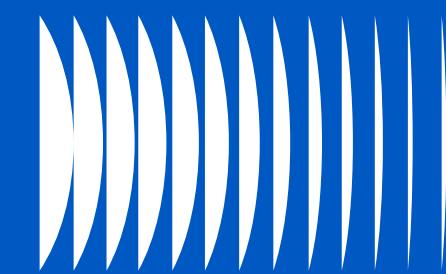


HOYA Vision Care

Our pathway to sustainability

Focus on a better tomorrow, today

HOYA
VISION CARE



One Vision



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HOYA Vision Care employees in US RX lab inspecting lenses.



Message from our CEO

Leading with purpose

In today's world, so many organizations believe that sustainability and progress are mutually exclusive. At HOYA, our stance is clear.

We are building a long-term sustainable growth path that is fundamental to our corporate strategy and vision.

As a global leader, we are acutely aware of our influence and the role we play in addressing critical issues like climate change. However, our commitment extends beyond environmental stewardship. It includes a dedication to nurturing the local communities where we thrive and the world that we share. This means actively working to bridge the vision health gap and to cultivate a diverse, skilled workforce brimming with opportunities for growth.

“One Vision is more than a program; it’s a shared promise for a more sustainable future that spans the entire value chain.”

From the initial stages of research and design all the way to delivering a lifetime of vision care for our

consumers, our commitment is unwavering. Of this, we will never lose sight.

This promise is not one we can make alone. It is a collaborative effort with our global partners and employees, each step taken with the intent to positively impact our environment, our communities, our workplaces, and our world. It is a joint effort that I invite each of you to take part in. Together, we can shape a future that is not only prosperous, but also responsible and sustainable.

Together, we’ll focus on a better tomorrow, today.

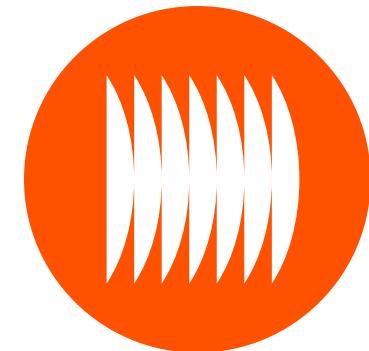
Alexandre Montague
CEO, HOYA Vision Care



Our business

**Vision care
is a lifelong
commitment**

Patient being fitted with MiYOSMART spectacle lenses.

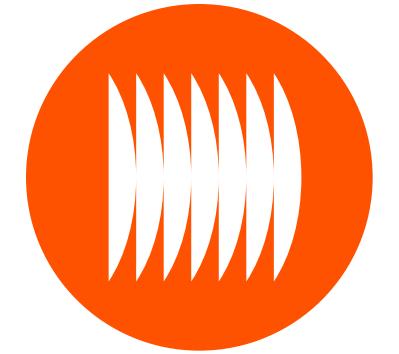


We believe everyone deserves vision care that is clear, effective, and adaptable through all stages of their life.

At HOYA Vision Care, we are committed to ensuring that Eye Care Professionals can offer sustainable and high-quality vision correction that fits seamlessly with each person's life journey.

For more than 80 years, our name has been synonymous with optical excellence. We have proudly pioneered lenses and vision care innovations, touching the lives of millions across 110 countries.

Our ever-growing network includes more than 20,000 dedicated employees and 43 state-of-the-art laboratories globally, each contributing to our legacy of quality and care.



Our commitment to sustainable vision care is comprehensive.

Reaching beyond the consumer's optical needs to touch their lives in other critical ways, it involves reducing our environmental impact, actively supporting the communities we share, and creating safer, more inclusive and more diverse workplaces worldwide.

One Vision, our flagship sustainability program, is the foundation of our long-term strategy. It is our roadmap to achieving a future that is not only environmentally sound, but also socially responsible.

Our sustainable pathway

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A close-up portrait of Krisna Pimphak, a woman with dark hair pulled back, wearing a white lab coat over a dark collared shirt. She is smiling slightly and looking directly at the camera. The background is a blurred outdoor setting with greenery and a body of water.

Krisna Pimphak, Environment - Health and Safety Section Manager, HOYA Thailand.

One Vision is a collaboration – connecting our global, regional and local teams to create a unified force for change.

Created with the aim of bringing together our collective strengths, this program is our commitment to making a positive impact on the environment, uplifting our communities and fostering a safe and diverse workplace.



Environment

We are working to reduce our footprint in production processes, reducing our end-to-end packaging flow, while increasing our recycle and reuse efforts.



Community

In our relationships with Eye Care Professionals and our partners, our main goal is to bridge the vision care gap.



Workplace

We foster a thriving workplace culture that is people-oriented and performance-driven, by empowering each other to be ourselves and celebrating our different perspectives.

Advancing toward tomorrow: our sustainability targets

At HOYA Vision Care, we recognize that a sustainable future is not just an aspiration; it is a necessity. To be a change agent in the vision care industry, we have set a series of specific targets to reflect our commitments. These targets are designed to be measurable, impactful and achievable, ensuring that our path to greater sustainability is both progressive and transparent.



Aerial shot of HOLT waste water facility in Thailand.

Our targets



Renewable electricity

By 2040, the HOYA Group will focus on achieving 100% renewable electricity across all our operations [including scopes 1&2], if not sooner, based on RE100. Our first priority will continue to be reducing our carbon footprint through innovative manufacturing and energy-efficient practices and by further embracing renewable energy sources.



Community engagement

HOYA Vision Care is dedicated to improving the vision health of underserved communities.

Our goal is to provide sustainable care to 1 million individuals in need by 2030, focusing on areas with limited access to eye care through partnerships with organizations like Orbis International.



Waste and water reduction

We are focusing on reducing water consumption per lens by more than 25% in the near future, and rolling out alternative ways to recycle production waste and continuing our initiatives to prevent landfill.

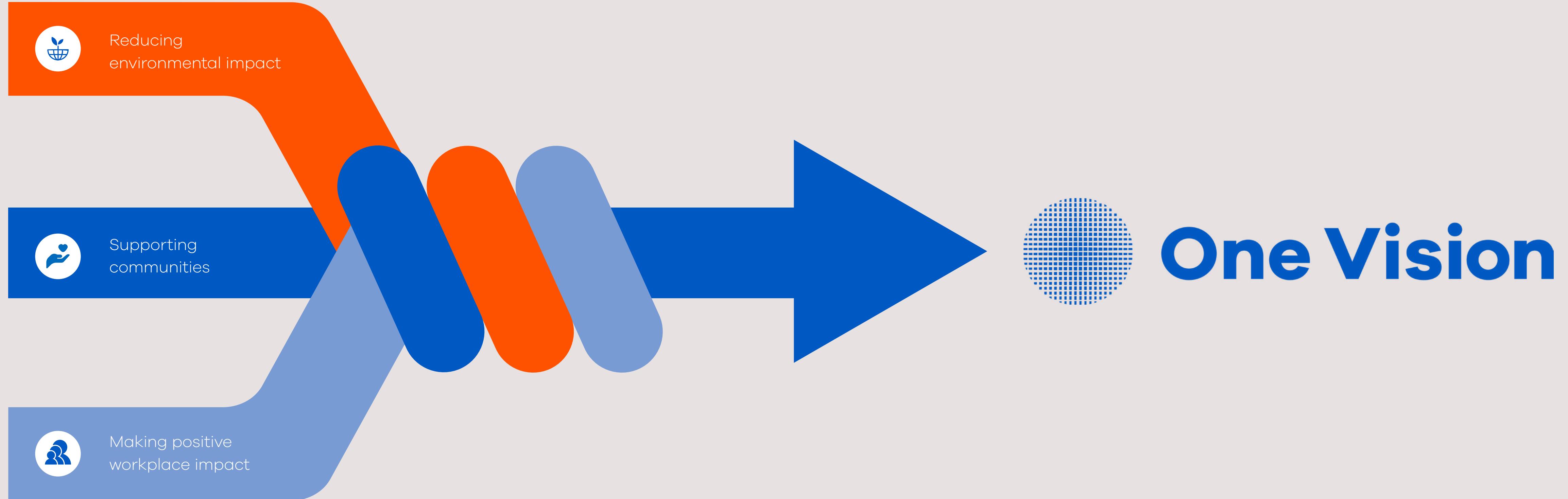


Sustainable packaging

By 2030, our branded portfolio will have a smaller impact on the planet. By using less material, recycled and eco-friendly alternatives, and by minimizing single-use plastic and reducing our footprint across our supply chain.



Our sustainable pathway: 3 fundamental pillars





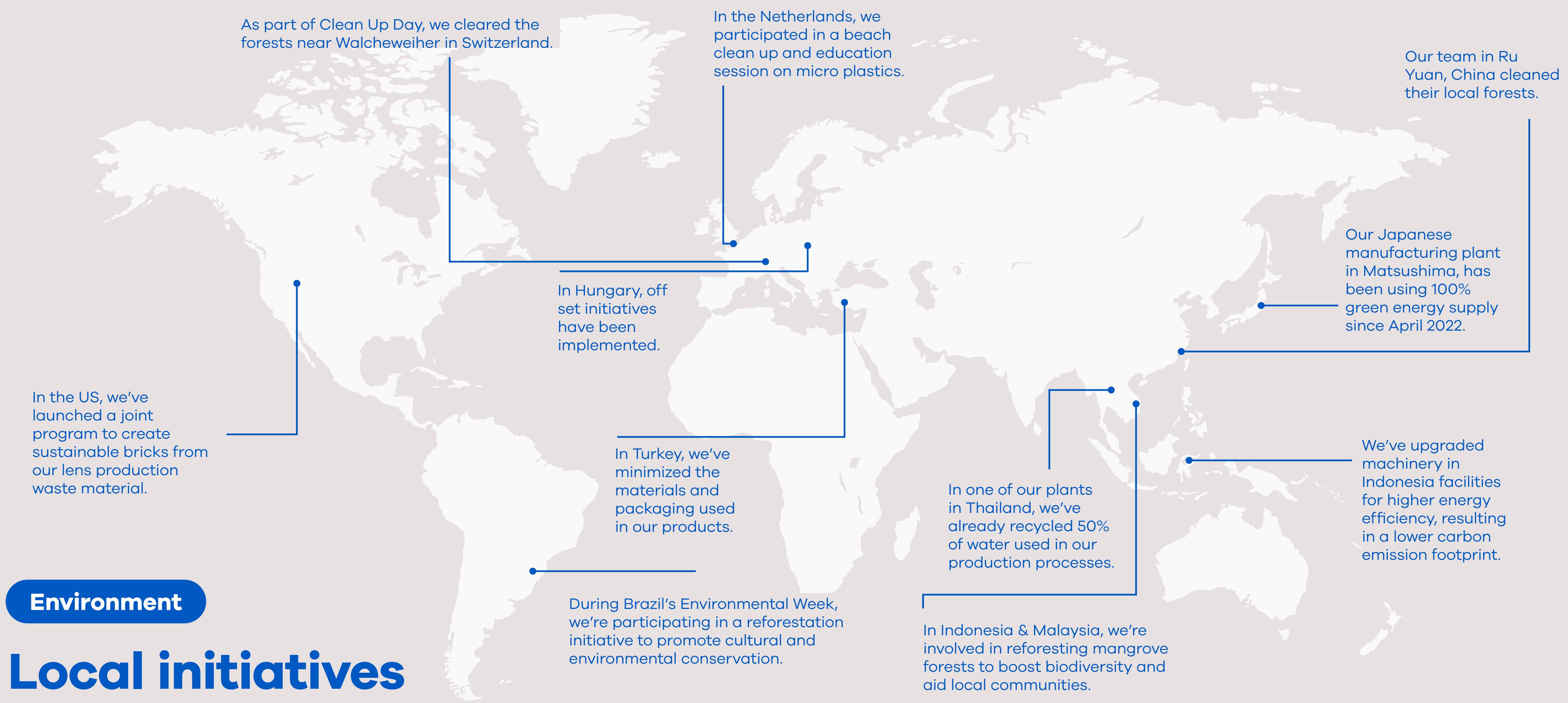
Our pathway to positive environmental impact

Our approach to making positive environmental impact is twofold:

- 1 Setting and achieving ambitious global sustainability targets.
- 2 Coordinating and supporting regional and local initiatives.



HOYA Vision Care employee inspecting waste from lens cutting a lens at Lewisville, TX RX lab.



Environment

Local initiatives

HOYA Raise Awareness Award

Clean Up the Earth, Start from Our Place

2,860 HOYA employees from 11 countries (14 sites) attended regular cleaning days in the year, beautifying their areas, improving health and wellness and promoting good will with local communities.





Our pathway to positive community impact

In this pathway we put our expertise in vision care to work for communities through strategic investments and partnerships, with the aim of closing the vision health gap.

5 billion*
people or 50% of the world's population could be myopic by 2050.

* <https://www.aop.org.uk/ot/science-and-vision/research/2016/02/17/half-of-worlds-population-could-be-myopic-by-2050-study-finds>



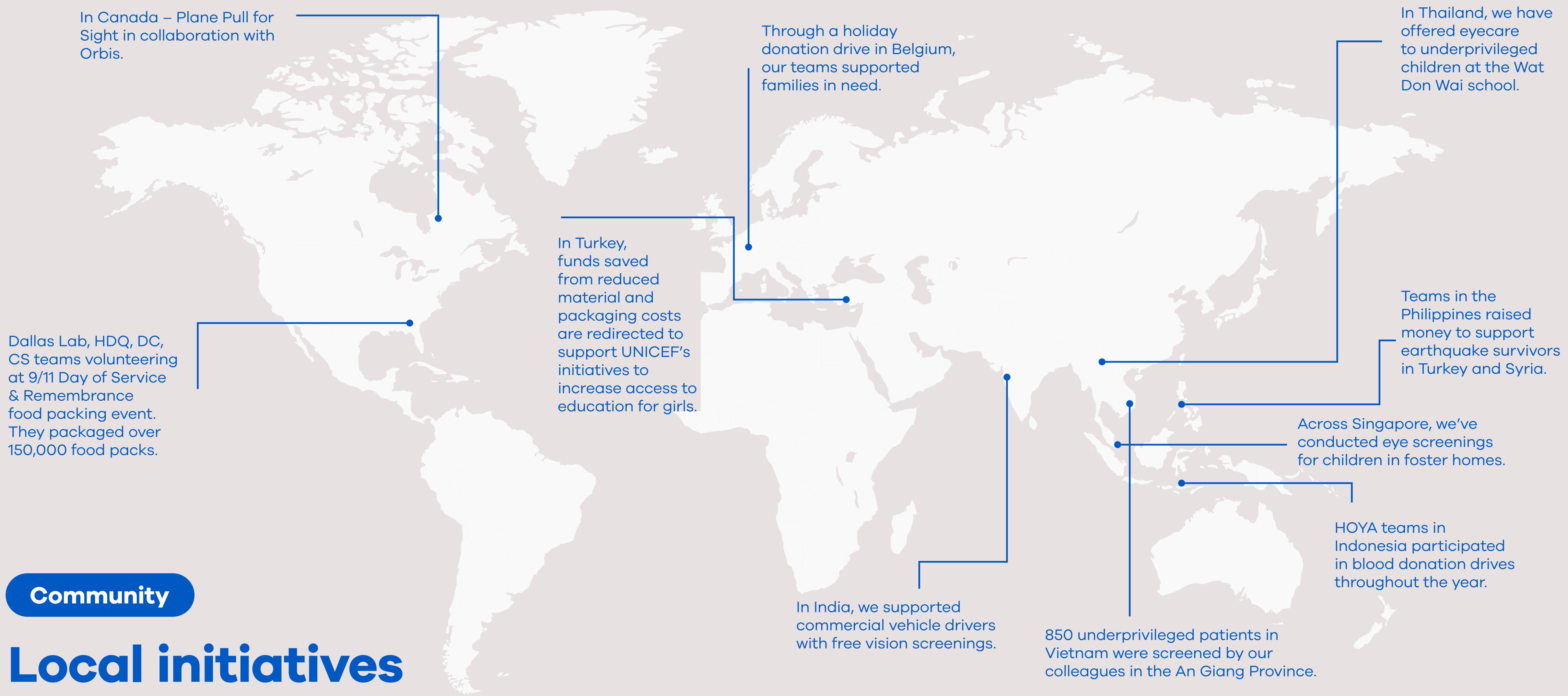
Image courtesy of Orbis International



Sight-saving collaboration

We are committed to bridging the vision health gap through global partnerships with organizations like Orbis International, providing communities around the world with access to sight-saving interventions and increasing eye-health literacy and education. HOYA is continuously looking for partnerships that improve vision for the vulnerable, and ways to collaborate with our customers to bring these programs to under served communities.







Our pathway to positive workplace impact

We're dedicated to fostering a dynamic and innovative culture, one that is deeply rooted in HOYA's core values and enriched by diverse perspectives and backgrounds. This approach is not only critical for sustaining our business, but also pivotal in driving our sustainable growth ambition.

Global initiatives



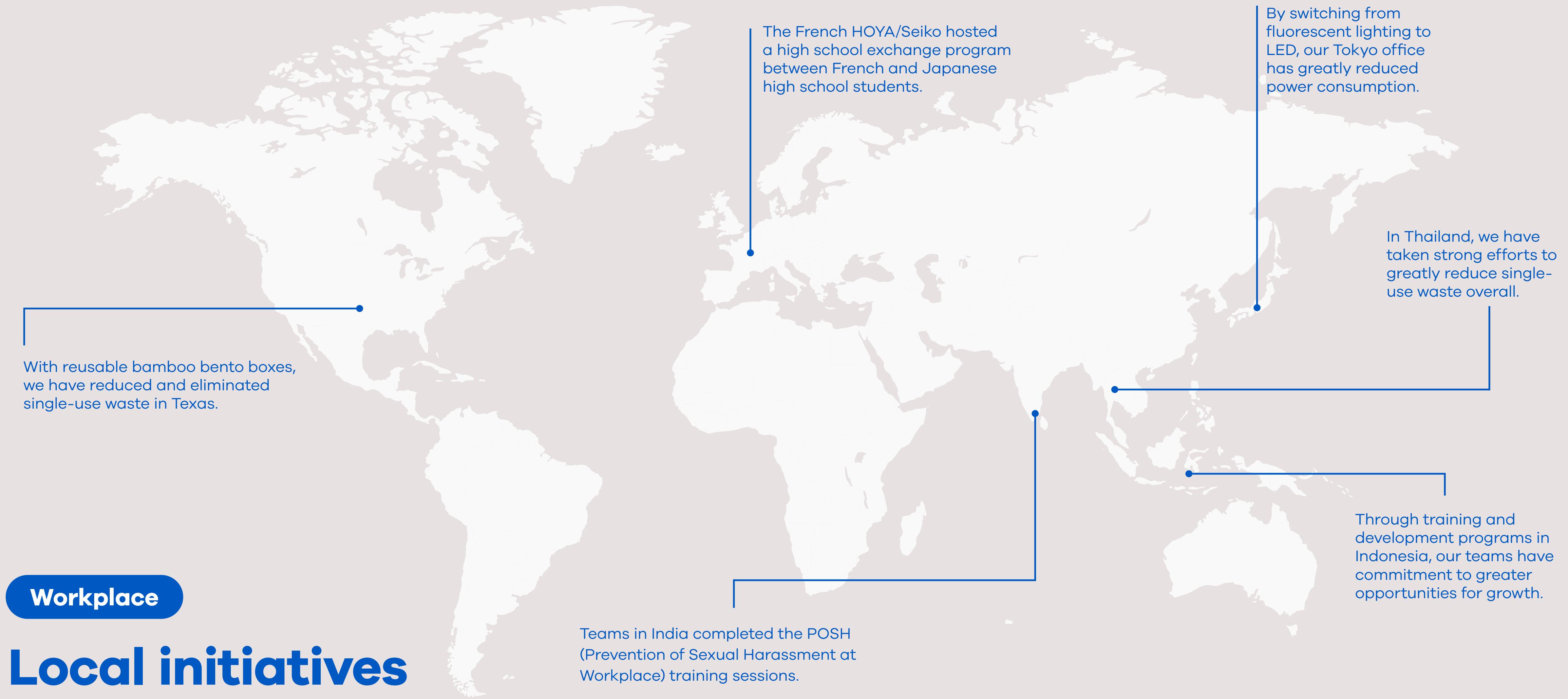
Launched the HOYA Vision Care Impact Ambassador program, designed to acknowledge and celebrate the positive contributions of our employees across the organization.



Collaborating with the International Agency for the Prevention of Blindness (IAPB) to advocate for healthy vision habits in workplaces globally, especially highlighting this on World Sight Day.



HOYA Vision Care has a global ethics and compliance program dedicated to doing business the right way around the world; including a Code of Conduct for our employees to follow so we operate responsibly.





World Sight Day

HOYA Vision Care is proud to be an official partner of the IAPB for World Sight Day.

As part of the 2023 international WSD pledge to promote the importance of regular, affordable, and accessible sight test, HOYA hosted eye screenings and awareness activities in offices around the world.

More than 13 million people pledged their commitment to eye health.





**Global customer engagement
through sustainability**

Patient getting tested by ECP in Texas.



An interview with Hans Werquin

Vice President Global Commercial Key Accounts.



How does HOYA Vision Care integrate sustainability into your core business strategy and everyday decision-making?



We work closely with partners, locally and globally, who share our vision for sustainability and collaborate with retailers of every size to make intentional choices that improve and reduce our footprint.



In your experience, what are your customers most concerned about when it comes to sustainability and your responsibility?



What's HOYA Vision Care's long-term vision for sustainability? How do you see these goals changing the way you work and collaborate with key accounts in the future?



HOYA shares a collective responsibility for society, humanity, and the planet. As consumer expectations for sustainability grow, we welcome this, and translate that demand into actionable, transparent steps that our direct customers appreciate. The work we're doing with our partners is influenced by their own corporate culture of sustainability. By working together to understand their needs, we can help them do right by their end customers and stakeholders.



Our focus is on the environment at large, which is reflected in the choices we're making for processes, packaging, emissions, and more throughout our supply chain. We also look for ways to innovate to further our sustainable objectives, whether in manufacturing, energy, or product development. That's why transparency is key. We want our customers to understand the entire value chain and how sustainability is top-of-mind throughout our process.



How do you measure HOYA's impact on sustainability? Are there specific ways to track progress, especially regarding how happy and engaged your customers are?



It is critical that we continuously review how we measure our impact at HOYA. As our initiatives develop, we monitor the impact we're having, and look for ways to ensure the greatest value for our communities and the planet. While the numbers are important, I'm personally drawn to a different metric. I measure our impact in the excitement and enthusiasm I see from our customers. While we measure clear KPIs such as tons of packaging reduced, the true impact lies ahead as we continue to collaborate on new initiatives.

It's really about inspiring others, even competitors, to join us in sustainable initiatives now and into the future.

Hans Werquin

Vice President Global
Commercial Key Accounts.

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Coating specialist inspecting lenses in HOYA Thailand.



Andreas Aretz, HOYA Vision Care employee, Mönchengladbach, Germany



Thinking back, looking forward

Reflecting on our many learnings and achievements, we have immense pride in the strides HOYA Vision Care has made since we launched the One Vision strategy.

Our collective efforts have not only advanced our environmental targets, but also deepened our community connections and enriched our workplace culture.



Achievements

From around the organization, as we focus on our planet, our communities, and our workplace.

Through our support with Orbis' Inal REACH program in India, we have screened more than **475,000** children



75

of workplace initiatives over the last 12 months



Carbon emission footprint reduction by more than **15%***, investing in energy efficiency initiatives and renewable energy sources



*Compared to FY21

Water reduction:

Water lens consumption reduced by **14%**, compared to FY21



One Vision Day:
HOYA celebrated One Vision month in March 2024, with more than **86 activities across 27 countries**.



With **35 countries** taking the pledge to become more sustainable

Looking ahead, we are invigorated by the internal engagement already demonstrated by the employee-driven programs like One Vision Day, launched in March 2024, with efforts happening around the world. As we continue making progress, our core priority is to become less energy dependent and ensure that the energy we use is more sustainable.

By 2030, our target is to be at least 60% renewable electricity. As we continue to make progress, a key priority is to reduce our dependency on energy by investing in energy-efficient initiatives within scope 1 and 2, while refining our approach to scope 3.

Additionally, central to minimising our environmental impact is our ongoing effort to decrease the water consumption per lens manufactured, alongside substantial initiatives to reuse, recycle, and minimize the use of

packaging materials. Collaboration with our partners is crucial in effectively implementing these strategies. It is not always easy, but that's why we are always looking for new ways to help the environment and support the communities we share. We take pride in seeing every challenge as an opportunity to make a positive change as we focus on a better tomorrow today.

Marius de Beer

Chief Sustainability Officer, HOYA Vision Care



Contact

Questions about this report
or to learn more, get in touch:

hvcnevision@hoya.com



Disclaimer

The HOYA Group actively engages in environmental preservation efforts as part of its ESG promoting in order to preserve the global environment for future generations.

The HOYA Group established its "Environmental Philosophy" and "Fundamental Environmental Policies" in 1993. Under these guidelines, the Group has been promoting the environmental, occupational safety and health activities at all its business facilities both inside and outside Japan.

In 2012, the environmental, occupational safety and health management systems of the individual facilities were reviewed thoroughly in the process of obtaining a global multisite certification for those systems. Since then, the Group has been operating all its environmental protection, occupational safety and health activities in a globally integrated manner.

In 2022, the HOYA Group renewed "Environmental Philosophy" and "Fundamental Environmental Policies" in order to proactively respond to issues surrounding the global environment.