with applicable laws, collective bargaining agreements (where applicable) and industry standards on working hours, breaks and public holidays.

Remuneration: ViewSonic shall respect the right of personnel to a living wage and ensure that wages for a normal work week, not including overtime, shall always meet at least legal or industry minimum standards. Wages shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.

Ethical Management and Disclosure

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

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

ViewSonic continues to maintain complete compliance with laws relating to competitive behavior. During the 2017 reporting period, there were no significant fines or non-monetary sanctions related to anti-competitive behavior or violations of anti-trust and monopoly legislation.

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

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

Stakeholder Engagement

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

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

Our products and practices are informed by valued feedback from customers, employees and other stakeholders, both internal and external. Corporate policies are also influenced by guidance from regulatory agencies and international standards and codes of conduct. Frequent interaction enables us to better meet the needs and expectations of our various stakeholders. We communicate and engage with stakeholders according to policies defined to address the unique needs of each group.

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

Identified stakeholder interests and concerns, along with our goals for and methods of communication with each group are summarized in the table below.
<table>
<thead>
<tr>
<th>Stakeholder</th>
<th>Key Interests and Concerns</th>
<th>Communication and Engagement</th>
<th>Methods of Response</th>
</tr>
</thead>
</table>
| Investors     | • Economic Performance  
               • Market Presence                                              | As a privately-held organization, we seek to employ sustainable growth strategies to generate sustainable profit for our investors. | Quarterly Board of Director meetings, regular investor notices & Emails, annual shareholder meeting |
| Suppliers     | • Supply Chain Management  
               • Customer Health and Safety  
               • Human Rights                                                   | We look to influence and promote CSR within our supply chain, starting with our everyday interactions with our immediate suppliers. | Supplier annual appraisal, supplier weekly workshops, quarterly business review. |
| Employees     | • Diversity and Equal Opportunity  
               • Human Rights  
               • Equal Remuneration for Women and Men  
               • Labor Practices  
               • Grievance Mechanisms  
               • Employment                                                  | Our employees are actively involved with leading the organization’s CSR practices and providing volunteer contributions to the society. | New hire orientation, employee newsletters, quarterly town hall meetings, email. |
| Public Officials | • Environmental Compliance  
               • Product Compliance  
               • Human Rights  
               • Employment                                                  | Legal compliance is the minimum expectation for our operations and we take every precaution to evaluate and ensure our actions are in full compliance with local laws and regulations. | Participation in local Chamber of Commerce. |
Industry and Community Association Memberships

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

- Better Business Bureau of Los Angeles and Silicon Valley
- Brea Chamber of Commerce
- Business Marketing Association
- California Integrated Waste Management Board
- Canadian Stewardship Service Alliance
- Consumer Electronics Association
- Maine Department of Environmental Protection, Bureau of Remediation & Waste Management
- Minnesota Department of Revenue
- National Minority Supplier Development Council
- New Jersey Dept. of Environmental Protection, Solid and Hazardous Waste Mgmt. Program, Bureau of Recycling and Planning
- Oregon Department of Environmental Quality
- Washington State Department of Ecology, Waste 2 Resources Program

We endorse and/or adhere to guidelines and initiatives of numerous other organizations, including:

- American Diabetes Association
- California Department of Toxic Substances Control
- Connecticut Department of Environmental Protection
- Cystic Fibrosis Foundation
- Hawaii Department of Health, Solid and Hazardous Waste Branch
- Illinois Environmental Protection Agency
- Indiana Department of Environmental Management, Electronic Waste Program
- Maryland Dept. of Environment Waste Mgmt. Administration, Recycling & Operations Program
- Michigan Dept. of Environmental Quality, Office of Waste Mgmt. and Radiological Protection
- Missouri Department of Natural Resources, Hazardous Waste Program
- North Carolina Division of Pollution Prevention and Natural Resources
- Oklahoma Department of Environmental Quality, Land Protection Division
- Paw Prints In the Sand Animal Rescue
- Pennsylvania Department of Environmental Protection, Bureau of Waste Management
- Rhode Island Department of Environmental Management, Office of Management Services
- South Carolina Dept. of Health and Environmental Control, Office of Solid Waste Reduction and Recycling
- Texas Commission on Environmental Quality, Pollution Prevention and Education
- Utah Solid & Hazardous Waste Control Board, Division of Solid and Hazardous Waste
- Virginia Department of Environmental Quality, Division of Environmental Enhancement
- Vermont Department of Environmental Conservation, Waste Management & Prevention Division, E-Cycles Program
- Wisconsin Department of Natural Resources, Waste & Materials Management Program
- West Virginia Department of Environmental Protection, Rehabilitation Environmental Action Plan (REAP)
Material Aspects and Reporting Boundaries

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

In March of 2018, we conducted a formal assessment to identify concerns most significantly impacted by our operations and most important to ViewSonic management, employees, and other stakeholders. In doing so, we sought to define the greatest opportunities for ViewSonic to minimize negative impacts and increase positive contributions to society and the planet.

Guided by this Materiality Analysis, we have developed Corporate Social Responsibility policies with an emphasis on the following high priority areas:

1. Compliance (Product) 8. Customer Health and Safety
2. Supplier Assessment* 9. Ethical Management and Disclosure*
3. Marketing Communications 10. Green Product
4. Innovation* 11. Compliance (Environment)
5. Energy/ Natural Resource Management* 12. Legal Compliance*

* Different materiality level than last year

The results of this Materiality Analysis are represented graphically on the following page.
We defined our reporting boundaries as follows:

<table>
<thead>
<tr>
<th>Category</th>
<th>Material Aspect</th>
<th>Internal</th>
<th>External (Supply Chain)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Environmental</strong></td>
<td>Environmental Compliance</td>
<td>V</td>
<td>V</td>
</tr>
<tr>
<td></td>
<td>Overall (Environmental cost and</td>
<td>V</td>
<td>V</td>
</tr>
<tr>
<td></td>
<td>investment)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Social</strong></td>
<td>Product Compliance</td>
<td>V</td>
<td>V</td>
</tr>
<tr>
<td></td>
<td>Customer Health and Safety</td>
<td>V</td>
<td>V</td>
</tr>
<tr>
<td></td>
<td>Customer Privacy</td>
<td>V</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Product and Service Labelling</td>
<td>V</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Marketing Communications</td>
<td>V</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Diversity and Equal Opportunity</td>
<td>V</td>
<td></td>
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<tr>
<td></td>
<td>Human Rights</td>
<td>V</td>
<td>V</td>
</tr>
<tr>
<td></td>
<td>Equal Remuneration for Women and Men</td>
<td>V</td>
<td>V</td>
</tr>
<tr>
<td></td>
<td>Labor Practices Grievance Mechanisms</td>
<td>V</td>
<td>V</td>
</tr>
<tr>
<td></td>
<td>Employment</td>
<td>V</td>
<td></td>
</tr>
</tbody>
</table>

**Corporate Governance**

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

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

From our CEO to every employee and supplier relationship, ViewSonic holds itself to the highest ethical standards for conducting business. From our recycling programs, ISO14001-certified environmental management system and ECO office guidelines, to our SA8000-certified commitment to human rights, we strive to show our dedication to being a responsible corporate citizen in all we do.

In 2017, ViewSonic was subject to no significant fines and no non-monetary sanctions and no cases were brought against ViewSonic through dispute resolution mechanisms.
ViewSonic Corporate Organization

CEO / Director of the Board

CFO
- Finance
- Human Resources
- Information Technology
- Legal

Regional Presidents
- Customer Care
- ISO & E-Waste Management
- Logistics
- Marketing Communications
- Product Marketing
- Channel Marketing
- Product Development
- Sales
- Supply Chain
- Technical Support

Global Product Group (GPG) President

Support Group
- GPG Marketing
- Key Component Procurement
- Solution Support & Integration
- Product Quality Assurance
- Quality and Process Management
  - Product Business Units
  - Large Format Display BU
  - Monitor BU
  - Pen Display BU
  - Projector BU
ViewSonic’s ability to deliver top-quality, cutting-edge technology products at competitive pricing is due largely to our global network of supply partners. Our business and corporate values encourage fairness, honesty, and transparency in working with suppliers. Our ability to develop positive and profitable relationships with partners around the world has resulted in proven success for both our organization and our suppliers.

Our expertise and partnerships in the supply chain and global distribution channels allow us to recognize emerging market trends, immediately address customer needs, and bring products to market more quickly than our competitors. We continually seek new opportunities to source the highest quality and most cost-effective materials and components from suppliers who share the same values and impeccable standards of corporate responsibility that we uphold.

Our supply base is comprised of over 1,800 suppliers worldwide, trusted vendors who are in large part responsible for ViewSonic product quality and market dominance. Our upstream supply chain primarily consists of manufacturing factories that provide electronic components, molding, injection, and unit assembly.

We have established valuable business relationships with some of the world’s leading Original Design Manufacturers (ODMs) and Original Equipment Manufacturers (OEMs). We select our key suppliers based on capabilities that include: having the largest global production capacity, the availability of special technologies, software integration and development capabilities, competitive pricing, satisfactory quality and the ability to react to the rapid demand changes in the market. These manufacturing and assembly partners constitute our 1st Tier suppliers, working directly with ViewSonic to develop and deliver innovative and award-winning technology products. Partners with whom we have indirect relationships are assigned to Tiers 2 and above. Second Tier suppliers account for most components and parts provided to our 1st Tier suppliers.
The ViewSonic Supply Chain Management system is guided by several key goals:

- Maximize purchasing power to deliver innovative, industry-leading products at competitive prices.
- Maximize operating efficiency through strategic supply chain and logistics initiatives.
- Maintain comprehensive knowledge of supplier fabrication and production capacity, component availability, and inventory management practices throughout the supply chain.
- Regularly evaluate suppliers to ensure compliance with ViewSonic requirements for product quality, customer service, sustainability, and fair labor practices.

Our expectations for all suppliers with which we do business includes that they uphold the following:

- Fair Labor Practices
- Prohibition of Child Labor
- Prohibition of Forced Labor
- Fair Work Hours & Compensation
- Established Collective Bargaining Agreements
- Anti-Discrimination Practices
- Health & Safety Guidelines
- A working Code of Ethics

ViewSonic meets with most tier-one suppliers every week, using conference calls to save resources and gain efficiency. We conduct conference calls with the remaining few tier-one suppliers at a minimum of once a month and communicate with our largest volume suppliers daily. We provide 4-6 month rolling forecasts by the 15th of each month, helping suppliers gain efficiency and reduce material waste. We’ve consistently reduced product sizes to save space during transport, for greater overall efficiency of energy and fuel use.

Supplier Performance Evaluation

ViewSonic conducts a thorough supplier performance evaluation annually, seeking to identify risks, impacts, and opportunities for improvement within our supply chain. All existing and potential suppliers are subject to stringent assessment, audit, and selection processes. ViewSonic suppliers must adhere not only to our rigorous guidelines for product quality, but also to the standards of ethics, social responsibility, and environmental protection, defined in our Supplier Social Responsibility and Ethics Agreement.

The Supply Base Management team conducts this evaluation at least once a year. Suppliers are assigned an overall performance score and we indicate any areas of noncompliance or concern. These results are documented in an annual report. Evaluation categories include:

- New Technology
- Product Engineering Capability
- Cost Leadership
- Product Quality
- Product Reliability
- Supply Continuity & Shipment Fulfillment
- Logistic Support & Response
- Technical Support
- Warranty & After Service Support & Response
- Business & Real-Time Communication
- Ethics, Labor Relations, Environment
- Health and Safety
• Social and Management Systems

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

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

• **Stage Two: Assessment**
  A comprehensive assessment ensures that suppliers comply with our Social Responsibility and Ethics agreement.

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

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

Our supplier evaluation process grades each supplier based on their cumulative performance in areas listed above. Those who do not meet ViewSonic standards are issued a Corrective Action Request, notifying the supplier of identified problems and suggesting actions to improve product performance, quality, or business processes. This offers unqualified suppliers the opportunity to address and rectify shortcomings in order to do business with ViewSonic.

**Required Supplier Certifications**

In addition to meeting ViewSonic internal guidelines, suppliers must be certified and/or in accordance with internationally recognized third-party standards:

• **ISO-9001: Quality Management**
  All suppliers must maintain current certification meeting the International Organization for Standardization quality management requirements.

• **ISO-14001: Environmental Management**
  All suppliers must maintain current certification meeting the International Organization for Standardization environmental management requirements.

• **SA8000: Social Accountability**
  All suppliers must agree to requirements based on the Social Accountability International standards for social accountability, human rights, and labor practices.

**Supplier Social Compliance**

The ViewSonic Global Products Group has been certified with SA8000 – the leading social accountability certification standard – since 2010. As a SA8000 certified organization, we are dedicated to respecting human rights, continually enhancing our corporate social responsibilities, and promoting these values in the international community. Not only are our employees under protection of the SA8000 international standard, we require that all suppliers with whom we work also commit to the spirit of these requirements, regardless of whether they have applied for a formal SA8000 certificate.
In managing our supply chain, we actively engage with suppliers to address concerns and encourage improvement. We strive to ensure that our suppliers treat workers with respect and dignity, and conduct business with the highest level of integrity, responsibility, and sustainability. Supplier selection is determined according to our Supplier and Contractor Management Procedure, which codifies our priorities and requirements. Suppliers must agree to ViewSonic standards of social responsibility and are subject to our Supplier CSR Assessment.

The ViewSonic Supplier Social Responsibility and Ethics Agreement outlines our supplier requirements for corporate social responsibility. We are proud to report that 100% of ViewSonic qualified suppliers have signed and abided by this agreement, acknowledging their understanding of and adherence to our Supplier Social Responsibility and Ethics Agreement. This agreement, based on the SA8000 standards for social accountability, defines our expectations of suppliers according to numerous criteria, including:

- Fair Labor Practices
- Prohibition of Child Labor
- Prohibition of Forced Labor
- Fair Work Hours & Compensation
- Collective Bargaining Agreements
- Anti-Discrimination
- Health & Safety Guidelines
- Code of Ethics

In 2017, 100% of ViewSonic suppliers were screened using criteria for impacts on society and signed the ViewSonic Social Responsibility Ethics Agreement.

Supplier Environmental Compliance

ViewSonic Corporation has been ISO14001 certified compliant with international environmental requirements since 1998. As a member of our global village, we are committed to doing our best to mitigate climate change and protect our only Earth. During 2017, ViewSonic made every effort to design products for improved energy savings and reduced landfill waste, as well as to recycle our warehouse, office and product materials.

We are committed to partnering with suppliers that take these environmental goals as seriously as we do. As such, we subject new suppliers to an environmental impact assessment and regularly audit existing partners. All 1st tier key suppliers are required to obtain a certificate of ISO14001 compliance or provide other proof of compliance to ISO14001 environmental requirements.
New Supplier Screening

ViewSonic began working with one new supplier in 2017. This supplier was screened using numerous quality management, environmental management and social accountability criteria and passed the screening. No violations were found during the evaluation audit.

As noted above, our screening process assesses suppliers on multiple criteria, including signing our internal Supplier Social Responsibility and Ethics Agreement and being certified and/or in accordance with internationally recognized third-party standards that include ISO-9001: Quality Management, ISO-14001: Environmental Management, and SA8000: Social Accountability as defined above.
Committed to Our Employees

ViewSonic provides technology solutions to empower people and improve lives, and our employment practices reflect the same objectives. We provide rewarding career opportunities that encourage professional and personal development. Talented and motivated workers find at ViewSonic a place where they can apply and expand their skills in fulfilling and meaningful ways. We recognize that our performance and reputation are defined by the people within our organization, and we make every effort to recruit and retain the most outstanding individuals. Our diverse and tenured team is comprised of experienced and knowledgeable professionals who excel in their respective fields. Creating a great place to work, while growing an internationally respected brand, we attract top talent from around the world. Our management practices foster and strengthen positive labor relations, encouraging honesty, equality, and mutual trust on the part of both employer and employee.

Guided by our core values and business objectives, we understand the value of a diverse workforce. As an equal opportunity employer, we conduct training and internal assessments to ensure objective and non-discriminatory hiring decisions throughout our organization. Assessment is based on the job description and the skillsets required for the position; internal discussions are based on candidate qualifications and job skills needed to hire the best candidate for the job. ViewSonic is committed to providing equal employment opportunities (EEO) and maintains a strong EEO policy based on current EEO laws. To ensure that hiring decisions are non-discriminatory, the Human Resources department consistently advises hiring managers of the importance of EEO policy. The HR department additionally monitors our EEO compliance by conducting self-analysis through annual affirmative action reports.

Our worldwide operations depend upon the communities in which we do business, and we endeavor to be valued, respected members of each. We diligently seek to understand and adhere to local labor laws at every operation site. To support the communities that support our business, our hiring practices emphasize recruiting local talent. For example, at our corporate headquarters, 88% of senior management personnel are hired from the local community.

1 In this instance, we have defined as “local” those residing in the State of California, either in cities neighboring our office or otherwise within reasonable commuting distance.
A Culture of Diversity and Inclusion

ViewSonic is proud of its diverse work force. It is our day-to-day responsibility to ensure that our employee base is increasingly more diverse and that management is fully supportive and committed to ensuring compliance with our goal to workplace equality, both in principle and in practice.

We are firmly committed to employment policies and practices based on the skills, ability and performance of our employee-partners. We believe that all persons are entitled to equal employment opportunity and do not discriminate against qualified applicants or employee-partners because of their differences (i.e. race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military and veteran status or any other characteristic protected by local law). Equal employment opportunities will be extended to qualified disabled persons in accordance with the provisions of the Americans with Disabilities Act.

Every employee-partner is required to support this policy and to ensure that discrimination does not occur in the workplace. Violations of this Equal Employment Opportunity policy will not be tolerated and may result in disciplinary action, up to and including dismissal.

New Hires

In 2017, ViewSonic Americas had a total of 39 new hires; ViewSonic International had a total of 70 new hires; ViewSonic China had 26 new hires; and ViewSonic Europe had 21 new hires. The following tables show the number of new employees for each region by age group and gender.

**ViewSonic Americas 2017 New Hires**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male (Number)</th>
<th>Male (Rate)</th>
<th>Female (Number)</th>
<th>Female (Rate)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;30</td>
<td>11</td>
<td>7.01%</td>
<td>2</td>
<td>1.27%</td>
</tr>
<tr>
<td>30 – 50</td>
<td>14</td>
<td>8.92%</td>
<td>10</td>
<td>6.37%</td>
</tr>
<tr>
<td>&gt;50</td>
<td>1</td>
<td>0.64%</td>
<td>1</td>
<td>0.64%</td>
</tr>
<tr>
<td>Total</td>
<td>26</td>
<td>16.56%</td>
<td>13</td>
<td>8.28%</td>
</tr>
</tbody>
</table>

**ViewSonic International 2017 New Hires**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male (Number)</th>
<th>Male (Rate)</th>
<th>Female (Number)</th>
<th>Female (Rate)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;30</td>
<td>6</td>
<td>2.04%</td>
<td>8</td>
<td>2.72%</td>
</tr>
<tr>
<td>30 – 50</td>
<td>38</td>
<td>12.93%</td>
<td>16</td>
<td>5.44%</td>
</tr>
<tr>
<td>&gt;50</td>
<td>1</td>
<td>0.34%</td>
<td>1</td>
<td>0.34%</td>
</tr>
<tr>
<td>Total</td>
<td>45</td>
<td>15.31%</td>
<td>25</td>
<td>8.50%</td>
</tr>
</tbody>
</table>
ViewSonic China 2017 New Hires

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male (Number)</th>
<th>Male (Rate)</th>
<th>Female (Number)</th>
<th>Female (Rate)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;30</td>
<td>9</td>
<td>5.29%</td>
<td>7</td>
<td>4.12%</td>
</tr>
<tr>
<td>30 – 50</td>
<td>7</td>
<td>4.12%</td>
<td>3</td>
<td>1.76%</td>
</tr>
<tr>
<td>&gt;50</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
</tr>
<tr>
<td>Total</td>
<td>16</td>
<td>9.41%</td>
<td>10</td>
<td>5.88%</td>
</tr>
</tbody>
</table>

ViewSonic Europe 2017 New Hires

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male (Number)</th>
<th>Male (Rate)</th>
<th>Female (Number)</th>
<th>Female (Rate)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;30</td>
<td>0</td>
<td>0.00%</td>
<td>3</td>
<td>4.62%</td>
</tr>
<tr>
<td>30 – 50</td>
<td>9</td>
<td>13.85%</td>
<td>5</td>
<td>7.69%</td>
</tr>
<tr>
<td>&gt;50</td>
<td>1</td>
<td>1.54%</td>
<td>3</td>
<td>4.62%</td>
</tr>
<tr>
<td>Total</td>
<td>10</td>
<td>15.38%</td>
<td>11</td>
<td>16.92%</td>
</tr>
</tbody>
</table>

Employee Turnover
The overall employee population throughout ViewSonic Corp. remains stable, at 10.83% for men and 6.37% for women.

The following tables show the turnover rate and employee numbers in our various regions by age group and gender.
### ViewSonic International 2017 Turnover

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male (Number)</th>
<th>Male Rate</th>
<th>Female (Number)</th>
<th>Female Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;30</td>
<td>4</td>
<td>1.36%</td>
<td>7</td>
<td>2.38%</td>
</tr>
<tr>
<td>30 – 50</td>
<td>14</td>
<td>4.76%</td>
<td>10</td>
<td>3.40%</td>
</tr>
<tr>
<td>&gt;50</td>
<td>2</td>
<td>0.68%</td>
<td>0</td>
<td>0.00%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>6.80%</td>
<td>17</td>
<td>5.78%</td>
</tr>
</tbody>
</table>

### ViewSonic China 2017 Turnover

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male (Number)</th>
<th>Male Rate</th>
<th>Female (Number)</th>
<th>Female Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;30</td>
<td>4</td>
<td>2.35%</td>
<td>7</td>
<td>4.12%</td>
</tr>
<tr>
<td>30 – 50</td>
<td>29</td>
<td>17.06%</td>
<td>10</td>
<td>5.88%</td>
</tr>
<tr>
<td>&gt;50</td>
<td>0</td>
<td>0.00%</td>
<td>1</td>
<td>0.59%</td>
</tr>
<tr>
<td>Total</td>
<td>33</td>
<td>19.41%</td>
<td>18</td>
<td>10.59%</td>
</tr>
</tbody>
</table>

### ViewSonic Europe 2017 Turnover

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male (Number)</th>
<th>Male Rate</th>
<th>Female (Number)</th>
<th>Female Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;30</td>
<td>2</td>
<td>3.08%</td>
<td>2</td>
<td>3.08%</td>
</tr>
<tr>
<td>30 – 50</td>
<td>7</td>
<td>10.77%</td>
<td>8</td>
<td>12.31%</td>
</tr>
<tr>
<td>&gt;50</td>
<td>3</td>
<td>4.62%</td>
<td>1</td>
<td>1.54%</td>
</tr>
<tr>
<td>Total</td>
<td>12</td>
<td>18.46%</td>
<td>11</td>
<td>16.92%</td>
</tr>
</tbody>
</table>
Compensation & Advancement

The benefits that accompany an employee’s compensation can add peace of mind – as with health, dental and life insurance – as well as the ability to change lives, as with tuition reimbursement and life services. ViewSonic deeply values our employee-partners and is pleased offer this and more in our highly competitive package of benefits. All full-time employees receive the following standard benefits:

<table>
<thead>
<tr>
<th>Plan/Carrier</th>
<th>Who Is Eligible</th>
<th>Effective</th>
<th>Benefit Description</th>
<th>Employee Cost</th>
</tr>
</thead>
</table>
| **Medical Coverage**          | Regular full-time employees who work 30 or more hours per week consistently.    | Date of hire          | Choice of:  
1. Three Health Maintenance Organization (HMO, CA only) plans  
2. Preferred Provider Option (PPO)  
3. High Deductible Health Plans (HDHP) with Health Savings Account (HSA)                                                                                                                                                                                                                   | Varies by plan.        |
| Blue Shield of CA             |                                                                                  |                       |                                                                                                                                                                                                                                                                                                                                                       |                        |
| **Dental Coverage**           | Regular full-time employees who work 30 or more hours per week consistently.    | Date of hire          | Choice of:  
1. Met Life Maintenance Organization (DHMO) or  
2. Preferred Provider Option (PPO)                                                                                                                                                                                                                                                        | Varies by plan.        |
<p>| Delta Dental                  |                                                                                  |                       |                                                                                                                                                                                                                                                                                                                                                       |                        |
| <strong>Vision Coverage</strong>           | Regular full-time employees who work 30 or more hours per week consistently.    | Date of hire          | VSP PPO: Allows for annual eye exam, frames every two years, lenses or contacts (including disposable) once every year. Additional cost may be applicable pending selections.                                                                                                                                                                       | Varies by plan.        |
| Metlife / VSP                 |                                                                                  |                       |                                                                                                                                                                                                                                                                                                                                                       |                        |
| <strong>PTO</strong>                       | Regular full-time employees. Regular part-time employees pro-rated.              | Begins accruing on   | Based on service time with the Company, accrues every two week pay period. Accrued hours may be carried over at year end but are subject to maximum caps.                                                                                                                                                                                                  | Company paid.          |
|                              |                                                                                  | date of hire not available until the 91st day of employment |                                                                                                                                                                                                                                                                                                                                                       |                        |
|                              |                                                                                  |                       | Years of Service | PTO Days | Maximum CAP |                                                                                   |                        |
|                              |                                                                                  |                       | 0 – 3 years     | 18       | 140 hours     |                                                                                                                                               |                        |
|                              |                                                                                  |                       | 4 – 7 years     | 23       | 180 hours     |                                                                                                                                               |                        |
|                              |                                                                                  |                       | 8+ years        | 28       | 200 hours     |                                                                                                                                               |                        |
| <strong>Holiday</strong>                  | Regular full-time employees who work 30 or more hours per week consistently.    | Date of hire          | The company observes 10 paid holidays per calendar year: New Year’s Day, President’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas Day, and a floating holiday.                                                                                                                                                           | Company paid.          |
|                              |                                                                                  |                       |                                                                                   |                                                                                                   |                        |
| <strong>401(k)</strong>                   | Regular full-time employees who work 30 or more hours per week consistently, and are over the age of 18. | Date of hire          | Voluntary program that enables employees to save for their retirement. Employees may contribute up to 100% of their weekly gross earnings (not to exceed IRS annual deferral limit) on a pre-tax basis. Company matches contributions up to 5% at $5.50 for each dollar contributed by employee (this is discretionary match and may stop at any time). Company match is subject to a three-year vesting schedule. | Employee contributed. |
|                              |                                                                                  |                       |                                                                                   |                                                                                                   |                        |
| <strong>Tuition Reimbursement Program</strong> | Regular full-time employees who work 30 or more hours per week consistently.    | First of the quarter/semester following 90 days of employment | Company provides reimbursement of 100% of actual expenses paid for tuition and books up to an annual limit of $5,000 for any pre-approved degree program and limited certificate programs. Reimbursement is contingent upon earning a grade of “C” or better (“B” or better for graduate work), and subject to approval guidelines. | Company provided.     |
|                              |                                                                                  |                       |                                                                                   |                                                                                                   |                        |
| <strong>Short-Term Disability</strong>     | Regular full-time employees who work 30 or more hours per week consistently.    | Date of hire          | Provides a benefit of 60% of an employee’s weekly earnings with coverage beginning on the eighth day of disability (non-work-related illness, injury, or pregnancy). In some states, benefit will be 100% paid by ViewSonic.                                                                                                                         | 100% paid by ViewSonic |</p>
<table>
<thead>
<tr>
<th>Benefit Type</th>
<th>Eligibility</th>
<th>Date of Benefit Start</th>
<th>Description</th>
<th>Employer Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Long-Term Disability</strong></td>
<td>Regular full-time employees who work 30 or more hours per week consistently.</td>
<td>Date of hire</td>
<td>Provides a benefit of 60% of an employee's monthly earnings with coverage for disabilities (non-work-related illness, injury, or pregnancy) that last more than 180 days. In some states, benefit will be integrated with other sources of income (including Social Security). Maximum period of time to receive benefits are determined by age when disability begins.</td>
<td>100% paid by ViewSonic.</td>
</tr>
<tr>
<td><strong>Flexible Spending Accounts</strong></td>
<td>Regular full-time employees who work 30 or more hours per week consistently.</td>
<td>Date of hire</td>
<td>Tax-Free reimbursement accounts for out-of-pocket health care and dependent care expenses. Allows employee to contribute up to annual IRS limit in personal health and dependent care account.</td>
<td>Employee contributed.</td>
</tr>
<tr>
<td><strong>Supplemental Medical Insurance</strong></td>
<td>Regular full-time employees who work 30 or more hours per week consistently.</td>
<td>Date of hire</td>
<td>Accident: cash benefit in cases of accidental injuries. Critical Illness: Insurance to help protect against financial impact of certain illnesses. Hospital Indemnity: Provides supplemental payments that you can use to cover expense your medical plan may not cover for hospital stays.</td>
<td>Employee paid.</td>
</tr>
<tr>
<td><strong>Life Insurance / AD&amp;D</strong></td>
<td>Regular full-time employees who work 30 or more hours per week consistently.</td>
<td>Date of hire</td>
<td>Provides a life policy for one times annual salary not to exceed $100k and an additional benefit is payable for accidental death and dismemberment.</td>
<td>100% Company paid.</td>
</tr>
<tr>
<td><strong>Additional Voluntary Life Insurance</strong></td>
<td>Regular full-time employees who work 30 or more hours per week consistently.</td>
<td>Date of hire</td>
<td>Program allows employees to purchase additional life insurance for employee, spouse and unmarried, dependent children.</td>
<td>Employee paid, rates based on age &amp; salary.</td>
</tr>
<tr>
<td><strong>Employee Purchase Program</strong></td>
<td>All employees</td>
<td>On the 91st day of employment</td>
<td>Program that allows employees to purchase new &amp; refurbished company products at discounted prices. Employees may make up to 12 purchases of each product per calendar year. Employees will also receive a once a year $100 credit towards the purchase at the ViewSonic employee store (no roll-over, $200 minimum purchase).</td>
<td>Company provided.</td>
</tr>
<tr>
<td><strong>Referral Award Program</strong></td>
<td>All active employees.</td>
<td>Date of hire</td>
<td>Employees may receive a cash award for referring an applicant that is hired for regular full-time employment. Award amounts will vary ($150 to $1,500) based on the position and subject to policy guidelines.</td>
<td>Company provided.</td>
</tr>
<tr>
<td><strong>Pre-paid Legal Hyatt Legal Plan</strong></td>
<td>Regular full-time and part-time employees and their dependents.</td>
<td>Date of hire</td>
<td>Membership covers a wide variety of services including contract and document review, Will &amp; Living Trust preparation, traffic tickets, accident advice and IRS audit assistance.</td>
<td>Employee Paid.</td>
</tr>
<tr>
<td><strong>Long Term Care Insurance</strong></td>
<td>Regular full-time employees who work 30 or more hours per week consistently.</td>
<td>Date of hire</td>
<td>Provides Long Term Care insurance for home and/or facility care. Covers expenses incurred when someone needs assistance with activities of daily living due to illness or injury or suffers severe cognitive impairment (such as Alzheimer’s disease).</td>
<td>Employee Paid.</td>
</tr>
<tr>
<td><strong>Life Assistance</strong></td>
<td>All employees and their legal dependents.</td>
<td>Date of hire</td>
<td>Provides confidential consulting, counseling and/or referral services. Provides information regarding child and</td>
<td>Company provided, some services</td>
</tr>
</tbody>
</table>
Community Hiring

Worldwide, all ViewSonic executives are hired from local communities where ViewSonic has significant operations. At our corporate headquarters, 88% of the current senior management personnel were hired from the local community (defined as those residing in the State of California, either in cities neighboring our office or otherwise within reasonable commuting distance). There were no changes in our management team in 2017.

The percentage of senior management at significant locations of operation hired from the local community in 2017 was 100%, with the key terms defined as:

- Senior management – Vice President or above (VP, President, GM, C-Level executives).
- Local – within reasonable commute to ViewSonic’s business operations within each region.
- Significant locations of operation – where ViewSonic has an office space or more than a few employees within a local area.

Parental Leave

ViewSonic recognizes the fundamental importance of parental leave to our employees’ work-life balance as they build their families. We handle leave of absence requests with the upmost confidentiality and as much support as possible, with the understanding that unpredictable life events can happen to us all.

The tables below show key parental leave data by gender, for each of our regions.

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ViewSonic Americas 2017</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of employees that were entitled to parental leave</td>
<td>80</td>
<td>56</td>
</tr>
<tr>
<td>Number of employees that took parental leave</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Number of employees who returned to work after parental leave ended</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Retention rates of employees who took parental leave</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td><strong>ViewSonic International 2017</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of employees that were entitled to parental leave</td>
<td>87</td>
<td>53</td>
</tr>
<tr>
<td>Number of employees that took parental leave</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Number of employees who returned to work after parental leave ended</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td>Number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Retention rates of employees who took parental leave</td>
<td>N/A</td>
<td>88%</td>
</tr>
</tbody>
</table>
### ViewSonic China 2017

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of employees that were entitled to parental leave</td>
<td>32</td>
<td>34</td>
</tr>
<tr>
<td>Number of employees that took parental leave</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Number of employees who returned to work after parental leave ended</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Retention rates of employees who took parental leave</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

### ViewSonic Europe 2017

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of employees that were entitled to parental leave</td>
<td>17</td>
<td>15</td>
</tr>
<tr>
<td>Number of employees that took parental leave</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Number of employees who returned to work after parental leave ended</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Retention rates of employees who took parental leave</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

### Equality in Remuneration

Competitive, fair remuneration practices are an important factor in attracting top talent to the ViewSonic team. We also maintain and strictly enforce an equitable pay policy because it’s the right thing to do. As stated in our “Affirmative Action Reports,” at ViewSonic, candidates with identical backgrounds, hired to perform identical jobs will have identical starting salaries regardless of gender. ViewSonic continuously monitors our corporate compensation structure to ensure that the remuneration offered complies with relevant laws and is sufficient to attract top talent.

### Equitable Pay

ViewSonic believes in and fully supports pay equality. We base each employee’s compensation solely on the position and the duties performed, regardless of gender. In 2017, the ratio of base salary and remuneration (including bonus programs, and commission structures) of women to men for each employee category is 1:1 for every significant location of operation.

### Entry Level Wage

ViewSonic’s entry level wage is higher than local minimum wage, with a 1.1 to 1 ratio for both male and female employees. This local compensation range is based on compensation data published by the U.S. Department of Labor or by local market trends and may also take into consideration published local wage surveys and national wage surveys.

<table>
<thead>
<tr>
<th>Salary Ratio (Entry Level Wage: Local Minimum Wage*)</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>ViewSonic Americas (VSA)</td>
<td>1.1 : 1</td>
<td>1.1 : 1</td>
</tr>
</tbody>
</table>

* $11.00/hour as of January 1, 2018
Healthy and Safety

ViewSonic is dedicated to providing a safe and healthy work environment for all employees, as well as guests and visitors to our facilities. Our detailed Environmental, Health, and Safety (EHS) Policy and comprehensive EHS management system provide the foundation for safeguarding health and safety in ViewSonic workplaces. To maintain awareness of potential risks, we periodically assess and identify hazards, mitigating them with appropriate risk assessments and subsequent ameliorative actions. Emergency plans are in place to protect our employees and avoid potential threats to business operations.

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

In 2017, three injuries were reported, two of which resulted in loss of work time totaling one day each. One received the restriction of working from home, with a claim of 14 days of restricted duty. The other rejected the claim.

Injury rates in 2017 were:

One minor injury treated by basic first aid - 0.6%
(1 minor injury/170 total employees)

Significant injury requiring treatment by medical professional - 1.2%
(2 injury requiring medical treatment/170 total employees)

Using the OSHA DART standard to calculate lost day rate (LDR) delivers a rate of 1.13, substantially lower than the national average of around 2.5.

<table>
<thead>
<tr>
<th>DART calculation</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ N = 2^* ]</td>
</tr>
<tr>
<td>[ EH = 170 \text{ employees} \times 40 \text{ hours} \times 52 \text{ weeks} = 353,600 ]</td>
</tr>
<tr>
<td>[ (N/EH) \times 200,000 = 1.13 ]</td>
</tr>
</tbody>
</table>

*Does not include minor injuries treated with basic first aid, which resulted in no lost time.

Additionally, in 2017 ViewSonic had an absentee rate (AR) of zero and an occupational disease rate (ADR) of zero.
Human Rights and Nondiscrimination

We are dedicated to providing a socially responsible workplace and are proud to have been SA8000 certified since 2010. Not only are our employees under protection of the SA8000 international standard for social accountability, we require that all suppliers with whom we work also conform to the spirit of these requirements, regardless of whether they have applied for a formal SA8000 certificate.

In the reporting year 2017, we did not conduct specific training on human right policies or procedures with any employees, however all new hires receive orientation training that includes human rights-related issues such as confidentiality, IT policy, whistleblower protections, safety and a review of our code of conduct and code of ethics.

There were no incidents of discrimination and no human rights violation or discrimination cases brought against ViewSonic during 2017.

Labor/Management Relations

We take pride in making ViewSonic a great place to work and are proud of our positive employee relationships. We continue to be a proponent of work-life balance and we are pleased to provide ongoing employee wellness programs, lunch & learns, financial planning meetings and voluntary exercise classes.

We have formal grievance procedures in place to address employee concerns, which are outlined in our Employee Handbook (see below). During the 2017 reporting period, ViewSonic continued to have excellent employee relation practices and no grievances regarding labor practices were filed in 2017. There were no grievances about labor practices filed prior to 2017 that were resolved during the reporting period.

EEO Complaint Procedure

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

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

Investigation Process

- All investigations will be conducted as expeditiously as possible.
• If a complaint is made verbally, the Human Resources Management will reduce the complaint to writing, review it with the employee, and ask him/her to indicate the accuracy of the written version by signing it.

• When the investigation is complete, a decision signed by Human Resources Management will be issued. The decision will contain a finding of facts based upon the investigation, the decisions, and if the complaint is found to be justified, the remedy.

• A copy of all documents related to an EEO complaint will be maintained in the Human Resources office and will not be combined with the complainant’s personnel file but shall be maintained separately.

• In the event of an investigation involving harassment, all personnel must cooperate and assist in the investigation, and maintain its confidentiality.

• The Company will not allow any reprisal, in any form, by an employee or supervisor against any complaining employee or witness.

• Employees may also file a complaint with the Department of Fair Employment and Housing (DFEH) – California only.

• Employees may also contact the Equal Employment Opportunity Commission (EEOC), the Federal agency that resolves discrimination and sexual harassment claims.

Ethics Hotline

Stakeholders can openly communicate with ViewSonic regarding any human rights grievance or concern.

We have established a toll-free Ethics Hotline, allowing entirely anonymous contact from any stakeholder or concerned party.

Ethics Hotline: (800) 826-6762
Toll-free direct dial for US callers.
International callers may refer to ATT Access Codes for toll-free calling:
http://www.business.att.com/bt/tollfree.jsp

The Ethics Hotline is not equipped with caller identification so the origin of your call will be anonymous. Whether you identify yourself or remain anonymous, your telephonic contact with the Ethics Hotline will be kept strictly confidential to the extent reasonably possible within the objectives of the policy.
Committed to Our Customers

Always striving to be a leading example of conscientious global citizenship, ViewSonic actively extends our responsibility concern to those who use our products. Among these concerns are safeguarding customer health and safety, ethical communication, and customer privacy.

Customer Health and Safety

Providing quality products to meet customer needs encompasses a wide range of social responsibility concerns. Foremost among these is ensuring that our products are safe for those who use them. We regularly assess our products and services to better understand their impact on human health and safety, seeking continuous improvement to promote health and wellbeing. Significant issues addressed during the reporting period for our projection and large format display products are outlined below.

For the reporting year we received no significant fines and non-monetary sanctions related to the health and wellbeing features of our product, nor were any cases brought through dispute resolution mechanisms.

In 2017 there were no incidents non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their lifecycle. Neither were there any fines or non-monetary sanctions by any government entity related to the use of our products or services.

Desktop Monitors

In 2017, ViewSonic added several product features to support customer health and safety.

- We began developing an ultra-wide tilt hinge capability with one prototype model. This ergonomic feature increases the normal tilt range by over 80%, allowing users greater flexibility to create a comfortable operating environment and reduce muscle strain.
- More products were equipped with premium panels such as IPS, MVA and IPS-type technologies. These premium panels offer wider viewing angles and superior color uniformity. These benefits provide a more comfortable viewing experience.
A majority of newly launched desktop displays were equipped with ViewSonic Flicker Free Technology. This technology minimizes imperceptible flickering which can cause eyestrain, dizziness and other unpleasant symptoms. This function is particularly beneficial for those who use their display for extended periods of time.

ViewSonic desktop displays now include a “Blue Light Filter” function which allows users to adjust the amount of blue light that gets passed through the screen. Research has indicated that blue light can be potentially harmful after extended periods of monitor usage.

Projectors

For the reporting year 2017, we made the following assessments and improvements to products in our projector line:

- **Warning label**: 93.75% of all product sold in the U.S. (45 out of 48 models) included a light source warning message to safeguard human safety and health.
- **ECO mode**: In 2017, 97.01% (65 out of 67 models) of all projectors sold in the U.S. included our energy-saving ECO mode feature. This represents considerable improvement over the 94.87% (37 out 39) of models in 2016.
- **UL/CUL & cTUVus & FCC regulations**: These requirements were met by all products, with a statement of such included on all user guides.
- **RoHS regulations**: All models were compliant and a declaration of compliance was included on all user guides
- **Mercury disclosure**: All models with lamps containing mercury included a disclosure statement on the user guide.

Large Format Displays

Many ViewSonic large format displays employ Flicker Free and Blue Light Filter technologies to protect user eyes and add comfort to the viewing experience. In 2017, 78.9% of all Large Format Displays (LFDs) included Flicker-Free and Blue-Light Filter technologies.

Our Flicker-Free mode uses DC-modulation to power the backlight unit to deliver true flicker-free viewing. Although often too fast to be perceived by the human eye, flickering is a characteristic of most LED screens. Several technologies have attempted to mask this flickering, which can still affect the autonomic nervous system and cause eye fatigue. ViewSonic Flicker-Free technology eliminates even invisible flicker, letting users work, play game and watch movies with greater comfort and for longer periods of time, without eye fatigue.

ViewSonic’s Blue Light filter is designed to shield users from the hazards of overexposure to this high-energy wavelength, which is a close relative to harmful UV radiation. Sitting between visible light and UV light on the electromagnetic spectrum, evening exposure to blue light (also known as HEV – High Energy Visible) has been shown to impact healthful sleep patterns and may also contribute to other health problems involving the eyes and other physical systems. ViewSonic Blue Light Filter technology offers 100 filter levels for optimal viewing in different scenarios, lowering the amount of blue light output and protecting viewers from the possible side effects of blue light without compromising image quality.
For the reporting year, the following significant product and service categories had health and safety impacts assessed for improvement.

<table>
<thead>
<tr>
<th>Product/Service Category</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>LCD monitors with blue light filter function</td>
<td>56%</td>
<td>74%</td>
</tr>
<tr>
<td>LFD with flicker-free or blue light filter functions</td>
<td>69.2%</td>
<td>78.9%</td>
</tr>
<tr>
<td>Projectors with ECO mode</td>
<td>94.87%</td>
<td>97.01%</td>
</tr>
</tbody>
</table>

**Ethical Communication**

ViewSonic upholds the highest standards of accuracy and integrity in our internal and external communications. Marketing communications such as advertisements, promotions, sponsorships and web content observe to all relevant policies and practices for fair and forthright communications, including adherence to all mandated brand requirements when representing partner trademarks. Information presented in our materials is fact-checked for accuracy and we make every attempt to avoid misrepresentation of information of any kind.

In 2017, ViewSonic received no warnings, fines or penalties for non-compliance with regulations or voluntary codes relating to our marketing communications.

**Customer Privacy**

We are committed to protecting customers’ confidential information. All ViewSonic employees receive training regarding ViewSonic’s Privacy Policy and carefully protect confidential or proprietary information provided by customers. In 2017, ViewSonic received no complaints related to customer privacy.

Trust is an essential element of customer relationships. We are dedicated to earning and maintaining our customers’ trust in every aspect of doing business with them. Delivering a great value in reliable products that provide solutions to their needs is a great start, as is providing top-notch customer service and support. Safeguarding the confidentiality of their personal information is another critical factor, and we are committed to rigorously protecting customer data in a climate where breaches of digital data have become all too commonplace.

We want our customers to feel completely confident doing business with us online. To ensure the security of their data, we use the latest security technologies and adhere to policies that prevent unauthorized use of personal information. Our Privacy Policy, posted on viewsonic.com, details the ways in which we handle personal data after it has been collected through use of our website.

All ViewSonic employees are required to receive training on our Privacy Policy and how to protect confidential or proprietary information provided by customers. The privacy-protection policies covered
by this training include the following:

- We require all employees to maintain the confidentiality of all customer data
- We never share customer data or sell customer lists to any third party
- All customer information is provided based on consent from the customer
- Customers that receive emails are provided the opportunity to opt out at any time
- All customer information used for e-mail campaigns is maintained in a secure database managed by Salesforce.com
- All vendors, service providers and contractors must sign non-disclosure agreements (NDA)
- We will not release or use photos without consent, including photos containing children

To guard against cyber-attack, we follow industry best practices for maintaining the security of our network and other computing resources. This includes ensuring up-to-date security software, firewall, spam filters, automatic software updates, web browsers and operating systems to provide a strong defense against viruses, malware and other online threats.

In 2017, we did not receive any complaints related to customer privacy. There were no complaints received from outside parties and substantiated by the organization and no complaints from regulatory bodies. There were no identified leaks, thefts, or losses of customer data.
Committed to Our Community

Social Responsibility

At ViewSonic, we understand our presence and impact within the communities in which we work, live and sell our products. As such, we are committed to ongoing growth in awareness of environmental sustainability and other socially responsible values within these communities. In recognition that as one entity among many we cannot tackle every issue on our own, we value and support the work performed by non-governmental organization and charity foundations. We encourage our employees and their family members to share their skillsets and time with these organizations for the better good of the community. Together, we can build a better world to live in.

Local Community Involvement

ViewSonic supports our community by regularly hosting Chamber of Commerce events in our facilities. These gatherings are important community networking events for the local business community. We support local charities such as Caterina’s Club and the Children’s Hospital of Orange County through monetary donations as well as participation in events hosted by these associations.

In 2017, we adopted the Laurel Elementary Magnet School of Innovation and Career Exploration in Brea, CA and supported Mrs. Lee’s 6th grade class with their project to discover “How Technology Impacts Learning.” These students explored the topic using ViewSonic ViewBoard interactive panels in their classroom and visited our corporate offices for career day. On this field trip the students learned about jobs in technology, including product marketing, design, channel marketing, website development, digital marketing, advertising and social media. The students gained real-life insight into career options, day-to-day job responsibilities and the educational requirements for these professions.

In addition to hosting chamber of commerce events, we have opened our doors to schools, businesses and associations, allowing them to use our space and technology for trainings, seminars and events.

In December 2017, ViewSonic participated in the Caterina’s Club Pasta-a-Thon. This charity raises money for children of families living in motels and provides around 17,900 meals per week. It also sponsors “Welcome Home,” which provides qualified families living in the dark environment of a motel with the necessary resources to move into the safety and stability of an apartment or condo. Approximately 20 ViewSonic employees attended the Pasta-a-Thon, helping unload pasta and sauces for about 5 hours. Five employees also spent 5 hours the prior day setting up ViewSonic products for the event.
ViewSonic donated $5,000 to the Pasta-a-Thon and sponsored a drive for employees to donate pasta and sauces.

Donations from PR team in 2017:
- Monitor for St. Anne School–$249.99
- Golf event in support of the Children’s Hospital of Orange County – staff participation
- Children's Hospital of Orange County – $5,000 donation
- Caterina’s Club Pasta-a-Thon - $5,000 donation
Committed to Our Environment

Executive Environmental Policy Statement

An industry leader in promoting eco-friendly business practices, ViewSonic has embraced a commitment to a cleaner and greener environment since 1998, the year ViewSonic America implemented our ISO14001 environmental management system. We are proud to demonstrate this commitment in all we do, from managing our local operations to meeting international standards.

When it comes to green computing, ViewSonic leads by example. We’re proud to be the first display brand to offer a complete line of energy-efficient LED displays; we take care to build energy saving features into all our products; and we employ environmentally responsible manufacturing practices. Sustainability is a primary consideration at every stage of our products’ lifecycle, from development and production to customer use and end-of-life disposal. Because of these efforts, we are certified compliant with all major environmental standards.

Deeply committed to corporate responsibility, we’ve developed products, policies and business practices that work together to minimize environmental impact. In addition to Energy Star and EPEAT certifications, ViewSonic has been ISO-14001 certified for Environmental Management Systems since 1998, made updates to achieve ISO 9001:2000 requirements in 2009, and was last audited in April 2017. To enhance business efficiency, customer satisfaction and environmental performance, ViewSonic is committed to continual improvement in quality management and has scheduled an audit in February 2018 for ISO 9001: 2015 and 14001: 2015.

Appropriate disposal is a critical factor for environmental sustainability. ViewSonic seeks to reduce the environmental impact of our products by stringently complying with all recycling guidelines and regulations, as well as by partnering with recycling and waste management agencies throughout United States and Canada. We work closely with all U.S. states that publish environmental guidelines and have met all such guidelines annually since 2003. These efforts include working with 50+ local recycling companies across the U.S. to meet state requirements. ViewSonic has continuously paid fees to these states to meet their electronic recycling program requirements.

To encourage recycling in states without specific requirements or programs, customers can ship end-of-life ViewSonic products to us free of charge, which we then recycle according to local California regulations. This commitment extends to our own facilities, where we work with certified local recyclers to regularly collect and responsibly dispense with e-waste and warehouse waste. During the 2017 reporting period, we received no significant fines or non-monetary sanctions and there were no cases brought against ViewSonic through dispute resolution mechanisms.
Invested in Our Future

Social responsibility makes smart business sense. Investing in the future of our global environment, local communities, and the individuals who live and work within them, ensures our continued ability to provide technology products that improve lives and make a positive difference for society at large. Sustainability is not just a buzzword or afterthought for us, but rather a priority that is integral to operations throughout all levels of our organization. Like other business-critical activities, such as product development, marketing, and customer support, responsible corporate citizenship comes with both costs as well as rewards.

ViewSonic is pleased to consistently invest in developing products, corporate policies, and business practices that protect our environment. Education is also an important part of our environmental efforts as we seek to promote the importance of sustainability to our partners, customers and employees. Outreach efforts include our Go Green with ViewSonic website, which provides information and resources to encourage and assist with proper disposal of electronic products. Regular workforce training and review of our ECO-Office Guidelines keeps our employees aware of and up-to-date on the ways in which they can contribute to the health of our planet by following our policies and recommendations.

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

Investments supporting responsible product disposal during 2017 included payment of a total of $259,000 in for electronic recycling related fees to meet state requirements.

The Electronic Product Environmental Assessment Tool (EPEAT) was launched in July 2006 to help purchasers evaluate and select laptops, desktop computers, and monitors according to a list of preferred environmental attributes. It was developed and is managed through an open process involving representatives of manufacturing, environmental advocacy, academic, trade association, government and recycling entities. ViewSonic is proud to offer many products with EPEAT certification. Our EPEAT®-registered products meet strict environmental criteria and deliver reduced environmental impact across their lifecycles. In 2017, we invested $47,900 in our annual EPEAT certification fee.

Additionally, in 2017, ViewSonic made the following efforts toward environmental protection:

- Reduced waste disposal by 30% from the previous year.
- Disposed a total of 180 Cubic Ft of (non-hazardous) waste in 2017
- Proactively supported the South Coast Air Quality Management District, a local environmental agency, and participated in their programs and activities
- Complied with all state and local electronic waste requirements and regulations
- Effectively managed our Take Back program and customer returned units according to required standards
- Conscientiously avoided non-green material usage in our facilities, operations and products
• Regularly evaluated our environmentally-friendly facility to ensure continuous improvements in green solutions and regulation compliance
• Only contracted with freight carriers with well-established environmental programs and proven carbon emission reduction efforts, which include:
  o Demonstrated efficient use of fuel-smart operations
  o Use of fuel-efficient vehicles using the latest technology
  o Use of alternative fuel

Corporate Operations Sustainability

By upholding the highest ethical standards and adhering to our tradition of socially- and environmentally-conscious business practices, ViewSonic has earned the reputation of being a responsible corporate citizen. In doing so, we strive to lead by example and thereby encourage green-living values in our customers, business partners and employees. Our ongoing efforts to demonstrate this leadership include our Environmental Management System and ECO-Office Guidelines, which define the ways in which we work to safeguard our planet and community.

We express respect for our environment and a commitment to sustainability with mandated policies to reduce energy consumption, water usage, and landfill waste at all corporate facilities. Detailed in our Environmental Management System, these policies ensure that all areas of operation meet customer, environmental and regulatory requirements.

Operations in our environment-friendly facility focus on conserving natural resources and minimizing waste. These facilities are routinely evaluated to ensure continuous improvements in implementing green solutions, meeting regulations and maintaining compliance.

Our ongoing objectives include the reduction of:

• Facilities energy consumption
• Product energy consumption
• Landfill waste generated in facilities
• Landfill waste generated by products and packaging
• Water use in facilities

To meet these goals, we have defined the principles by which we conduct business in our Corporate Environmental Policy, which states our commitment to:

• Ongoing monitoring and revision of our technology/management practices to enable continual improvement in our processes for reduction and prevention of pollution during manufacture, storage, service, transportation and disposal of our products throughout their life cycle
• 100% compliance with relevant environmental legislation and regulations, as well as with other regulations affecting the design and production of our products as they arise
• Establishing and regularly reviewing environmental objectives, targets, performance evaluation procedures and associated environmental indicators
• Minimizing adverse environmental impacts of new product development using integrated environmental management procedures and planning
• Encouraging the selection and use of environmentally qualified suppliers and vendors
• Documenting and maintaining this policy as changes to environmental regulations occur
• Training employees to conduct their activities in an environmentally responsible manner
• Communicating this policy to all employee-partners, business associates and interested parties in the public sector

In the ViewSonic North America Region, the Director of Customer Care & Quality maintains executive responsibility and authority to oversee and implement these principles at all corporate-owned facilities in the region.

Employee Impact

Recognizing the critical role of every employee and all job functions in maintaining sustainable business practices, we established the ViewSonic ECO-Office Guidelines to empower every member of our organization with the tools to make a difference in their day-to-day activities. In addition to mandating sustainable policies and procedures for facility management, these guidelines encourage all employees to adopt environmentally responsible practices.

ECO-Office Guidelines for ViewSonic Facilities

1) Save Energy and Minimize Greenhouse Gas
• Office and warehouse lights are shut off overnight, on weekends, and when areas are vacant
• Automatic shut-off switches are installed throughout facilities
• Light bulbs are replaced with energy saving bulbs wherever possible
• Contractors are hired regularly to clean light fixtures and appropriately dispose of mercury vapor and fluorescent bulbs
• Offices are decorated with live plants to reduce carbon dioxide and improve indoor air quality
• Office air conditioning is set at 75 degrees Fahrenheit and shut off from 6pm to 6am daily
• All computers, printers, and other electronics and machines are shut off when not in use
• Employees are required to turn off computers and printers before leaving the office
• Employees are encouraged to use stairs instead of elevators

2) Reduce Landfill Waste
• Excess, discarded and depleted batteries are collected and recycled
• Used or excess foam and pallets are collected for reuse or recycle
• Approved suppliers appropriately dispose of all electronic waste and must provide a Certificate of Destruction
• Employees are encouraged to dispose of newspapers, plastic and glass bottles, aluminum cans, and papers in the appropriate recycling containers provided throughout each facility
• Employees are encouraged to reuse file folders and print double-sided
• ViewSonic does not provide disposable cups. Employees must bring their own and are encouraged to bring washable rather than disposable cups and containers
• Discontinued use of Styrofoam peanuts, replacing with recycled paper and air bag cushions
• Employees reuse packing materials obtained from the receiving process, reducing materials required to ship product
3) Conserve Water

- Water filtration systems are installed to reduce consumption of bottled water
- Facilities employ non-potable reclaimed water for grounds landscaping
- Employees are educated about water conservation and encouraged to minimizing water use

Following the ECO-Office Guidelines, ViewSonic implements energy saving features and ecologically-friendly procedures at all offices, warehouses and other facilities. These include:

- Carbon neutral and other green energy sources power our corporate headquarters
- Environmentally-friendly light bulbs are used exclusively wherever possible in all corporate facilities; all lighting has been updated to fluorescent, which we are in the process of transitioning exclusively to LED
- Motion-activated lighting and zone-controlled heating and cooling reduce energy consumption
- Energy-efficient forklifts and corporate owned vehicles help maintain reliable shipping and transportation with minimal environmental impact
- ViewSonic operations produce no hazardous waste

Resource Conservation

ViewSonic is dedicated to minimizing the impact of our resource consumption, in the interest of both natural resource conservation and the reduction of harmful greenhouse gasses.

Energy Consumption

Climate science has documented the impact of human-generated greenhouse gasses (GHGs) on the warming of our planet. The generation of electricity and heat through the burning of fossil fuels produces more greenhouse gas emissions than any human activity, which, according to the EPA, accounts for over one quarter of all global emissions.

ViewSonic embraces the challenge of doing our part to reduce GHG emissions. We make every effort to lower the consumption of electric power throughout our facilities. This includes limiting equipment to natural gas (propane) and reducing diesel fuel use; upgrading to electricity-saving appliances and equipment; and installing energy efficient bulbs with motion sensor detection to increase energy efficiency and reduce energy usage.

During the reporting year, ViewSonic fuel consumption from non-renewable sources was:

- 4,192.4 gallons of propane for forklift operation
- 6.24 gallons of diesel for emergency electrical generator

Total fuel consumption in 2017 from renewable fuel sources was:

- 428,268 kilowatts of electricity

Total electricity consumption in 2017, including the VSA warehouse and office facilities was: 458,423 kWh
Water Usage

Fresh, clean water is one of our planet’s most precious resources. Alarmingly, demands for this critical limited resource have been estimated to outstrip supply by 40% around the year 2030\(^2\). Another growing concern is the large amount of energy required to move water to where it is needed, a major contributor to the generation of greenhouse gasses.

ViewSonic is committed to doing our part to conserve this vital resource. We strictly adhere to all local, state of California and national water conservation requirements. We support and promote the importance of low-water usage through the installation of water-efficient appliances and fixtures like water-saving toilets and other high efficiency appliances throughout our facilities. We educate our employees about the importance of water conservation and what they can do to help through our ECO-Office Guidelines. Cleaning using high-pressure water is expressly prohibited and a hazardous spill containment procedure is in place to prevent contamination of the water system.

In 2017, ViewSonic used only water withdrawn from municipal water supplies for:

- Lawn watering – 1,785 HCF of reclaimed water
- Building utilities – 120 HCF of potable water, as recorded on utility bill

No water was withdrawn from:

- Surface water, including water from wetlands, rivers, lakes, and oceans
- Ground water
- Rainwater collected and stored by the organization

Products Designed to Protect the Planet

The health of our planet is paramount to the sustainability of human and other life on Earth. Pollution poses an ongoing threat to clean water supplies. Climate change is threatening lives, livelihoods, wildlife, and even our security. We believe that superior product design requires careful consideration of the environment, which is why our products include the innovative technology, high quality, and exceptional performance that our customers expect, along with environmentally friendly features that make a difference. Because sustainability is a core ViewSonic value, we strive to develop display solutions for a better world and to build a brand in which we – and our customers – can take pride.

All ViewSonic products are developed in accordance with our environmental policy. We are committed to delivering environmentally friendly products that customers can use with confidence. In addition to features such as energy-efficient operation and recyclable components, our green solutions incorporate sustainability throughout the product life cycle. From manufacturing and distribution to end-of-life disposal, we continually seek opportunities to reduce negative impact from our products.

As an ISO 14001 Certified corporation, ViewSonic has developed an Environmental Management System recognized for adherence to internationally accepted standards. Our key environmental priorities

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include reducing both energy usage and electronic waste. We build energy saving features into all our
products. We have implemented multiple corporate initiatives to enable and encourage recycling and
proper disposal.

Improving the energy efficiency of our desktop monitors, large format displays and projection products
is a key focus of our environmental initiatives. We are proud to be one of 18,000 private and public
sector organizations that partner with the U.S. Environmental Protection Agency (EPA) voluntary Energy
Star program to develop and deliver energy- and cost-saving products. Considered the most successful
voluntary energy efficiency movement in history, Energy Star helps businesses and individuals save
money and protect our climate through superior energy efficiency.

ViewSonic further seeks to mitigate climate change by taking measures to reduce carbon emissions. This
goal is an important focus of our product design, manufacturing and distribution processes. Following
are the actions taken in 2017 to increase energy efficiency, decrease carbon emissions and reduce
negative environmental impact.

Monitors

During the reporting year, our monitor division demonstrated caring for the environment by designing
product and packaging for greater energy savings and reduced waste pollution. Accomplishments during
the 2017 included:

- Reducing the environmental impact of our packaging materials. In 2017 ViewSonic began
  removing the polyethylene (PE) bags used to package included cables. This process was started
  with one model, reducing PE bag weight by 67% for this model. Based on this success, ViewSonic
  will continue making this change with additional models.
- 83% of new monitor projects met the strict environmental parameters defined by the Electronic
  Product Environmental Assessment Tool, receiving EPEAT Gold or Silver level certification.
- ViewSonic improved the power efficiency of 1.3% of overall worldwide monitor products.
- In 2017, ViewSonic increased the number of products released with the latest Energy Star 7.0
  power-reduction specifications
- 83% of monitors shipped were Energy Star compliant

<table>
<thead>
<tr>
<th></th>
<th>Number of Energy Star Compliant Models</th>
<th>Number of Models on the Market</th>
<th>Certification Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>New models released in 2017</td>
<td>15</td>
<td>18</td>
<td>83%</td>
</tr>
<tr>
<td>Models released prior to 2017</td>
<td>59</td>
<td>74</td>
<td>80%</td>
</tr>
<tr>
<td>Total ES 7.0 models in 2017</td>
<td>74</td>
<td>92</td>
<td>80%</td>
</tr>
</tbody>
</table>

Large Format Displays
ViewSonic large format displays adhere to international WEEE regulations for waste collection, recycling and recovery as well as and RoHs guidelines for the restriction of hazardous materials. All LFDs are certified to by TUV to guarantee user safety.

Reducing the power consumption requirements of new large format displays (LFDs) is an ongoing ViewSonic goal. We accomplish this objective through continuous improvements in both the efficiency of the backlight unit and the transfer ratio of the power unit.

Using the difference in typical power consumption of each model, we calculate that between 2016 and 2017 we reduced the average power consumption of 40” to 49” monitors by 31%. We reduced the average power consumption of our 50” and 55” displays by 22%.

In 2017, ViewSonic made every effort to increase the ratio of large format displays (LFDs) that met the latest Energy Star 7.0 certification. For the reporting year, 39.1% of all LFD models sold in the U.S. were certified Energy Star 7.0 compliant. This was an increase from our 2016 Energy Star compliance rate of 26.9% (ES 6.0). We accomplished this through features such as:

- Power Saving Mode – reduces energy consumption from the lamp driver
- Eco Mode – dims to 70% of maximum power, for energy savings and extended lamp life
- Super Eco Mode – dims to 30% of maximum power for even greater energy savings and lamp life
- Standby Mode <0.5W – met by all products

In 2017, there were no significant fines or non-monetary sanctions against the large format display division. There were no cases brought through dispute resolution mechanisms.

**Projectors**

During the reporting period, the ViewSonic projector division adapted the design of our projectors to enable use of a common tooling for the bottom cover, reducing material waste. Our projection products are based on two design platforms. Each of these design platforms was adapted to enable use of common tooling for this component. In 2017.

- 71.43% of Platform A projectors began using the same bottom cover tooling
- 28.57% of Platform B projectors began using the same bottom cover tooling

The division adapted projector packaging to further reduce material waste and protect the environment:

- All same-size models use an identical packaging carton
- Brown box packaging with single color ink reduces use of ink and potential toxins
- We no longer ship a CD with any projector models
We continue to educate customers about the importance of safe, environmentally-conscious end-of-life disposal for projector lamps that contain mercury, which can be harmful to both humans and the environment. ViewSonic includes content on safe disposal on our packaging, product materials and website. These labels read:

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

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

USA & Canada: http://www.viewsonic.com/company/green/recycle-program/  
Europe: http://www.viewsoniceurope.com/uk/support/recycling-information/  
Taiwan: http://recycle.epa.gov.tw/recycle/index2.aspx

Projects EN7 sent

The projector division continued to focus on reducing projector energy consumption during the reporting year.

Energy Star certification is not offered for projection technology. In lieu of this well-known symbol of environmental concern in the United States, ViewSonic is proud to offer many projectors that meet the stringent European Energy-related Products (ErP) Directive guidelines for standby power consumption. Enacted in 2009, the ErP directive for eco-design mandated restrictions on energy use and required products to be designed to mitigate environmental impact. Among the many issues addressed by the ErP is the power consumed by many electronic products when in standby (or off) mode. This is the electricity that equipment needs to stay in a convenient "ready" state that allows it to be used quickly when needed. While a relatively small amount for individual devices, in aggregate, standby power draw accounted for 47-billion kilowatt hours of electricity in the EU in the most current measurement available prior to enactment of the ErP.

The ErP established mandatory targets for standby power consumption for 2010 (standby and off-mode power must not exceed 1.0 W) and 2013 (equipment must not consume more than 0.5 W in standby/off modes). It also mandated the inclusion of an automatic power management function. Power saving mode automatically helps reduce lamp power consumption by switching the lamp mode from Normal to ECO mode after 5 minutes, then dimming to 70% after 20 minutes when no input signal is received. The use of power saving mode can extend lamp life to 10,000 hours.

During 2017, ViewSonic projectors achieved the following power-saving accomplishments:

- 100% of projectors shipped with standby low power consumption capabilities
- 100% of projectors shipped were set to automatically turn off when no input signal is detected
• 70.15% of all ViewSonic projector models shipped were equipped with power saving Eco mode. This reduces power to 30% after no signal is detected for 5 minutes. All 47 power-saving models (100%) met the ErP requirement of drawing less than 0.5 watts of power (< 0.5 W) when in standby mode. Enabling this standby mode ensures the minimum energy consumption when the projector is not switched on.
• Also in 2017, 65 of 67 projector models shipped (97.01%) with the power-saving Eco mode as a default setting. Eco Mode enables the UHE (Ultra High Efficiency) lamp to automatically dim when not in use for longer lamp life and greater energy conservation.

Responsible Waste Management

Along with technology advancements and greater affordability of tech products and solutions comes an increase in both electronic and conventional waste. Unchecked, disposal of this waste poses a significant threat to the health of our air, water and all living creatures on Earth.

ViewSonic embraces our role as part of the solution to this persistent challenge. From product and packaging design, to promoting and providing recycling options, we seek to minimize the environmental impact of waste from our products. We make it easy for our customers to do the right thing with our Recycle+ and Take Back Programs. We keep environmental awareness top-of-mind with ongoing education and outreach to our partners, customers and employees.

Electronic Waste

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

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

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

Recyclable Parts and Packaging

Beginning with the end in mind, we design our products to facilitate maximum recyclability, and nearly all plastic used is completely recyclable. Most circuit boards and metal components may also be recycled and we design products for easy disassembly to facilitate convenient and efficient recycling. Recyclable product packaging includes cardboard boxes, printed documentation and other paper, plastic bags, CDs, and foam materials. Our certified recycling partners in the United States and Canada dismantle product to reclaim circuit boards, metal, and plastic according to Federal, state, and local guidelines.

ViewSonic Waste Disposal

The total weight of hazardous & non-hazardous waste from ViewSonic’s warehouse in Chino, CA disposed of via reuse, recycling, recovery, incineration and landfill in 2017 is summarized below.

<table>
<thead>
<tr>
<th></th>
<th>Hazardous</th>
<th>Non-Hazardous</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Weight (Lb)</td>
<td>%</td>
</tr>
<tr>
<td>Reused</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Recycled</td>
<td>26,110</td>
<td>100</td>
</tr>
<tr>
<td>Recovery</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incineration</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Landfill</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>26,110</td>
<td>100</td>
</tr>
</tbody>
</table>

Public Recycling Programs

As a United States corporation, we are proud to uphold our social and legal obligations to the communities that support our business. This includes regular contributions to government recycling programs throughout many U.S. states. However, our responsibility extends to customers across the nation and worldwide. We offer the ViewSonic Recycle+ and Mail Back programs to accommodate sustainable product disposal for customers who may not have available local options.

ViewSonic Recycle+

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

**ViewSonic Take Back Program**

ViewSonic’s Take Back program encourages recycling in states without specific requirements, by enabling customers to ship end-of-life ViewSonic products to our facilities free of charge, where we recycle it according to local California regulations.

**Outreach and Education**

As part of our commitment to protecting the planet, ViewSonic has developed programs and resources to encourage environmentally conscious decisions. Our [Go Green with ViewSonic](http://www.viewsonic.com/us/company/green/greenertomorrows/) website educates visitors about proper disposal of electronic products and includes a directory with links to helpful information about recycling laws, requirements, and resources. Detailed information about our certifications and environmentally-friendly product features helps consumers make informed purchasing decisions. When product is no longer needed, customers can learn about how to safely retire end-of-life products with our recycling and mail-back programs. Content on the [Go Green with ViewSonic](http://www.viewsonic.com/us/company/green/greenertomorrows/) website as well as on our viewsonic.com customer service page encourages customers to recycle their ViewSonic product packaging materials. Our packaging cartons display the RAP 20 symbol, which indicates that they are 100% recyclable fiber.

To engage our employees in the process of protecting our planet, we regularly review and update our Environmental Management System, which includes Eco-Office Guidelines for all our facilities. Among many other procedures for saving energy, minimizing greenhouse gasses, reducing landfill waste and conserving water, these guidelines stipulate the appropriate recycling of all electronic waste by our certified approved suppliers. To assist customers in Washington D.C. and the 25 states with recycling programs in understanding their state regulations and locating certified recycling facilities, we provide dedicated resources at [http://www.viewsonic.com/us/company/green/greenertomorrows/](http://www.viewsonic.com/us/company/green/greenertomorrows/).
Results

Because of these efforts ViewSonic facilitated the recycling of product equivalent to around one-third (approx. 33.6%) of ViewSonic products sold in 2017 to households and small offices. (These numbers do not include e-waste recycling of ViewSonic products sold to enterprises and educational institutions.) While it is impossible to track or estimate the percentage of product packages recycled by ViewSonic customers, we take care to ensure the proper recycling of the product returned to our warehouse for warranty repairs or customer returns, which in 2017 was equivalent to approximately 3% of products sold that year.

In 2017 customers in Washington D.C. and all 25 states with published recycling guidelines disposed of ViewSonic product through authorized state recyclers.

Our Take Back mail in program issued pre-paid return labels to various states to fulfill all requests and recycled the product through our certified local California recycler according to state requirements.

Total costs for these programs in 2017 was $259,000, which included fees paid for registration to each state’s recycling program plus recycling costs.

In 2017, ViewSonic received no penalties for non-compliance with environmental laws. There were no non-monetary sanctions and no monetary fines of significant value.
<table>
<thead>
<tr>
<th>Indicator</th>
<th>Description</th>
<th>Section</th>
<th>Page</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-1</td>
<td>Statement from the most senior decision-maker of the organization</td>
<td>Message from the Chairman and CEO</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>G4-3</td>
<td>Report the name of the organization.</td>
<td>Company Profile</td>
<td>6</td>
<td>ViewSonic Corporation</td>
</tr>
<tr>
<td>G4-4</td>
<td>Report the primary brands, products, and services.</td>
<td>Company Profile</td>
<td>6</td>
<td>Visual display technology. See Company Profile for details.</td>
</tr>
<tr>
<td>G4-5</td>
<td>Report the location of the organization’s headquarters.</td>
<td>Organizational Overview</td>
<td>9</td>
<td>Brea, California, USA</td>
</tr>
<tr>
<td>G4-6</td>
<td>Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.</td>
<td>Organizational Overview</td>
<td>9</td>
<td>ViewSonic sells products in 110 countries and maintains corporate operations at 17 worldwide locations.</td>
</tr>
<tr>
<td>G4-7</td>
<td>Report the nature of ownership and legal form.</td>
<td>Organizational Overview</td>
<td>9</td>
<td>ViewSonic is classified as an S Corporation under the United States Internal Revenue Service Code, incorporated in the State of Delaware.</td>
</tr>
<tr>
<td>G4-8</td>
<td>Report the markets served.</td>
<td>Organizational Overview</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>G4-9</td>
<td>Report the scale of the organization.</td>
<td>Organizational Overview</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>G4-10</td>
<td>Report the total number of employees.</td>
<td>Organizational Overview</td>
<td>9</td>
<td>Average 686 employees worldwide during 2017.</td>
</tr>
<tr>
<td>G4-12</td>
<td>Describe the organization’s supply chain.</td>
<td>Responsible Supply Chain</td>
<td>21</td>
<td></td>
</tr>
<tr>
<td>G4-15</td>
<td>List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.</td>
<td>Corporate Responsibility</td>
<td>14</td>
<td></td>
</tr>
<tr>
<td>G4-16</td>
<td>List memberships of associations</td>
<td>Corporate Responsibility/ Industry and Community Association Memberships</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>G4-17</td>
<td>List all entities included in the organization’s consolidated financial statements or equivalent documents. Report whether any entity included in the organization’s consolidated financial statements or equivalent documents is not</td>
<td>About this Report, Organizational Overview</td>
<td>3, 9</td>
<td></td>
</tr>
<tr>
<td>Indicator</td>
<td>Description</td>
<td>Section</td>
<td>Page</td>
<td>Notes</td>
</tr>
<tr>
<td>-----------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------</td>
<td>------</td>
<td>-------</td>
</tr>
</tbody>
</table>
| G4-18     | a. Explain the process for defining the report content and the Aspect Boundaries.  
b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.                                         | Material Aspects & Reporting Boundaries                               |      |       |
| G4-19     | List all the material Aspects identified in the process for defining report content.                                                                                                                        | Material Aspects & Reporting Boundaries                               |      |       |
| G4-20     | For each material Aspect, report the Aspect Boundary within the organization                                                                                                                               | Material Aspects & Reporting Boundaries                               |      |       |
| G4-21     | For each material Aspect, report the Aspect Boundary outside the organization                                                                                                                                | Material Aspects & Reporting Boundaries                               |      |       |
| STAKEHOLDER ENGAGEMENT | Provide a list of stakeholder groups engaged by the organization.                                                                                                                                         | Stakeholder Engagement                                               |      |       |
| G4-24     |                                                                                                                                                                                                             | Stakeholder Engagement                                               |      |       |
| G4-25     | Report the basis for identification and selection of stakeholders with whom to engage.                                                                                                                     | Stakeholder Engagement                                               |      |       |
| REPORT PROFILE | Report the organization’s approach to stakeholder engagement.                                                                                                                                              | Stakeholder Engagement                                               |      |       |
| G4-26     |                                                                                                                                                                                                             | Stakeholder Engagement                                               |      |       |
| G4-27     | Report key topics and concerns that have been raised through stakeholder engagement                                                                                                                      | Stakeholder Engagement                                               |      |       |
| G4-29     | Date of most recent previous report (if any).                                                                                                                                                                | About this Report                                                    | 3    |       |
| G4-30     | Reporting cycle                                                                                                                                                                                             | About this Report                                                    | 3    | Annual report issued in Q3 |
| G4-31     | Provide the contact point for questions regarding the report or its contents.                                                                                                                                | About this Report                                                    | 3    | csr@viewsonic.com          |
| G4-32     | Report the ‘in accordance’ option the organization has chosen.                                                                                                                                               | About this Report                                                    | 3    |       |
| GOVERNANCE | Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts. | Corporate Governance                                                |      |       |
| G4-34     |                                                                                                                                                                                                             | Corporate Governance                                                |      |       |
| ETHICS AND INTEGRITY | Describe the organization’s values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.                                                                                | Organizational Overview                                             |      |       |
| G4-56     |                                                                                                                                                                                                             | Organizational Overview                                             |      |       |
## Specific Disclosures

<table>
<thead>
<tr>
<th>Aspect</th>
<th>DMA and Indicator</th>
<th>Section</th>
<th>Page</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ECONOMIC PERFORMANCE</strong></td>
<td>G4-EC3</td>
<td>Coverage of the organization's defined benefit plan obligations.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Committed to Our Employees/ Compensation and Advancement</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td><strong>MARKET PRESENCE</strong></td>
<td>G4-EC5</td>
<td>Report the ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Committed to Our Employees,</td>
<td>33</td>
<td></td>
</tr>
<tr>
<td></td>
<td>G4-EC6</td>
<td>Report the percentage of senior management at significant locations of operation that are hired from the local community.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Committed to Our Employees</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td><strong>EMPLOYMENT</strong></td>
<td></td>
<td>DMA</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Committed to Our Employees</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>INDIRECT ECONOMIC IMPACTS</strong></td>
<td>G4-LA1</td>
<td>a. Report the total number and rate of new employee hires during the reporting period, by age group, gender and region.</td>
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<td>Committed to Our Employees</td>
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<td>b. Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.</td>
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<tr>
<td><strong>EMPLOYMENT DIVERSITY AND EQUAL OPPORTUNITY</strong></td>
<td>G4-LA2</td>
<td>a. Report the benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.</td>
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<td>30 - 32</td>
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<td>Committed to Our Employees</td>
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<td>G4-LA3</td>
<td>Report the total number of employees that return to work and retention rates after parental leave.</td>
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<td>Committed to Our Employees</td>
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<td>G4-LA12</td>
<td>Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity</td>
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<td>26 - 27</td>
</tr>
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<td>Specific Disclosures</td>
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<td><strong>Aspect</strong></td>
<td><strong>DMA and Indicator</strong></td>
<td><strong>Section</strong></td>
<td><strong>Page</strong></td>
<td><strong>Notes</strong></td>
</tr>
<tr>
<td><strong>EQUAL REMUNERATION FOR WOMEN AND MEN</strong></td>
<td>DMA</td>
<td>Committed to Our Employees</td>
<td>33</td>
<td></td>
</tr>
<tr>
<td>G4-LA13</td>
<td>Report the ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</td>
<td>Committed to Our Employees</td>
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<tr>
<td><strong>SUPPLIER ASSESSMENT FOR LABOR PRACTICES</strong></td>
<td>G4-LA14</td>
<td>Report the percentage of new suppliers that were screened using labor practices criteria.</td>
<td>24</td>
<td></td>
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<tr>
<td>G4-LA15</td>
<td>Report the number of suppliers identified as having significant actual and potential negative impacts for labor practices.</td>
<td>Supplier Performance Evaluation/ Supplier Social Compliance</td>
<td></td>
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<tr>
<td><strong>OCCUPATIONAL HEALTH AND SAFETY LABOR PRACTICES GRIEVANCE MECHANISMS</strong></td>
<td>G4-LA6</td>
<td>Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce.</td>
<td>34</td>
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<td>DMA</td>
<td>Committed to Our Employees</td>
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<tr>
<td><strong>OCCUPATIONAL HEALTH AND SAFETY</strong></td>
<td>G4-LA16</td>
<td>Report the total number of grievances about labor practices filed through formal grievance mechanisms during the reporting period.</td>
<td>35</td>
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<tr>
<td><strong>INVESTMENT NON-DISCRIMINATION</strong></td>
<td>G4-HR1</td>
<td>Report the total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.</td>
<td>Responsible Supply Chain</td>
<td></td>
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<tr>
<td>G4-HR3</td>
<td>The policy of non-discrimination, freedom of association, child labor, compulsory labor, indigenous rights. Report the total number of incidents of discrimination during the</td>
<td>Committed to Our Employees/ Human Rights and Nondiscrimination</td>
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</tr>
</tbody>
</table>

59
<table>
<thead>
<tr>
<th>Specific Disclosures</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Aspect</strong></td>
</tr>
<tr>
<td>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</td>
</tr>
<tr>
<td>CHILD LABOR</td>
</tr>
<tr>
<td>COMPLIANCE (SOCIETY)ANTI-COMPETITIVE BEHAVIOR</td>
</tr>
<tr>
<td>CUSTOMER HEALTH AND SAFETY MARKETING COMMUNICATIONS</td>
</tr>
</tbody>
</table>
## Specific Disclosures

<table>
<thead>
<tr>
<th>Aspect</th>
<th>DMA and Indicator</th>
<th>Section</th>
<th>Page</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MARKETING COMMUNICATIONS</strong>&lt;br&gt;<strong>CUSTOMER PRIVACY</strong></td>
<td>DMA</td>
<td>Committed to Our Customers/ Ethical Communication/ Customer Privacy Product Responsibility</td>
<td>39, 40</td>
<td></td>
</tr>
<tr>
<td>G4-PR7</td>
<td>Report the total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications</td>
<td></td>
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<tr>
<td><strong>CUSTOMER PRIVACY COMPLIANCE</strong>&lt;br&gt;<strong>(PRODUCT)</strong></td>
<td>G4-PR8</td>
<td>Committed to Our Customers/ Customer Privacy Customer Privacy Customer Privacy</td>
<td>40</td>
<td></td>
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<tr>
<td>G4-PR8</td>
<td>Report the total number of substantiated complaints received concerning breaches of customer privacy</td>
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<tr>
<td><strong>ENERGY COMPLIANCE</strong>&lt;br&gt;<strong>(PRODUCT)</strong>&lt;br&gt;<strong>ENERGY WATER</strong></td>
<td>G4-EN3&lt;br&gt;G4-PR9</td>
<td>Corporate Operational Sustainability Resource conservation/ Energy Consumption Product Responsibility</td>
<td>47 - 48</td>
<td></td>
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<tr>
<td>G4-EN8&lt;br&gt;G4-EN7</td>
<td>DMA Energy consumption within the organization (offices). Ex: Report total fuel consumption). Report the total monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. Report the total number of substantiated complaints received concerning breaches of customer privacy</td>
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<tr>
<td>G4-PR9</td>
<td>Report the total monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. Report the total number of substantiated complaints received concerning breaches of customer privacy</td>
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<td>G4-PR8</td>
<td>Report the total monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. Report the total number of substantiated complaints received concerning breaches of customer privacy</td>
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## Specific Disclosures

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<tr>
<th>Aspect</th>
<th>DMA and Indicator</th>
<th>Section</th>
<th>Page</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>reductions in energy consumption such as base year or baseline, and the rationale for choosing it. Report standards, methodologies, and assumptions used. Report the reductions in the energy requirements of sold products and services achieved during the reporting period.</td>
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<tr>
<td>G4-EN8</td>
<td>Report the total volume of water withdrawn.</td>
<td>Corporate Operational Sustainability Resource conservation/ Water Usage</td>
<td>47 - 48</td>
<td></td>
</tr>
<tr>
<td>G4-EN23</td>
<td>Report the total weight of hazardous and non-hazardous waste</td>
<td>Corporate Operational Sustainability Responsible Waste Management/</td>
<td>53</td>
<td></td>
</tr>
<tr>
<td><strong>EFFLUENTS AND WASTE</strong></td>
<td><strong>G4-EN27</strong> Report quantitatively the extent to which environmental impacts of products and services have been mitigated during the reporting period.</td>
<td>Commitment to Our Environment/ Products Designed to Protect the Planet</td>
<td>47-52</td>
<td></td>
</tr>
<tr>
<td><strong>PRODUCTS AND SERVICES COMPLIANCE (ENVIRONMENTAL)</strong></td>
<td><strong>G4-EN28</strong> Report the percentage of reclaimed products and their packaging materials for each product category</td>
<td>Commitment to Our Environment/ Recyclable Parts and Packaging/Products Designed to Protect the Planet</td>
<td>48-49</td>
<td></td>
</tr>
<tr>
<td><strong>OVERALL (ENVIRONMENTAL)</strong></td>
<td><strong>G4-EN29</strong> Report significant fines and non-monetary sanctions</td>
<td>Committed to Our Environment Executive Environmental Policy Statement</td>
<td>55</td>
<td></td>
</tr>
<tr>
<td><strong>SUPPLIER ENVIRONMENTAL ASSESSMENT OVERALL (ENVIRONMENTAL)</strong></td>
<td><strong>G4-EN31</strong> Total environmental protection expenditures and investments by type Report total environmental protection expenditures by: Waste disposal, emissions treatment, and remediation costs Prevention and environmental management costs DMA</td>
<td>Committed to Our Environment Committed to Our Environment</td>
<td>44-45</td>
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<tr>
<td>Aspect</td>
<td>DMA and Indicator</td>
<td>Section</td>
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<td>G4-EN32</td>
<td>Supplier Environmental Assessment: Report Assessment: Report the percentage of new suppliers that were screened using environmental criteria. Prevention and environmental management costs DMA</td>
<td>Supplier Performance Evaluation/ Supplier Environmental Compliance Committed to Our Environment</td>
<td>24 - 25</td>
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</tbody>
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