

Shared Prosperity with Society

At Largan, we aim to achieve social shared prosperity based on four aspects which are industry-academia collaboration, vocational training and job matching, social welfare and caring for the underprivileged. The Board of Directors of Largan also decided to establish a foundation in 2021. In 2023, we selected seven Directors of the foundation and set the Articles of Association in order to actively promote care for the underprivileged to practice CSR in a direct manner.

8-1 Policy and Management

Largan is committed to practicing CSR and has actively promoted and hosted activities in accordance with the standards and requirements of the Responsible Business Alliance (RBA). Practical actions taken include establishing an ESG Committee to oversee and disclose the performance and achievement of annual corporate social responsibility management and provide the result in the ESG Report.

● Corporate Social Responsibility Policy

Largan's overall ESG-social responsibility policy is divided into six aspects which are environmental protection, friendly workplace, caring for the employees, shared prosperity, honesty and integrity management, and full participation.

Environmental Protection	Friendly Workplace	Caring for Employees	Shared Prosperity with Society	Honesty and Integrity Management	Full Participation
We aim to achieve and fulfill corporate and environmental sustainability and CSR objectives by optimizing the production process, waste management, air and water pollution prevention as well as make continuous efforts promoting various energy saving proposals and plans. We value environmental resources and protection, we actively promote plant greening, energy conservation and environmental protection. During the production process, we use green and harmless materials, classify and legally dispose of waste, reduce the generation of large amounts of waste which endanger the environment of the green earth.	Aiming for all staff to fully comply with the principles to establish a safe and friendly work place by adopting continuous educational training and cultivation programs as well as hiring a fair share of people with disabilities.	To improve labor rights, Largan is committed to comply with Taiwan's Labor Standards Act and related laws by establishing work rules, sexual harassment prevention measures channels of complaint..., etc. . such management mechanisms to protect the rights of our employees. A President mailbox is set up in every factory for the employees to express their opinions and suggestions as well as a whistleblower personal information protection mechanism is adapted to prevent potential unfair treatment of the parties concerned with the aim to maintain good labor management relationships.	We establishes a foundation to implement the practice of CSR and keeps communicating internally and externally, arranges regular education and training programs, builds consensus among employees and abided by relevant corporate social responsibility norms, we also encourages employees to actively participate.	Following the principles of honesty, transparency, and social responsibility when structuring corporate governance, Largan has established the "Anti - Corruption and Bribery," "Fair Trade" and "Ethical Corporate Management Practice Principles and Channels of Making Complaints" to assist the Company in building up integrity management culture and a good governance system.	We encourage all staff to participate in workplace safety supervisory training, and conduct annual evacuation and disaster preventive drills for incidents such as fire and chemical leakage to reduce the impact for when disastrous events happen.

8-2 External Associations Participation

- Largan had joined several associations with the aim to effectively get ahead and deepen the alliance relationship across the industry. We aim to shared prosperity with our allies by actively interacting and participating in seminars and conference activities as a member of associations.
- As a member of Taiwan Association for Trade Secret Protection, we actively help to promote the importance of business trade secrets and play a role as the bridge between the industry and government departments for communication of amendment.

Name of the Organization Participated	Status
Taiwan Optics / Optronics Manufactures' Association	Member
Manufacturers' Association of The Taichung City Precision Machinery Innovation Technology Park	Member
Manufacturer's Association of Taichung Industry Park	Member
Taiwan Association for Trade Secrets Protection	Member



8-3 Social Welfare Activities

● The Operation Direction and Promotion Measures of ESG in Social Welfare Activities

Social welfare is a crucial driver for social progress, and donations are a powerful way to practice public welfare. Our donation projects cover various fields, from education to healthcare to urban renewal, all contributing to societal improvement and betterment.

Firstly, we donated to the Power Mechanical Engineering Racing Team, DIT Robotics Project, and Hands-on Scholarship at Tsinghua University. These donations not only support students in the fields of technology and innovation but also encourage their practical skills and teamwork spirit.

We also participate in Tsinghua University's Rising Sun Scholarship Program, which provides not only financial assistance but also encourages excellence in academic and social contributions. Additionally, we have established scholarships at National Chung Hsing University and National Cheng Kung University to help more talented students achieve their academic dreams.

In terms of social development, we are also committed. We have donated to urban renewal projects, which help improve the infrastructure and environment of cities, enhancing residents' quality of life.

In the healthcare field, we have donated to Mennonite Hospital's Eastern Nursing Staff Development Program, which helps improve the quality and efficiency of medical services, ensuring public health.

Lastly, through the Boyo Children's Home Foundation, we donated laptops, enhancing children's learning environments and promoting balanced educational development.

Overall, our donation projects cover multiple fields, including education, technology, healthcare, and social development, aiming to promote social progress and improve people's lives. We hope that through these donations, we can contribute to societal development and achieve a better future.

(1) Contiguously hosting campus seminars:

Year	2022	2023	2024
Number of Campus Seminars	29	27	25
Number of Participants	2,100	2,108	2,034

(2) 2024 Donation Projects (Including Donations from the Largan Precision Foundation)

Largan Precision Co., Ltd.	NT\$100 million
Largan Education Foundation	NT\$63.3 million
Total	NT\$163.3 million

(3) Vocational Training and Job Matching in the Last Three Years

Year	Vocational Training and Job Matching		
2022	Workforce Development Agency, Ministry of Labor Taichung - Changhua - Nantou Regional Branch: (1) Job matching and vocational training class: 19 people (2) Self-Organized Production training class: 14 people	(3) Industry-academic training program (National Chin-Yi University of Technology): 11 people (4) Youth's Employment Ultimate Program: 26 people (5) Secure Employment Program: 21 people	Ministry of Education (Industry-Academia Cooperation Program): (1) Ling Tung University: 30 people (2) Employment explore supporting program for high school graduates: 2 people
2023	Workforce Development Agency, Ministry of Labor Taichung - Changhua - Nantou Regional Branch: (1) Job matching and vocational training class: 10 people (2) Self-Organized Production training class: 9 people (3) Youth's Employment Ultimate Program: 61 people	Ministry of Education (Industry-Academia Cooperation Program): (1) Ling Tung University: 3 people (2) Industry-academic training program (National Chin-Yi University of Technology): 9 people (3) Employment explore supporting program for high school graduates: 2 people	
2024	Workforce Development Agency, Ministry of Labor Taichung - Changhua - Nantou Regional Branch: (1) Job matching and vocational training class: 7 people (2) Self-Organized Production training class: 33 people (3) Youth's Employment Ultimate Program: 8 people	Ministry of Education (Industry-Academia Cooperation Program): (1) Ling Tung University: 13 people (2) Industry-academic training program (National Chin-Yi University of Technology): 11 people	

Appendix 1: ESG Performance of Largan Precision Co., Ltd.

Sustainability Indicators	Unit	2022~2023 Target	2022 Performance	2023 Performance	2024 Target	2024 Performance
* Corporate Governance and Sustainable Operation						
No violation of principle of integrity by supervisors and staffs	Case	0	0	0	0	0
Employee annual ethics and integrity training completion rate	%	≥ 95%	100%	≥ 97%	≥ 97%	100%
No violation of company law or tax regulations	Case	0	0	0	0	0
Passed the verification of ESG Sustainability Report	Pass	Pass	Pass	Pass	Pass	Pass
Annual review of departmental hazard risk assessments: 100% completion rate	%	100%	100%	100%	100%	100%
Annual emergency response education and evacuation drills are conducted twice. Employee participation rate	%	75%	89%	89%	80%	84%
* Customer Satisfaction and Sustainable Supply Chain						
Customer satisfaction maintained at an average level	Point	>90	91.8	92.1	>90	92.4
Conduct product precious metal source investigations with raw material suppliers, achieving 100% compliance with approved minerals.	%	100%	100%	100%	100%	100%
Sign supplier code of conduct: Conduct non-applicable/prohibited substances investigations with raw material suppliers, achieving 100% completion rate.	%	100%	100%	100%	100%	100%
Conduct supplier audits and social environmental responsibility investigations with raw material suppliers, achieving 100% completion rate.	%	100%	100%	100%	100%	100%
* The Best Lens Manufacturer with Product Quality Innovation						
Annual certification passed for Quality Management Systems ISO 9001 & IATF 16949	Pass	Pass	Pass	Pass	Pass	Pass
No violations of EU RoHS hazardous substances restrictions	Case	0	0	0	0	0
No violations of product labeling or patent regulations	Case	0	0	0	0	0
* Green producer						
Electricity savings achieved	kWh	100	885	1,261.8	150	759.2
Reduction of greenhouse gas emissions	Tons/CO ₂ e	500	4,504.00	6,422.60	750	3,751
Proper waste disposal handled by licensed contractors (ratio)	%	100%	100%	100%	100%	100%
Recycling rate across all plants in the Precision Park facilities audit (R2)	%	94%	99.5%	96.5%	94%	96.5%
No violation of air pollution/waste protection/effluent discharge regulations	Case	0	0	0	0	0

Sustainability Indicators	Unit	2022~2023 Target	2022 Performance	2023 Performance	2024 Target	2024 Performance
* Friendly workplace						
Turnover rate	%	<15%	16.6%	11.3%	<13.0%	10.9%
Retention rate for Taiwanese new employees (3 months' probation) 75%	%	75%	83.6%	77.9%	78%	81.5%
Average training hours per person	Hour	15	12.85	5.95	21	4.16
Passing rate of training examination for new employees	%	100%	100%	100%	100%	100%
Workplace wrongful assault/bullying	Case	0	0	0	0	0
Completion rate of employee professional ethics training	%	100%	100%	100%	100%	100%
Passed ISO 45001 occupational safety and health system verification	Pass	Pass	Pass	Pass	Pass	Pass
Participation rate of occupational safety education and training by new employees	%	100%	100%	100%	100%	100%
Participation rate for health check	%	90%	90%	95%	90%	92.2%
Significant Occupational Injuries (hospitalization for more than 3 days)	Case/year	≤ 5	2	2	≤ 4	3
Occupational disease caused by chemical exposure	Case/year	0%	0	0	0	0
Disabling Injuries Frequency Rate	-	≤ 3	1.18	1.87	≤ 2.8	1.55
Disabling Injuries Severity Rate	-	≤ 30	18.0	32.0	≤ 28	22.0
* Promotion of Social Welfare						
Campus Seminars	times/year	> 17	29	27	25	27