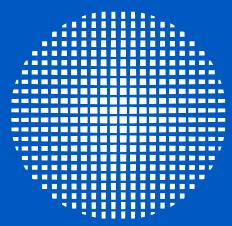


HOYA Vision Care

Sustainability in action

Focus on a better tomorrow, today



One Vision

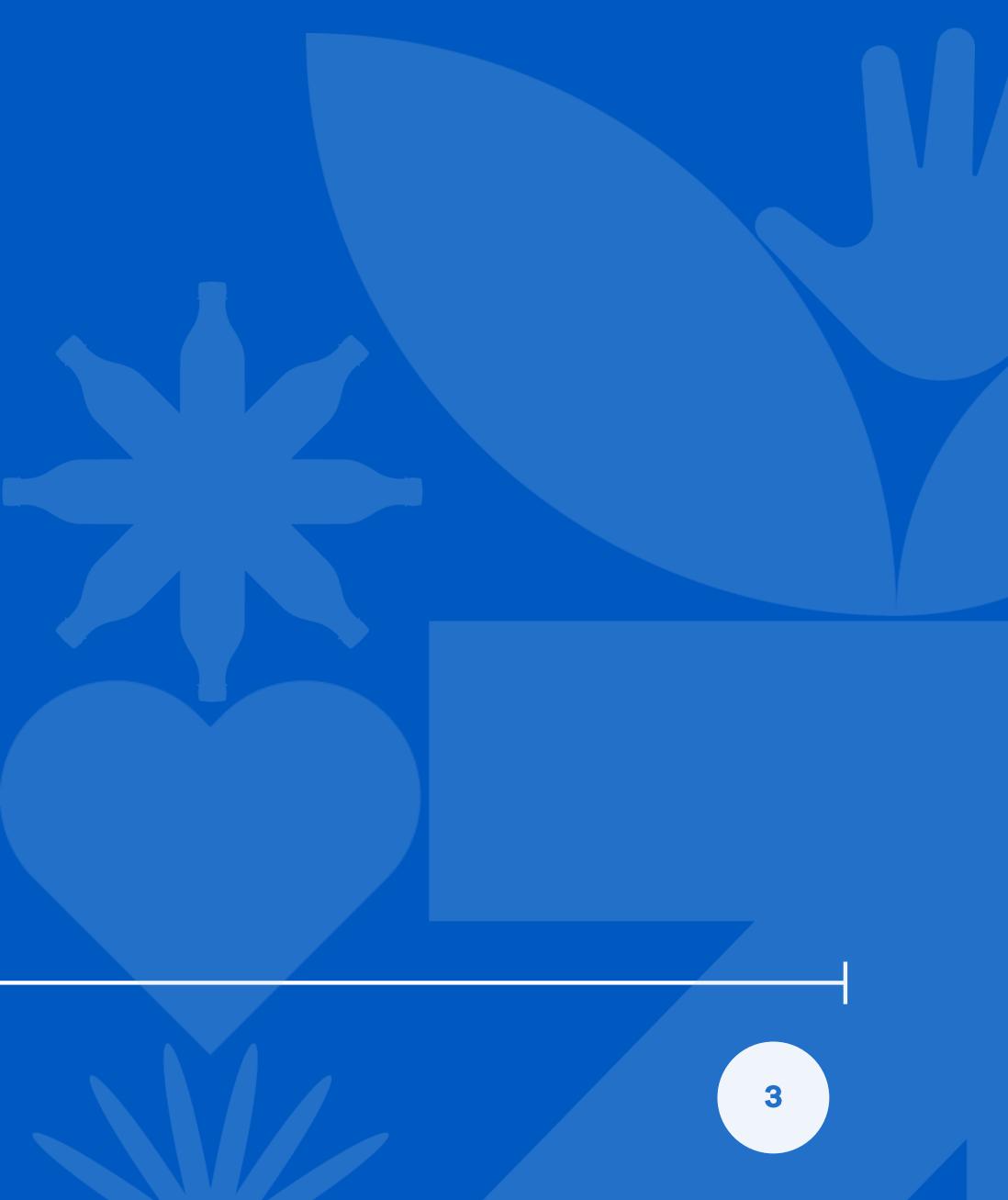


Table of contents

- 1 Executive summary
- 2 From commitment to action
- 3 From action to impact
- 4 Additional information



1. Overview



One Vision is about sustainably driving business impact

Doing things like

Progressively **reducing our environmental footprint** through smart, near-term investments.

Increasing our market visibility.

Creating **greater value for partners.**

Creating **relevance and meaning for everyone we serve and work with.**

Adding global strength to local communities.

Improving lives by bringing vision care to communities worldwide.

Creating momentum by empowering and engaging our employees.

Ultimately, we're building a business that delivers for our partners, patients, communities, the planet — and the bottom line.

HOYA Vision Care — Focus on a better tomorrow, today



For over 80 years, we have pioneered lenses and vision care innovations, improving vision for millions across **110 countries**.

Hoya, Tokyo
1941

Today, our growing global network comprises more than **20,000 dedicated employees** and **state-of-the-art laboratories**, all contributing to our mission to **improve life through vision**.

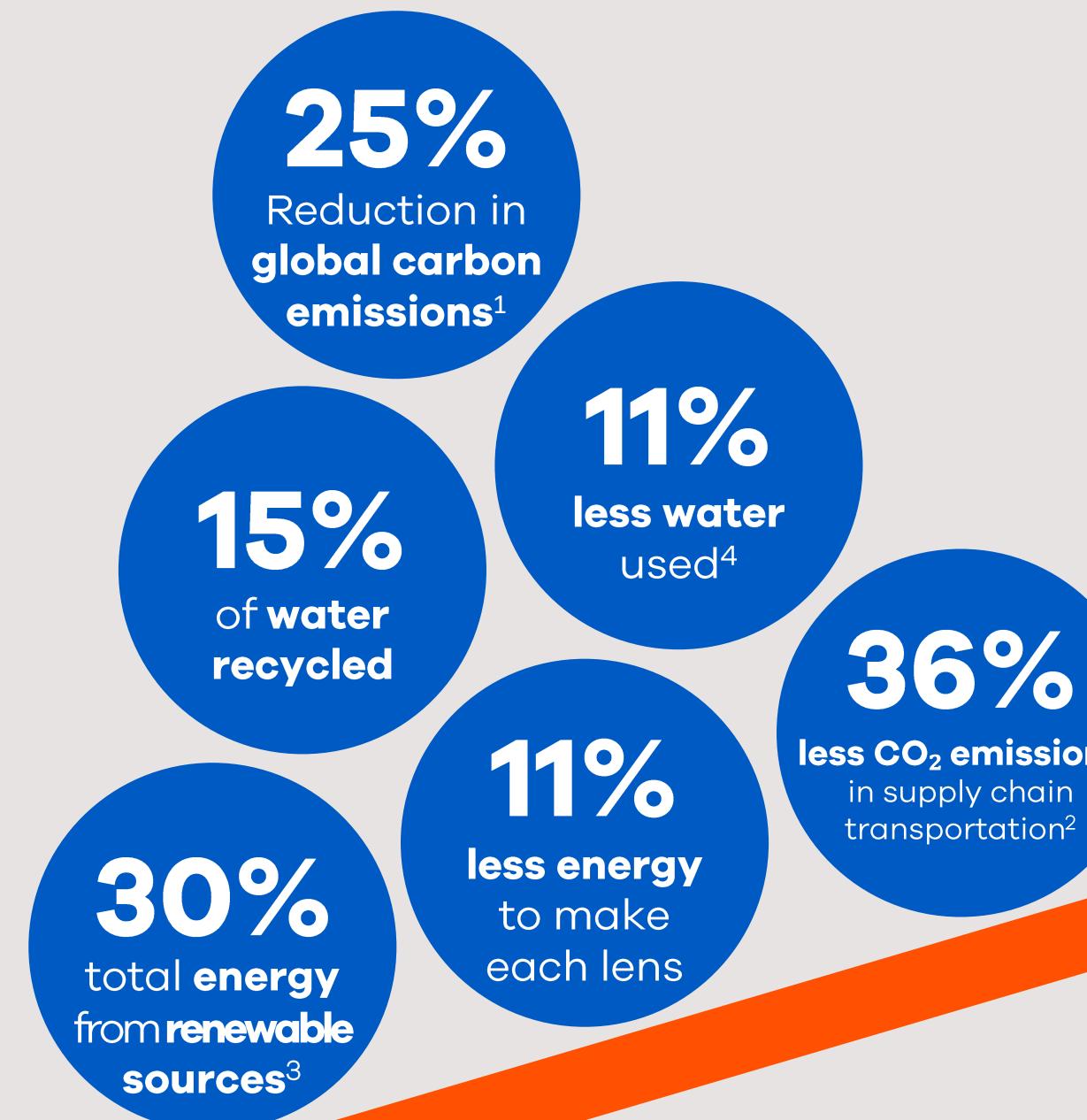


Through **One Vision**, we align all of our business to clear **environmental, social, and workplace** goals, empowering us to responsibly lead, thoughtfully innovate, and build a more sustainable future.

Our commitment to a sustainable future

- **Sustainable, high-quality, lasting vision solutions** that naturally enrich patients' lives.
- **Innovation rooted in real-world needs**, developed in close collaboration with Eye Care Professionals to ensure clinical and everyday effectiveness.
- **Global infrastructure**, enabling local responsiveness and consistent global service.
- **A legacy of Japanese precision**, focused on innovation, craftsmanship, and care, and a strong commitment to environmental responsibility.

Less is more — A snapshot of sustainability progress



1. Compared to FY21 2. Compared to FY22 3. In FY24 4. Since FY21

Sustainability requires sustained action and rigorous assessment on all fronts



John Goltermann Lassen
CEO

At HOYA Vision Care, we are committed to always deliver on our purpose: to improve life through vision.

Every step we take must create a real impact - for our patients, partners, the environment, our communities, and our people.

We're focused on closing the vision care gap through early intervention and pediatric expertise, reducing our environmental footprint through daily action, and building a workplace where everyone belongs.

This is not just our responsibility - it's our opportunity to lead with purpose and shape a more equitable, sustainable future. Because we are focused on building a better tomorrow, today.

Sustainability through our leaders' lenses



Hans Werquin
Director Global Key Accounts

Whether it's delivering a comprehensive Life Cycle Assessment, optimizing transportation strategies, or rethinking packaging solutions, we work closely with customers to ensure sustainability drives business value.

Our goal is to accelerate sustainable change by tailoring solutions for our customers that drive positive business outcomes for everyone.



Cecile Clavier
Global Director Pediatric Business Unit

The growing prevalence of vision disorders among young people poses serious risks to quality of life, education, and future productivity.

Each child we help see better becomes a step toward protecting the next generation and creating a healthier, more hopeful future.

We're bringing our innovations, together with global partners such as the World Health Organization, to improve vision health for millions of children who lack access to quality vision care.



Georges Byl
Managing Director CEEMEA

Reducing emissions isn't just about metrics; it's essential to building trust and confidence.

It's a powerful competitive lever, where energy-efficient manufacturing, greener logistics, and renewable energy help strengthen positioning and loyalty.

For instance, by reducing our impact and coordinating this with sustainability education in schools, we effectively link environmental action to social impact. Which resonates with our consumers, as well as our internal values.



Carlos Matos
Vice President LATAM

Countries across the region, such as Brazil, Colombia, Mexico, and Uruguay, have an increasing demand for sustainable practices that go beyond compliance, adopting tangible measures with environmental and social impact.

Businesses that demonstrate a commitment to sustainability, rather than simply talking about it, are winning over consumers and institutions across the region.



Oliver Fischbach
Vice President Western Europe

Customers are increasingly requesting verified product footprints, credible decarbonization plans, and other carbon-related criteria.

It's becoming mandatory to do business in the region.

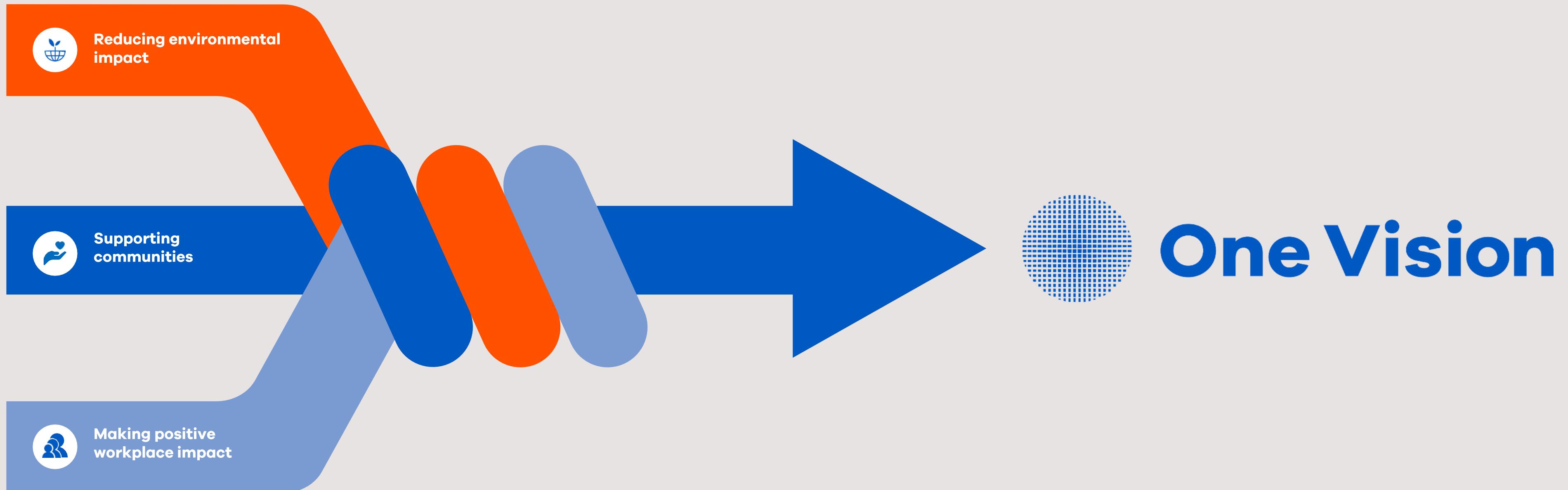
So, we are building traceability into product design, partnering with suppliers on responsible sourcing, switching to green energy, upgrading equipment to reduce water and energy use, and preparing our reporting systems for clear emissions reporting.



2. From commitment to action

- I Sustainability vision and goals
- II Our way of working

Aligned goals = multiplied impacts





Reduce our environmental impact

25%
less water to craft each lens.

Waste and water reduction

We're working to reduce 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.

By **2030**
We will have a smaller impact on the planet.

Sustainable packaging

By using less material, utilizing recycled and eco-friendly alternatives, and minimizing single-use plastics, we will demonstrably reduce our footprint across our supply chain.

100%
Renewable electricity across all operations by 2030

Renewable electricity

We aim to use 100% renewable electricity across all our operations, in line with RE100, and continue to reduce our carbon footprint through innovative manufacturing practices.

Aerial shot of HOLT solar panels in Thailand.

Increase community impact through improved vision care

By 2050, nearly half of the world's population could be myopic¹. Early detection and treatment are critical to managing and preventing myopia.

Almost
5B
People

By 2030, we aim to screen the eyes of 1 million children in collaboration with global partners and local eyecare professionals to close the vision health gap in communities.

1. According to the World Health Organization

Glasses of Hope Initiative in Indonesia.

Mobilize our global workforce to make bigger differences



To harness our employees' passion for sustainability, we established the One Vision Ambassador Network.

Led by over 100 employees worldwide, and open to all in HOYA Vision Care, the network generates, executes, shares, and scales initiatives that drive all our sustainability objectives.

In addition to creating significant progress, the network fosters a strong sense of purpose, shared ownership, and pride across a diverse global workforce.

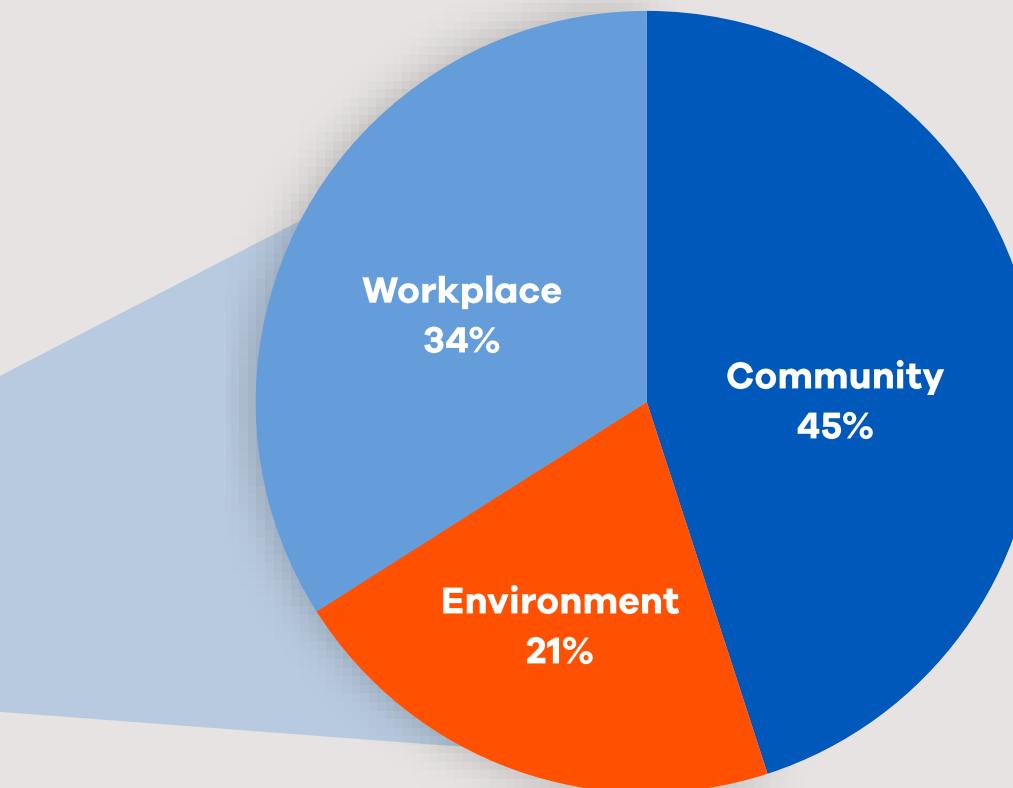


Every Ambassador spent at least one day each month in 2024, organizing and participating in sustainability activities.



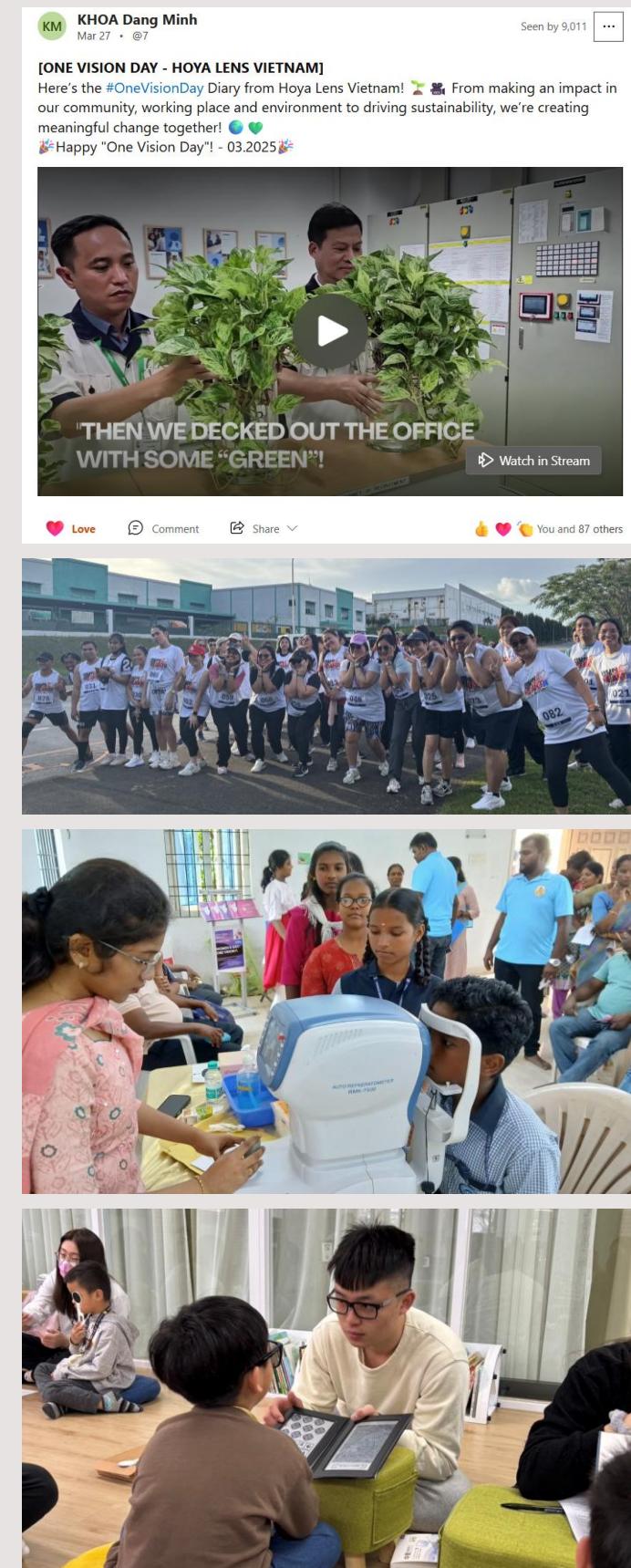
One Vision Day March 2025

In our second year running, we come together to generate new ideas and initiatives that build momentum and drive future One Vision initiatives.



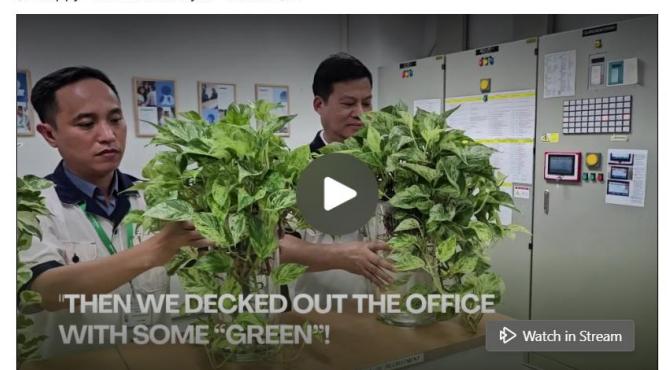
One Vision Day March 2025 Activities by pillar

¹. Activities were optional, not mandatory.



KHOA Dang Minh
Mar 27 • @7

[ONE VISION DAY - HOYA LENS VIETNAM]
Here's the #OneVisionDay Diary from Hoya Lens Vietnam! From making an impact in our community, working place and environment to driving sustainability, we're creating meaningful change together! Happy "One Vision Day"! - 03.2025



Local voices, global impact



Istvan Balogh
Sustainability & Energy
Management
HOYA Lens Hungary
Manufacturing Facility

Istvan has always wanted to be part of the solution. He cares deeply about doing the right thing, staying curious, and helping others see what's possible.

For me, the heart of our work is reducing our footprint — making sustainability practical and real in our daily operations. I focus on actions that matter— cutting waste, saving energy, and using water more wisely.

He figured out a way to repurpose lens swarf from the factory in Hungary. Instead of sending it to a landfill, the team partnered with a local cement company that now uses it as fuel, thanks to its high caloric value.

For Istvan, ideas like this are what sustainability is all about, ensuring the steps taken today create a better tomorrow.



DeAnne Gall
Junior Project Manager
HOYA Vision Care
United States

DeAnne shared that one of the most meaningful aspects of her role as a One Vision Community Ambassador is partnering with Carter BloodCare in her North Texas community.

In 1997, when her 9-year-old daughter underwent surgery for a brain aneurysm, her coworkers selflessly organized an office blood drive to help meet her daughter's needs.

That experience left a lasting impression on me. Today, by strengthening the partnership between HOYA and Carter BloodCare, I'm proud that every donation we facilitate makes a real, life-saving difference in our community.

As a One Vision Ambassador, DeAnne continues to expand outreach between HOYA and local community blood banks across all communities.

Closing the global vision care gap

1.1B

People live with vision loss

500-700M

people globally lack meaningful access to essential eye care.*

90M

Are children and adolescents

To close this significant vision gap, we're partnering with allies committed to making impactful change.



We work with **Orbis**, an international nonprofit that builds strong and sustainable eye care systems and helps millions through screenings in schools and households worldwide.



With the **International Agency for the Prevention of Blindness**, we're shaping global strategies and advocacy efforts to drive systemic improvements.



Through our contribution to **SPECS2030**, we support innovative initiatives focused on expanding sustainable eye care services.



*By Current Estimates



3. From action to impact



- I Environment
- II Community
- III Workplace

Local initiatives



Canada
Orbis Plane Pull for Sight:
Fundraising event
supporting vision



United States
Blood Drive & Meal Packs:
Community outreach through
donations and volunteering.

United Kingdom
Orbis Green Vision Center:
Fundraising for building a
sustainable Vision Centre
in India



France
Student Exchange for Eye
Health Careers: Inspiring
future professionals
through global exposure



Brazil
Kids Eye Health & Eco
Education: Empowering
children through
awareness.



Türkiye

UNICEF Support via
Reduced Packaging:
Innovative product design
for social impact.



China

HO Vision Care Van:
Mobile outreach
bringing eye care to
remote communities.



Japan

Eye Health & Clean-Up
Campaigns: Education
and employee-led
environmental action.



India

Workplace Education &
Awareness: Driving
change through
employee engagement.

Thailand

Mangrove
Reforestation: Annual
tree planting to restore
coastal ecosystems.

Australia

Lens Donations to
Cambodia: Supporting
patients in need with
essential vision care.

I. Environment



Turning waste into worth Giving lens swarf a second life

In Sydney, HOYA Lens Australia is recycling lens swarf, the excess from shaping spectacle lenses, into everyday products. What was once discarded is now given a second life.

This short film follows HOYA and partner Opticycle behind the scenes, showing how sustainable practices can be incorporated throughout the product lifecycle.

A clear example of **One Vision** in action, it highlights how innovative production and partnership support the planet.

"I'd like to extend an invitation to our retail partners and competitors; if we come together, we can make a bigger initiative." Craig Chick, Managing Director HOYA Lens Australia



Click on the video to watch the full story

II. Community



Glasses of Hope

Inspiring a generation through vision

At 92 Public Junior High School in Jakarta, Indonesia, **teaching students to perform basic eye screenings** not only raises awareness — it amplifies community impact.

By playing an active role alongside Eye Care Professionals, students learn about refractive disorders and see firsthand how to care for and strengthen their community.

Glasses of Hope shows how vision care and education can come together to build compassion, confidence, and brighter futures.

“Glasses of hope is not just about donating free glasses but bringing a better future for the children.”

Nihla Azkiya, Marketing Lead HOYA Indonesia



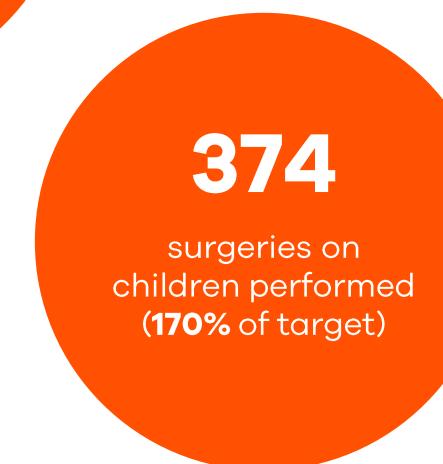
Click on the video to watch the full story

II. Community



An example of creating impact through care ORBIS International REACH Project, India

The REACH Project in India has made significant progress in closing the vision gap for children and their families. It has reached over 85,000 households and provided essential eye care services on a large scale. The project exceeded its targets—delivering improved vision health in communities across the country.



Myopia Education around the globe ORBIS International Cybersight Webinars

We proudly support Cybersight's efforts to advance myopia education by sponsoring key webinars and courses that provide eye care professionals worldwide with access to the latest knowledge, thereby enhancing their confidence and preparedness in managing myopia.

Through these efforts, we empower practitioners to improve myopia management and patient outcomes.

Key statistics

For our "**Confidence in Practice – Myopia Management in Clinical Practice**" webinar (March 2025):



At the "**Your Myopic Patients Deserve the Best Care**" webinar (October 2024):



III. Workplace



'Meiryo' Finding meaning through a workplace mission

At the HOYA Switzerland, employees in Zürich partnered with a local guide dog organization to help raise Meiryo, a guide dog in training.

From joining meetings to lifting spirits, Meiryo brought people together, inspiring in-person connection while preparing Meiryo for a future of service.

More than giving back, this shows how a workplace actions create social impact by fostering community, empathy, and shared purpose.

"That's our reward, where we really say, we changed someone's life in a positive way."

Samuel Schaub, CEO HOYA Lens Switzerland



Click on the video to watch the full story



Marius de Beer
Chief Sustainability Officer
HOYA Vision Care

As you've seen here, actions speak louder than words.

Sharing the progress of HOYA Vision Care's One Vision program is an opportunity to reflect on our momentum, recent progress, and reaffirm our long-term commitments.

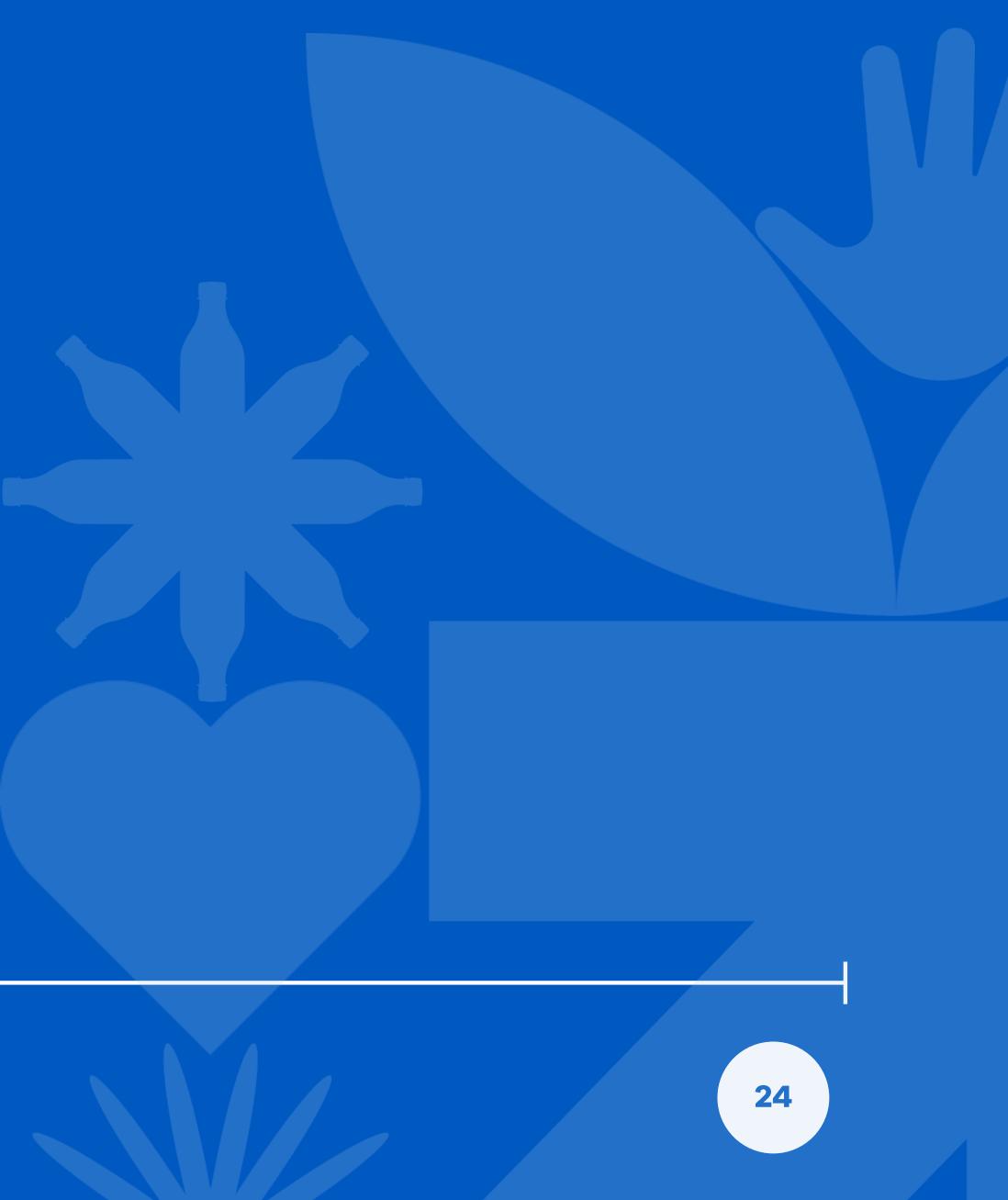
In today's world, sustainability is not a choice but a necessity – not only for our planet and its people, but for the future success of our joint activities.

I hope this sustainability progress report provides you with a clear overview of the actions we're taking today to embed sustainability across our business, from innovation and manufacturing to supporting our partners, communities we serve and colleagues.

One Vision is embedded in our purpose, with a focus on building a better tomorrow, today.



4. Additional information



Chief Sustainability Officer

Marius de Beer

Sustainability Managers

Andreea Neagu

Eugene Tan

hvconevision@hoya.com

Global Digital Marketing, Brand Strategy, Communication & Experience Director

Pamela Pedrucci



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.

