



2024

Environmental, Social and Governance Report



Empower the Sensing by Technology

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About This Report

Will Semiconductor Co., Ltd. Shanghai hereby publishes the Environmental, Social and Governance ("ESG") Report ("the Report") for the year 2024 to the public. This is the 5th ESG Report issued by the Company to demonstrate the Company's vision, strategies, practices and achievements on ESG issues.

Reporting Standards

The Report is prepared in accordance with the *Guidelines No.1 for Self-Regulation Rules for Listed Companies – Standard Operation* issued by Shanghai Stock Exchange, with reference to the standards of the *Self-Regulatory Supervision Guidelines for Listed Companies on the Shanghai Stock Exchange No. 14—Sustainable Development Report (Trial)*, the *GRI Standards on Sustainable Development Reporting* (hereinafter referred to as the "GRI Standards") issued by the Global Reporting Initiative (GRI), and the requirements of the United Nations Sustainable Development Goals (UN SDGs).

Reporting Scope

The Report covers the ESG activities and accomplishments of Will Semiconductor and its main subsidiaries. The scope of the environmental disclosure in this Report covers the performance of the Company's main offices, including Shanghai Zhangjiang Park, Shanghai Songjiang Park, Zhejiang Shaoxing Park, and Silicon Valley in the United States etc. This Report mainly covers the period from 1 January 2024 to 31 December 2024 (the "Reporting Period"), and some contents in it may exceed the aforementioned time frame.



Abbreviations

In this Report, "Will Semiconductor Co., Ltd. Shanghai" is referred to as "Will Semiconductor", "the Company" or "we". Subsidiaries "OmniVision Semiconductor (Shanghai) Co., Ltd.", "OmniVision Optoelectronics Technologies (Shanghai) Co., Ltd." and "OmniVision Technologies, Inc." are referred to as "OmniVision Semiconductor", "OmniVision Optoelectronics", and "OMNIVISION USA" respectively.



Report Availability

The Report is published in Simplified Chinese and English, which can be viewed or downloaded on the official website: www.omnivision-group.com



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Message from the Chairman



As the waves of digitalization and intelligence surge, global demand for integrated circuits has steadily climbed. Amidst the complex fluctuations of the macroeconomic environment and the profound adjustments in global industrial chains, enterprises face a landscape where development opportunities and challenges are deeply intertwined. Will Semiconductor has steadfastly upheld its mission of "Empower the Sensing by Technology", delivering diverse products and solutions to global customers and consumers. The Company has deeply integrated the philosophy of sustainable development into every link of its value chain—from research and development design, supply chain management, and production operations to customer service—building long-term resilience through responsible business practices and advancing the sustainable development of the industrial ecosystem.

Green development represents an inevitable path toward achieving sustainable and high-quality growth. Will Semiconductor has actively harnessed the opportunities presented by clean technologies, making forward-looking deployments in the field of new energy vehicle (NEV) in-vehicle products to support the advancement of the NEV industry. Through continuous technological innovation and process optimization, the Company strives to enhance product integration, reduce power consumption, and improve environmental friendliness, delivering efficient and sustainable solutions to the market. During the Reporting Period, we launched the OG0TC image sensor, achieving a power consumption reduction of over 40%; it also introduced automotive chip-scale packaging technology (a-CSP) for the first time in an 8M module, reducing space occupation by 50% during the product design phase and significantly

shrinking the package size. Concurrently, we proactively manage the environmental impacts of our operations and supply chain. OMNIVISION USA, a subsidiary, has set a target of net-zero greenhouse gas emissions across its value chain by 2050 and has obtained verification from the Science Based Targets initiative (SBTi), contributing to mitigating global warming. During the Reporting Period, the rooftop photovoltaic facilities at the Company's Songjiang Park in Shanghai—part of ongoing expansions—generated a total of 2,053 MWh of green electricity throughout the year.

High-quality products and services, coupled with a highly collaborative supply chain, form the critical foundation for long-term customer partnerships. Will Semiconductor adheres to its quality policy of "provision of sophisticated solutions, high-quality products, and efficient services", continuously strengthening its end-to-end quality control system. During the Reporting Period, we focused on in-vehicle products, refining its related quality management systems to further enhance quality control capabilities and competitiveness in automotive-related offerings. We have also dedicated efforts to building a highly collaborative and sustainable supply chain, integrating ESG requirements into supplier management processes to ensure the green and stable development of the industrial chain. Leveraging its professional and efficient service team and a timely, seamless communication and feedback mechanism, Will Semiconductor provides customers with diversified solutions that help reduce costs, improve efficiency, and jointly create value for global consumers. During the Reporting Period, a user satisfaction survey was conducted among 51 key and potential customers regarding the Company's products, yielding a score of 93.35.

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Will Semiconductor remains committed to a "people-first" philosophy, dedicated to fostering an inclusive workplace and attracting diverse talent globally. During the Reporting Period, the Company incorporated ESG-related content—including anti-discrimination, anti-harassment, and prohibitions on child labor and forced labor—into its annual governance training, ensuring 100% employee participation. Additionally, female executives account for 26.27% of the management team. The Company offers a comprehensive and diverse training system, clear career development pathways, and an internal lecturer team that continuously develops courses to support employee growth and professional advancement. Aligned with societal needs, it actively engages in philanthropic initiatives, consistently funding local community projects across its global operations to promote inclusive social development.

Robust governance serves as the cornerstone of an enterprise's sustainable development. In building its corporate governance framework, Will Semiconductor has established a scientific and efficient structure, prioritizing board diversity and independence to ensure strategic decisions are both scientific and forward-looking. We have also established diverse communication channels to maintain close engagement with stakeholders—customers, suppliers, investors, and others—proactively understanding and addressing their expectations. Upholding the highest standards of integrity, it collaborates with employees and partners to cultivate an orderly business ecosystem.

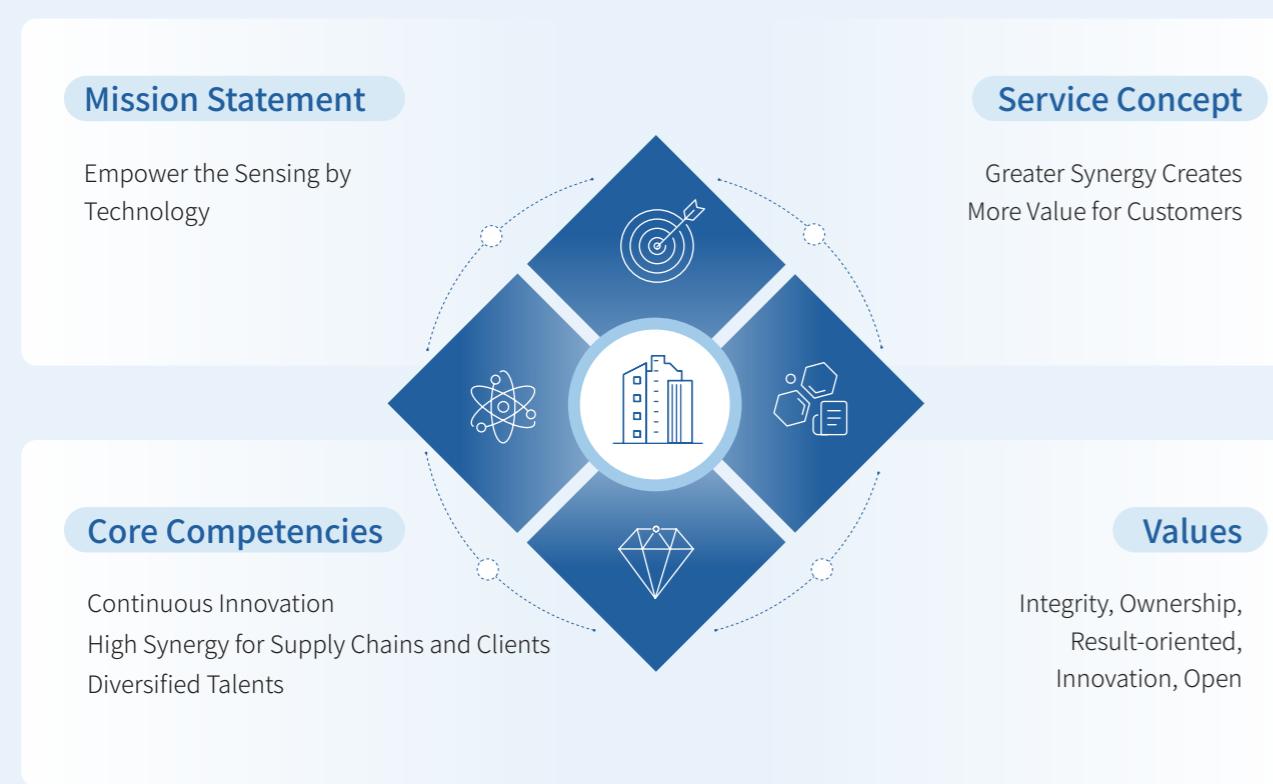
Will Semiconductor is confident that the sustained practice of sustainable development principles will enable it to maintain resilience amid future opportunities and challenges. Looking ahead, we will continue to increase investments in technological innovation, working closely with diverse talent, supplier partners, and customers to unlock infinite possibilities through technology and pioneer an intelligent, sustainable future.

Will Semiconductor Co., Ltd. Shanghai

Chairman **Yu Renrong**

About Us

Will Semiconductor Co., Ltd. Shanghai (Stock Code: "603501"; Stock Name: Will Semiconductor) is a world-leading Fabless semiconductor company, mainly engaged in Fabless chip design. With our profound proprietary technology, flexible Fabless business model, diversified portfolio of products and solutions, extensive customer network and supply chain ecosystem, we have established first-class brand awareness and gained widespread recognition in the global market.



| Global Presence

Will Semiconductor is headquartered in Shanghai, with its R&D centers and business networks worldwide. We continuously improve our global strategic arrangement and optimize and expand our business development within the global semiconductor industry. Through a comprehensive layout, the Company gives full play to the synergistic effects among various business systems, enhances its business scale and market competitiveness, provides customers with better products and services, and jointly creates greater value for global consumers with our customers.

In order to provide more comprehensive and timely services and support to global customers, Will Semiconductor has established offices in various regions such as China (including Hong Kong and Taiwan regions), the United States, South Korea, Singapore, Japan, India and several European countries. By the end of the Reporting Period, the Company has established a total of 17 R&D centers in place like China, the United States, Japan and Europe.



► Global Presence

Our Business

Portfolio of the Design Business

The Company's semiconductor product design business mainly consists of three major business systems: image sensor solutions, touch and display solutions, and analog IC solutions. As a globally renowned chip design company that provides advanced digital imaging solutions, the Company's products have been widely applied in the fields of consumer electronics and industrial applications, including smart phones, automotive electronics, security monitoring devices, tablets, laptops, medical imaging, AR/VR and other areas. In addition, the Company is also one of the few domestic companies that possess both capabilities of semiconductor R&D and semiconductor sales (distribution). Through the coordinated development and resource integration among different business segments, the Company can explore the market more comprehensively and steadily.

Business	Product
Image sensor solutions	Complementary metal oxide semiconductor (CMOS) image sensor CameraCubeChip® Liquid crystal on silicon (LCOS) projector Application specific integrated circuit (ASIC)
Touch and display solutions	Touch and display driver integration (TDDI) Display driver integrated circuit (DDIC) TCON embedded driver (TED) IC Transient voltage suppresser (TVS) Metal-oxide-semiconductor field-effect transistor (MOSFET)
Analog IC solutions	Schottky barrier diode (SBD) Low dropout regulator (LDO) Direct current-Direct current (DC-DC) Light emitting diode (LED) Analog switches Controller area network (CAN) interface chip Local interconnect network (LIN) interface Chip System basis chip (SBC)

Portfolio of the Distribution Business

As a typical technical authorized semiconductor distributor, the Company has an experienced team of field application engineers (FAE). To adapt to the industry layout, Will Semiconductor establishes subsidiaries both domestically and internationally, which provide a comprehensive support network across procurement, sales, after – sales service, technical and logistics functions to continuously offer professional services to customers.



Honors and Recognition

Number	Awarded by	Name of Award
1		2024 Automotive IC Technology Breakthrough of the Year Award
2	China Semiconductor Investment Alliance	2024 Global Supply Chain Breakthrough of the Year Award
3		2024 The Corporate Social Responsibility Award
4	China Center for Information Industry Development	"China Chip" Outstanding Technological Innovation Product Award - System Basis Chip (SBC)/OKX0210
5	Shenzhen Camera Industry Association	2024 Star Product Award in the Global CMOS Industry
6		2024 World Electronics Achievement Awards – Sensor of the Year - OCH2B Camera Module
7	ASPECORE	2024 China IC Design Awards - Top 10 China IC Design Brands
8		2024 China IC Design Awards - Best Sensor/MEMS of the Year - Automotive CIS-OX08D



Response to Sustainable Development Goals

The UN SDGs are a global development framework adopted in 2015 to address social, economic and environmental challenges between 2015 and 2030, promoting global transition to sustainable development. Will Semiconductor continuously supports the UN SDGs, identifies the sustainable development goals relevant to our business, integrates them into our company's ESG strategy, and promotes the achievement of the UN SDGs in 2030 through practical actions.



Topic:

Business ethics Information Security

Section introduction: Will Semiconductor has continuously improved its corporate governance structure, adhered to high standards of integrity in conducting business activities, and made every effort to safeguard the security of information and data with rigorous measures. At the same time, based on the global strategic layout, the Company has formulated and continuously optimized the ESG strategy and ESG governance structure, and integrated the concept of sustainable development into all aspects of the Company's operations.



Topic:

Product innovation and R&D High quality green products

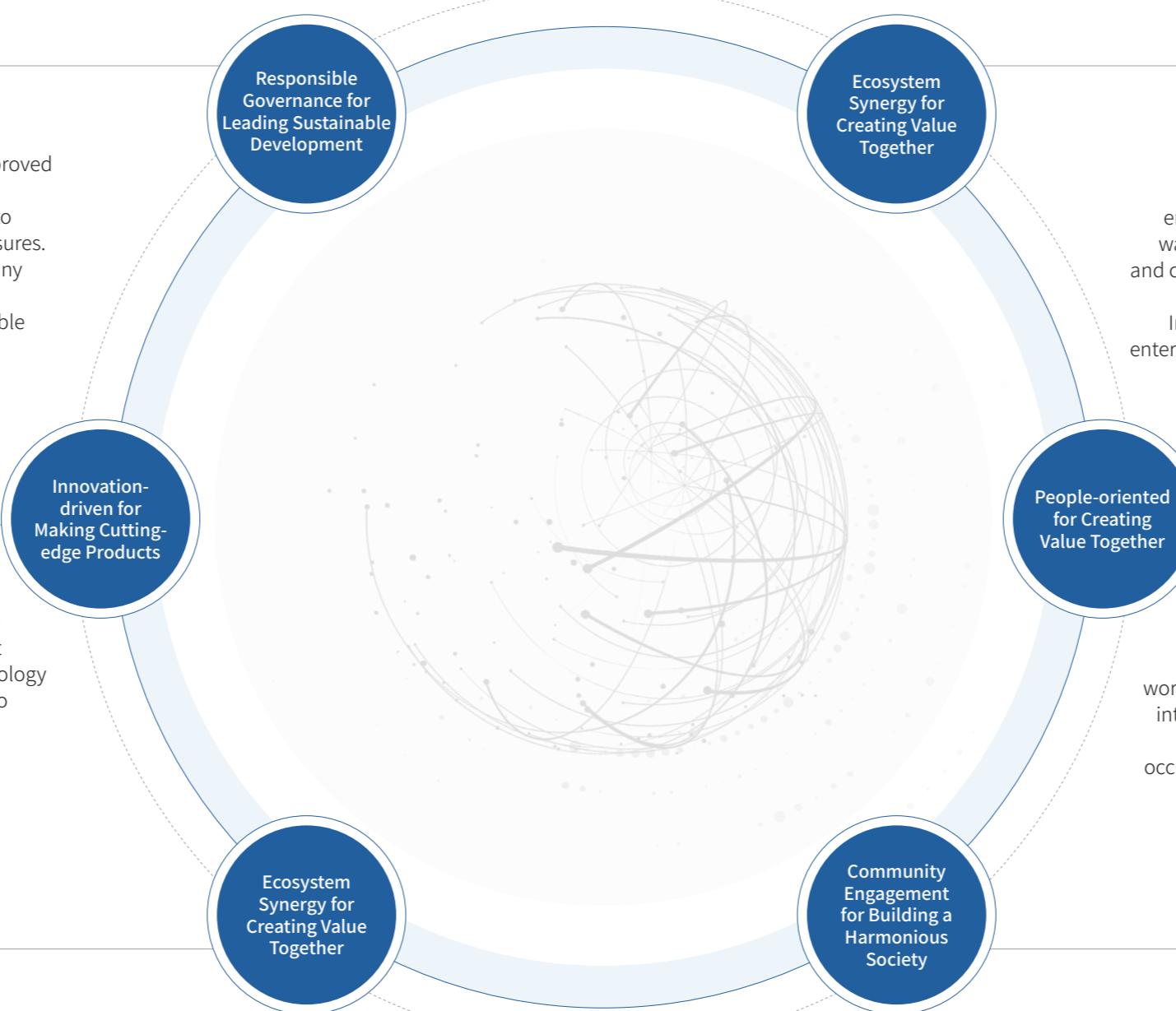
Section introduction: Will Semiconductor continues to increase investment in scientific and technological innovation and product development, and actively grasp the opportunities of clean technology to provide the market with advanced green, clean products, and to continuously improve the quality management system to ensure product quality.



Topic:

Customer service Sustainable supply chain

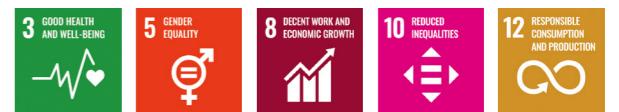
Section introduction: Will Semiconductor has established a professional team provides customers with technical support and efficient services, and establishes a highly efficient and coordinated supply chain system. We incorporate ESG-related requirements into the supplier management process to assist the green and sound development of the industry chain.



Topic:

Climate change Energy management Waste Water resource and wastewater discharge Exhaust emission

Section introduction: Will Semiconductor implements the environmental policy of "optimizing resources, reducing pollution and waste, making continuous improvements, protecting the environment, and complying with regulations", and actively responds to climate change through the application of clean energy and energy-saving retrofits. In addition, we are committed to building an environmentally friendly enterprise by improving resource recycling based on compliant emissions.



Topic:

Human rights Talent attraction and retention Employee diversity and inclusion

Talent training and development Employee health and safety

Section introduction: Will Semiconductor creates an inclusive workplace atmosphere for employees. We protect employees' rights and interests through clear development and training paths, a performance assessment system, competitive compensation and benefits, and occupational health and management system. In this way, we help them realize their personal values and grow together with the Company.



Topic:

Social contribution and Involvement

Section introduction: Will Semiconductor actively focuses on the communities surrounding its operations and collaborates with its employees to participate in social welfare initiatives, contributing to the development of an inclusive society.

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Responsible Governance for Leading Sustainable Development

A robust governance system serves as the core pillar for a company's development. Will Semiconductor has always been committed to continuously optimizing corporate governance, safeguarding the Company's development with increasingly improved governance structures, business ethics practices, risk control measures, and information security management. Meanwhile, we have established an ESG strategy to integrate the concept of sustainable development into the Company's daily operations. By closely connecting with stakeholders, we jointly promote a sustainable development landscape of mutual benefit and win-win outcomes.

- ↳ Corporate Governance
- ↳ Integrity and Compliance
- ↳ Information Security
- ↳ ESG Governance and Strategy

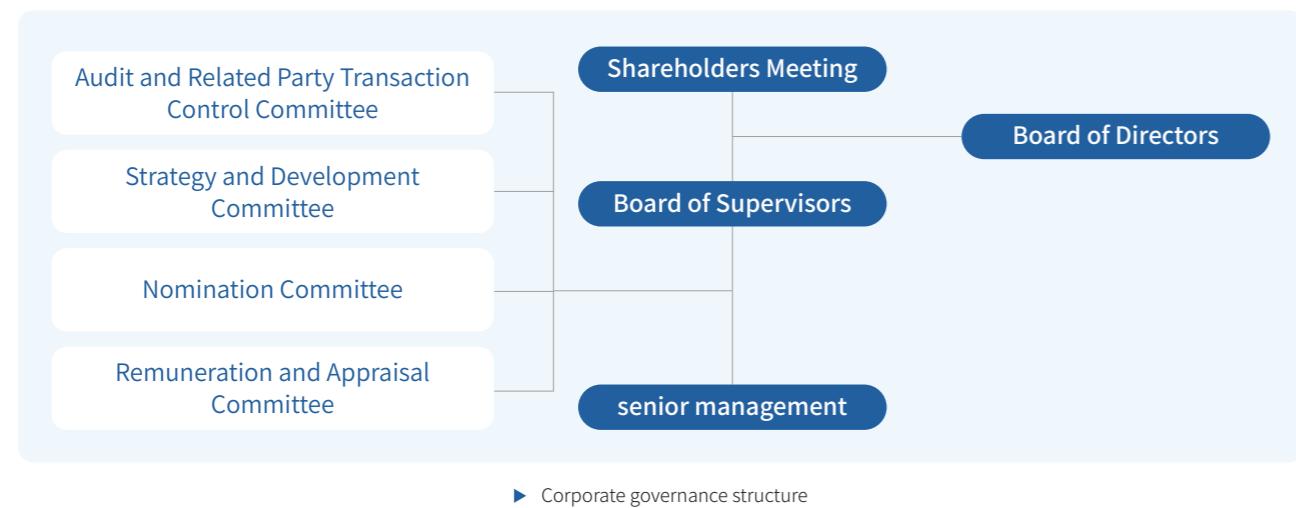


Corporate Governance

Governance Structure

An efficient and standardized governance structure is the cornerstone of a company's steady operations. Will Semiconductor strictly adheres to the requirements of relevant laws and regulations, such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Rules Governing the Listing of Stocks on the Shanghai Stock Exchange*, the *Corporate Governance Guidelines for Listed Companies*, and relevant regulations of the China Securities Regulatory Commission to establish our corporate governance structure. The Shareholders Meeting, the Board of Directors and the Board of Supervisors are the supreme governing body, executive body and supervisory body of the Company. The three bodies and the senior management perform their respective duties with mutual collaboration as well as with checks and balances, forming a scientific and efficient business decision-making mechanism for operation. In addition, the Company's board of directors has established four special committees: the Audit and Related Party Transaction Control Committee, the Strategy and Development Committee, the Nomination Committee, and the Remuneration and Appraisal Committee. These committees give full play to their professional roles in the Company's operation and management.

There are four special committees under the Board of Directors, i.e., the Audit and Related Party Transaction Control Committee, the Strategy and Development Committee, the Nomination Committee and the Remuneration and Appraisal Committee. These four committees give full play to their professional roles in the Company's operation and management.



Diversity and Independence of the Board of Directors

The diversity and independence of the Board of Directors contribute to providing multi-dimensional perspectives for corporate governance, helping enhance the effectiveness of decision-making. We have developed the *Board Diversity Policy*, and the Nomination Committee shall take our business model and specific needs into account when selecting director candidates and proposing improvement advice. The Nominating Committee selects director candidates based on a variety of criteria, including but not limited to gender, age, race, language, culture background, educational background, industry experience and professional skills.

In addition, we believe that in the event of a potential material interest conflict, independent directors can facilitate the Board of Directors to make decisions that protect the overall interests of the Company as well as the legitimate rights and interests of small and medium shareholders. Therefore, the Company continuously improves the authority

of independent directors and establishes systems such as the Working Rules for Independent Directors, which specify the specific requirements for the "independence" of independent directors to avoid significant conflicts of interest. The Company has also dedicated sections on support for the performance of duties, providing necessary working conditions and personnel support for independent directors to fulfill their roles, ensuring they can make appropriate contributions to corporate governance.

As of the end of the Reporting Period, the Company has one female director and three independent directors. Additionally, both the Audit and Related Party Transaction Control Committee and the Remuneration and Appraisal Committee are each composed of independent directors, effectively enhancing the independence of the Board's specialized committees.

Protection of Shareholders' Rights and Interests

Will Semiconductor has established a robust information disclosure mechanism to safeguard shareholders' rights and interests through transparent communication. The Company communicates with investors in various ways, such as regularly releasing reports, holding performance briefing, answering investors' calls and surveys, organizing research activities for institutional investors, and responding to investors' inquiries on the e-interactive platform of Shanghai Stock Exchange. These efforts aim to provide investors with truthful, accurate, and complete information and ensure the protection of all shareholders' rights and interests.

During the Reporting Period, we held four performance briefing sessions at Shanghai Stock Exchange (SSE) and SSE Roadshow. The Company participated in investment strategy meetings and industry forums organized by domestic and overseas securities brokerages for investors on multiple occasions. Through forms such as keynote speeches and closed-door seminars, we conveyed the Company's investment value. We actively participated in the "Investor Exchange Activity in Hong Kong" organized by institutions like the China Association for Listed Companies, strengthening the connection with global investors.

Meanwhile, we attach great importance to the rights and interests of small and medium investors. We jointly held the event "An Insight into Our Listed Companies and Local Characteristics - Will Semiconductor's Special Session" together with institutions such as the China Securities Investor Services Center for Small and Medium-sized Investors and the Shanghai Association of Listed Companies, and invited a large number of small and medium-sized investors to have offline exchanges with the Company's senior executives.



Moreover, after taking the operating and financial conditions and the future development of the business into account, during the Reporting Period, the Company repurchased 11,213,200 shares through centralized competitive bidding, safeguarding shareholders' rights and interests as well as the value of the Company. In the middle of 2024, upon the approval of the shareholders' general meeting, we paid the 2023 cash dividends of RMB 0.14 per share (including tax) to all registered shareholders (as of the close of business at SSE on the record date), totaling RMB 167,603,477.30 in cash. At the end of 2024, upon the authorization of the shareholders' general meeting and the approval of the Board of Directors' meeting, we paid the 2024 interim cash dividends of RMB 0.2 per share (including tax) to all registered shareholders (as of the close of business at SSE on the record date), totaling RMB 239,979,343.20 in cash.

Integrity and Compliance

Integrity and compliance are critical prerequisites for a company's sustainable development. To help foster an honest, fair, and compliant business environment, Will Semiconductor has established the *Code of Business Conduct and Ethics*, the *Anti-Bribery and Anti-Corruption Policy*, and the *Whistleblowing Policy*. These documents state detailed requirements on anti-money laundering, anti-corruption, anti-bribery, interest conflicts, protection of trade secrets, and insider trading, enabling us to uphold high integrity in our business activities.



Trade Compliance

To ensure the compliance of the global business, Will Semiconductor has established a three-dimensional trade compliance review mechanism. The mechanism adopts an approach that is "led by the legal department, coordinated by the business department, and assisted by external lawyers", to ensure that our operations comply with export control and economic sanctions regulations. The Company continuously improves trade compliance, seeking professional assistance from external lawyers for the legal department in assessing potential risks and proposing constructive response strategies, so as to boost the Company's global development through compliant operation.

Business Ethics

The internal audit department is responsible for monitoring and ensuring the implementation and enforcement of business conduct and ethical standards. At the same time, to ensure that all employees can fully understand and adhere to integrity in daily work, we conduct policy interpretation training for them. All employees are also required to sign the commitment letter to confirm that they have read and understood the *Code of Business Conduct and Ethics*, the *Whistleblowing Policy* and other documents. As of the end of the Reporting Period, 100% of our employees had signed the commitment letter.

Case **Will Semiconductor's 2024 business ethics training**

Will Semiconductor conducts annual training on corporate governance for directors and all employees annually, and is committed to following internationally recognized principles in respect of human rights, labor and anti-corruption. During the Reporting Period, the Company conducted annual management training that included business ethics, reiterating to directors and all employees the core policies for business ethics, including the *Code of Business Conduct and Ethics*, the *Employee Handbook*, the *Public Communications Policy*, the *Whistleblowing Policy*, the *Information Security Policy*, the *Electronic Communications, Resource Usage, and Privacy Security Policy*, the *Employment, Confidential Information*, and *Intellectual Property Agreement*, the *Anti-Money Laundering Policy*, the *Anti-Harassment Policy*, and the *Corporate Social Responsibility Guidelines*.

OMNIVISION™ July 2024

Corporate Governance Training

Rest of World (all non-US locations)

Human Resources

► 2024 Business Ethics Training

At the same time, the Company extends its business ethics requirements to partners such as agents, contractors, and consultants we collaborate with. The Company has established the *Supplier Code of Conduct* to clearly communicate our business ethics standards to suppliers, ensuring that business cooperation is carried out in accordance with high-integrity principles. During the Reporting Period, Will Semiconductor did not experience any violations of business ethics.

Anti-bribery and Anti-corruption

Will Semiconductor has formulated and strictly complies with the *Anti-Bribery and Anti-Corruption Policy*, and maintains "zero tolerance" attitude to bribery and corruption. Based on periodic risk assessments of critical areas that are prone to bribery and corruption, we review and improve relevant policies and measures. Every year, the Company's Audit Department assesses and analyzes key points based on the results of corruption/bribery complaints, aiming to minimize such incidents, maintain the Company's image and credibility, and ensure operation compliance of the Company. In addition, we have established robust documents/records archiving policies, under which we properly record transactions and activities. By doing so, we can readily facilitate internal and external audits and investigations.

Whistleblowing and Whistleblower Protection

To promote the supervision of the Company's business activities, Will Semiconductor has established a public whistleblowing channel (whistleblower@ovt.com) and formulated the Whistleblowing Policy, which clearly defines the scope of whistleblowing, whistleblowing channels, and protective measures for whistleblowers and other detailed contents. After receiving any whistleblowing reports suspected of violations of business ethics, the Company's internal audit department will arrange investigators who meet the requirements or qualified external investigators to conduct a detailed investigation of the whistleblowing content. If the whistleblowing content is true, the Company will take measures such as disciplinary actions, dismissal, termination of cooperation, etc. against the relevant personnel according to the severity of the circumstances. At the same time, the Company attaches great importance to the protection of whistleblowers and witnesses, and promises to take strict measures to keep the identities of relevant personnel confidential to avoid whistleblowers and witnesses from being harassed, accused, or retaliated against.

Internal Control

Will Semiconductor conducts internal control work annually in accordance with the supporting regulations of the *Basic Standard for Corporate Internal Control* and its internal control manual. The Company has clearly defined the internal control responsibilities of the Board of Directors, Board of Supervisors, management team, and other levels, and has established a management system that covers evaluation, supervision, and daily operations to ensure the Company's steady operations.



Information Security

Information security has become a critical line of defense for a company's steady operations and sustainable development. Will Semiconductor is fully committed to complying with the *Cybersecurity Law of the People's Republic of China*, the *Regulations on Protecting the Safety of Computer Information Systems*, the *Management Rules for Multi-level Protection of Information Security*, and other relevant laws and regulations related to information security in the regions where we operate. To strengthen our information security management system, we have implemented key policies and frameworks, including the *Information Security Management Systems*, the *Policy for Information Security*, and *Information Security Governance*. During the Reporting Period, we established an Information Security Management System (ISMS) and enhanced related policies and documents under the ISO 27001 Framework. Additionally, we integrated our risk management framework into the ISMS to proactively assess and address cybersecurity risks, enabling us to protect our assets and minimize potential vulnerabilities. The Company also adopted cloud backup solutions to mitigate the risk of data loss and reinforce data security.

Guided by the principle of accountability and due diligence, we formed an information security management team under the Office of Information Security during the Reporting Period. This team consists of the Security Awareness, Vulnerability Management, Security Operations Team, and Security Engineering and Architecture Team. We also clarified roles and responsibilities within the information security management framework and enforced an information security responsibility system. Furthermore, we have implemented a variety of measures in our daily operations to mitigate the risk of information leakage. By continuously enhancing employees' emergency response capabilities and information security awareness, we effectively safeguard the Company's information assets.



Prevention of Information Leakage

The Company has enhanced measures to prevent information leakage, including implementing network segmentation and document classification, to eliminate potential channels for information leakage. Additionally, the Company continues to advance key technologies to safeguard its information systems against network threats.



Network Segmentation

- Segment the key internal systems from the external network. Sensitive data and systems are stored in trusted zones within our internal network, while public-facing applications and processes are placed in the demilitarized zone (DMZ). This approach minimizes the exposure of sensitive information.
- Integrate a data security protection system into the R&D intranet to provide R&D personnel with a virtual terminal for securely transferring data between the intranet and public networks. This enables R&D personnel to securely access intranet resources while maintaining the security and control of data transfer.



Document Classification

- Deploy the data loss prevention tool across the Company and regularly enhance its data classification framework to categorize sensitive data based on confidentiality levels. Utilize data platform to restrict the transmission scope of confidential documents, thereby preventing both intentional and unintentional data leakage by employees.
- Establish document approval policies and implement automated document circulation workflows in alignment with established policies to ensure that documents are approved and distributed as required.
- Activate the log traceability function to monitor and track the circulation and approval progress of documents.



Robust Protection System

- Deploy next-generation antivirus software across all endpoints to ensure comprehensive coverage of desktops, laptops and servers.
- Utilize antivirus software that incorporates advanced machine learning and behavioral analysis to continuously detect and mitigate unknown and evolving external threats.
- Upgrade our computer firewall systems and routinely review traffic strategies to filter out external threats.
- Implement continuous Network Security Monitoring (NSM) and Security Information and Event Management (SIEM) systems to enhance network security.
- Develop a comprehensive patch management program to ensure that security patches for systems are applied in a timely manner.

► Measures for preventing information leakage

Meanwhile, our employees and suppliers are held accountable for the protection of information. New employees must enter into the *Confidentiality Agreement* and commit to comply with relevant regulations under the *Labor Contract*. Employees are required to regularly change their personal passwords and two-factor authentication is enabled, further enhancing the security of information access. Before partnering with suppliers, the Company requires them to fulfill confidentiality obligations by entering into information confidentiality agreements. This helps to protect the Company's trade secrets and sensitive information.

Rapid Response to Emergencies

In response to potential information emergencies, we have developed *Incident Response Plans* with playbooks to account for different scenarios. Guided by these policies, we have established the Computer Security Incident Response Team (CSIRT) with clearly defined roles and responsibilities to manage emergencies in a safe and orderly manner. Additionally, the Company has implemented a disaster recovery program. This architecture ensures system continuity of the critical business systems, in case of business interruption.



- Guide and coordinate actions in response to incidents.
- Assign roles and responsibilities to CSIRT members.
- Liaise with relevant administrative leaders and stakeholders in the event of an incident.
- Ensure adherence to incident response plans and established procedures.

- Investigate and analyze incidents to determine their nature and impact.
- Implement mitigation and remedial measures.
- Document all actions and findings during the incident response.
- Collaborate with other teams and external partners as required.

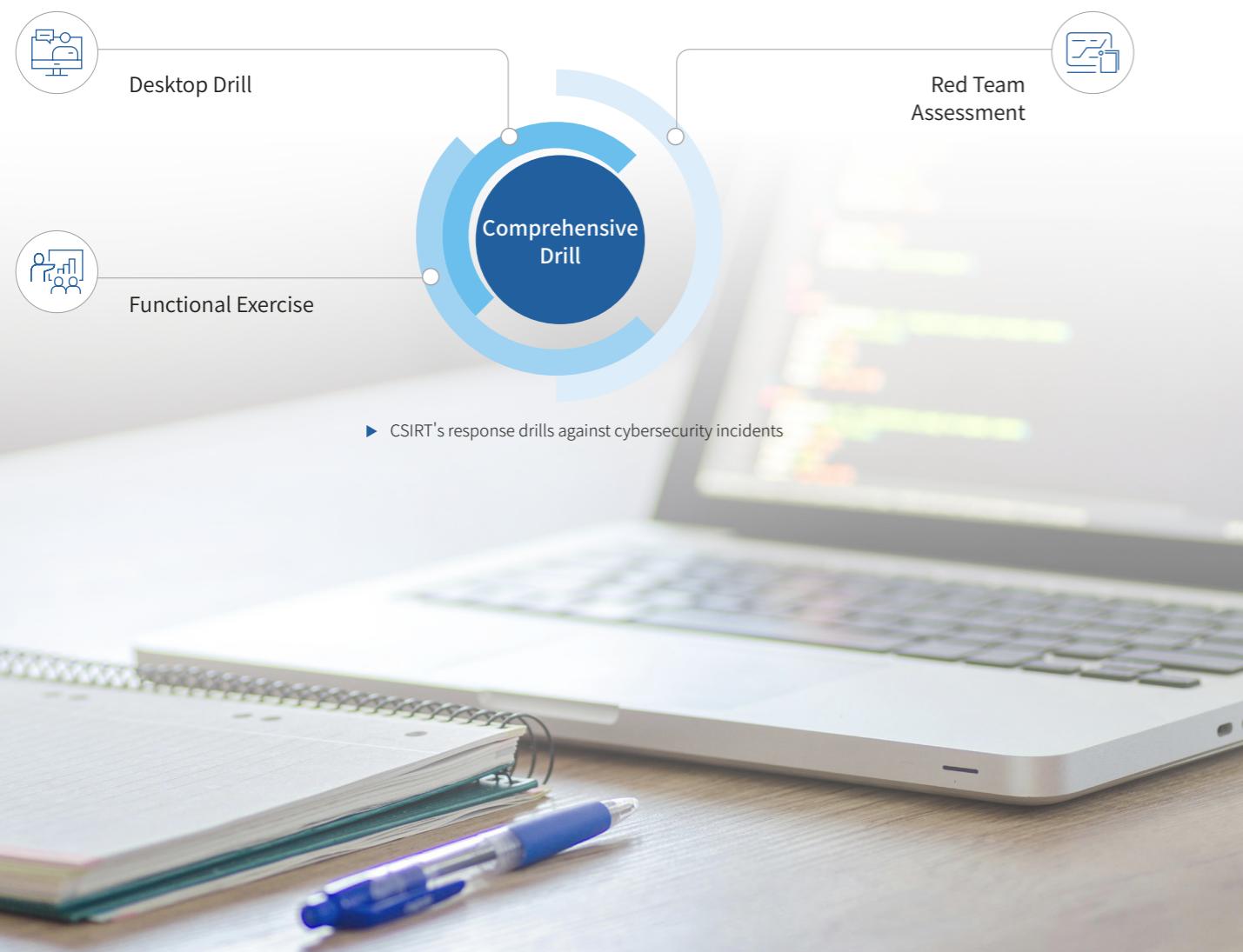
- Legal counsels, public relations representatives, IT engineers, HR representatives and other relevant personnel will join the response team as needed.

► CSIRT structure and functions



The Company regularly performs local backups for critical systems, with copies stored off-site, and conducts recovery activities for critical systems annually to ensure the safe operation of these systems. During the Reporting Period, we continuously updated and optimized architectural documentation and emergency response procedures to enhance preparedness for handling potential information security incidents or emergencies. We are introducing Security Incident and Emergency Management to enable real-time detection of network threats. Information security incidents are monitored throughout the process using a platform provided by Managed Security Service Provider (MSSP). The MSSP platform monitors, identifies, and analyzes endpoints, networks and attacks. When MSSP detects suspicious activities, they will take steps to isolate infected systems and remove malicious files or software to limit the scope of the impact. Additionally, depending on the severity of the incident, the information security team is notified via email or phone. Upon receiving the notification, the Security Department assumes responsibility and investigate the information incident.

Upon receiving an incident report, the CSIRT investigates and identifies the incident, classifies it based on its severity, and initiates appropriate response procedures. To enhance CSIRT members' capabilities in incident handling, analysis and decision-making, the Company has provided them with specialized training courses and drills. These initiatives ensure that team members are well-versed in the emergency response plan, their respective duties, and response processes. At the conclusion of each drill, a comprehensive assessment is conducted, and an improvement plan is developed for continuously optimizing the Company's emergency response. During the Reporting Period, CSIRT expanded its team with the establishment of the Information Security Department and an increase in information security personnel.



I Raising Information Security Awareness

The Company places great importance on enhancing employees' information security awareness. All employees are required to complete annual compliance training on information security policies, data protection guidelines, and network security protocols. In addition, the Company conducts regular employee training sessions on security awareness and specific security procedures, tailored to the sensitivity of the information accessed by employees. This initiative is designed to comprehensively improve employees' ability to identify network threats and protect information security. Furthermore, the Company conducts annual information security management assessments, recognizing and rewarding subsidiaries and individuals who excel in information security. Employees who violate relevant policies are subject to penalties based on the severity of the violation.

In addition, during the Reporting Period, the Company conducted stricter reviews of suppliers' information security policies to ensure compliance with the same information security standards as ours.

Case Information security training for new employees

New employees receive systematic information technology training on their first day of employment. As part of the onboarding training, the information security training covers policies and knowledge related to security protocols, the acceptable use of information technology systems, and the importance of protecting the Company's sensitive data. During the onboarding process, new employees are required to sign the Company's information technology security system document and data confidentiality agreement. The legally binding agreement ensures that employees comply with the Company's policies on information security and data protection. Additionally, we provide online information security training videos, which new employees are required to complete within 14 days. This training raises their awareness of information security, and encourages employees to adopt appropriate security measures in their work to protect the Company's data and information resources.

During the Reporting Period, our information security team held biweekly meetings guided by the principle of efficient communication and collaboration. In these meetings, team members provided detailed project updates, shared information, discussed various challenges encountered in their work, and collaboratively developed solutions. Additionally, the team tracked and monitored the progress of security projects to ensure all tasks were advancing steadily as planned.

Currently, the Company is making every effort to further enhance the ISMS. We are planning to increase investments in information security and hold information security management meetings more frequently. By closely monitoring new trends and challenges in information security, we can respond swiftly and develop timely solutions, fully demonstrating our commitment and contribution to enhancing information security awareness.

ESG Governance and Strategy

ESG Governance Structure

Will Semiconductor is committed to promoting the sustainable development of itself and society through responsible business practices. To this end, the Company has established a top-down three-tier ESG governance structure, composed of the Board of Directors, the ESG Committee, and the ESG Working Group. Each level of organization has a clear division of labor and responsibilities to ensure comprehensive supervision, management, and execution of ESG-related matters, and to guarantee the orderly progress of ESG strategies and goals. Furthermore, Will Semiconductor has formulated and disclosed the Environment, Social Responsibility, and Governance Policy, aiming to provide guidance for the Company's actions in environmental protection, social responsibility, and corporate governance. This ensures that while the Company achieves its business objectives, it can effectively manage environmental and social risks and achieve long-term sustainable development.



The Board of Directors

Assumes the full responsibility for the Company's ESG strategies and reporting, including assessing and determining risks and opportunities related to ESG, ensuring appropriate and effective ESG risk management and internal control systems are in place, formulating ESG management policies, strategies, and objectives, reviewing the Company's performance regularly and approving the disclosed information in the ESG report.

The ESG Committee

Responsible for evaluating and determining the ESG-related risks and opportunities, and ensuring that an appropriate and effective ESG risk management system is in place. Additionally, it reports ESG-related risks and opportunities to the Board of Directors and ensures the effectiveness of the system.

The ESG Working Group

Composed of four groups: Environment Working Group, Product Working Group, Employee Working Group, and Governance Working Group. These groups are responsible for implementing ESG management policies approved by the ESG Committee, managing and reporting ESG topics, and reporting on the progress of ESG work to the ESG Committee.

ESG Strategy

Will Semiconductor closely centers around the Company's core business, integrates the concept of sustainable development into all aspects such as product research and development, production and operation, and customer service, and establishes a sustainable development framework and strategy. Meanwhile, Will Semiconductor has set clear goals and regularly reviews and checks the progress of goal achievement to ensure that the ESG strategy is effectively promoted and implemented.

Sustainable development framework: THE SCI

To jointly build a sustainable industry ecosystem with our employees, customers, suppliers, partners and other stakeholders, we have established a framework for sustainable development – "THE SCI", where the T, H, E, S, C, I stand for "Talent Attraction and Retention", "Health and Safety of Employees", "Business Ethics", "Supply Chain Sustainability", "Customer Service" and "Product Innovation and R&D" respectively, corresponding to the major issues that have been identified one by one. We will use the six dimensions of "THE SCI" as the framework to guide the Company's sustainable development practices.



► ESG governance structure

► Sustainable development framework

Sustainable development strategy

Will Semiconductor adheres to the mission statement of "Empower the Sensing by Technology". Under the guidance of sustainability framework, THE SCI, the Company has formulated a forward-looking and adaptive strategy system for sustainable development. Focusing on energy management, climate change, talent attraction, business ethics and product innovation, the system includes key development strategies in the three areas of "Green Operation", "Talent-Orientation" and "Pioneering Innovation", integrating the concept of sustainable development into its operations.



► Sustainable development strategy

I ESG Performance-linked Senior Management Remuneration

To promote the implementation of its ESG strategy, Will Semiconductor has established the *Administrative Measures for Remuneration and Performance of Senior Management* and integrated ESG-related topics such as energy conservation and emission reduction, talent attraction and retention, sustainable supply chain, business ethics, and product innovation and R&D into the performance evaluation criteria for senior management. This approach facilitates top-down promotion of ESG goal achievement, ensuring alignment between management accountability and the Company's sustainable development objectives.

At the same time, the Company has established a clear clawback system in the *Administrative Measures for Remuneration and Performance of Senior Management*. If senior management engages in inappropriate conduct during their term of office, the Remuneration and Appraisal Committee will have the authority to prudently determine, based on investigation results, whether to recover compensation other than the basic annual salary paid to relevant senior management—including performance bonuses, equity incentive proceeds, etc.—and decide on the specific amount to be recovered. This mechanism ensures that while pursuing personal interests, senior executives earnestly fulfill their responsibilities to the Company and society.



Stakeholder Engagement

Establishing and maintaining good communication with stakeholders is an important means for Will Semiconductor to achieve common development. The main stakeholders of Will Semiconductor include the government, shareholders and investors, employees, customers, partners and suppliers, as well as the environment and the community. We establish targeted communication mechanisms according to the actual expectations and needs of each stakeholder group, fulfill our commitments in an all-round and multi-dimensional manner. While promoting our own development, we achieve mutual benefit and win-win results with all parties and grow together.

Stakeholders	Expectations and requirements	Communication mechanism
Government	<ul style="list-style-type: none"> • Law and discipline observation • Tax payment by-laws • Support for local development 	<ul style="list-style-type: none"> • Daily management • Conferences • Supervision and inspection
Shareholders/ investors	<ul style="list-style-type: none"> • Return to shareholders • Information disclosure • Investor relations • Corporate governance • Risk control 	<ul style="list-style-type: none"> • Shareholders Meeting • Information disclosure • Activities promoting investor relations • Investor visits and inquiries
Employees	<ul style="list-style-type: none"> • Compensation and welfare • Occupational health and safety • Career development platform • Fair opportunity for promotion and development 	<ul style="list-style-type: none"> • Dual-channel career development system • Performance appraisal management measures • Employee activities • Healthy and safe working environment
Customers	<ul style="list-style-type: none"> • Innovative environmental products • Quality of service • Customer demands • Customer rights 	<ul style="list-style-type: none"> • Customer satisfaction survey • Follow-up to daily communications • Product experience center • Industry conferences and forums
Suppliers	<ul style="list-style-type: none"> • Fulfilment of promises • Procurement in an equal, open, and fair manner • Win-win development • Corporate social responsibility issues 	<ul style="list-style-type: none"> • Supplier management • Compliant procurement • Contract fulfilment
Environment	<ul style="list-style-type: none"> • Environmental protection • Ecological balance 	<ul style="list-style-type: none"> • Reduction of emissions and wastes • Energy conservation and emission reduction
Community	<ul style="list-style-type: none"> • Improvement of community environment • Support for community welfare 	<ul style="list-style-type: none"> • Visits to children with disabilities/in need • Green public welfare activities

Materiality Assessment

Will Semiconductor regularly conducts materiality assessments to analyze impacts of ESG topics on its business, where the results serve as a reference for ESG strategy formulation and optimization, initiative determination, and ESG information disclosure. Materiality assessment consists of the following steps:

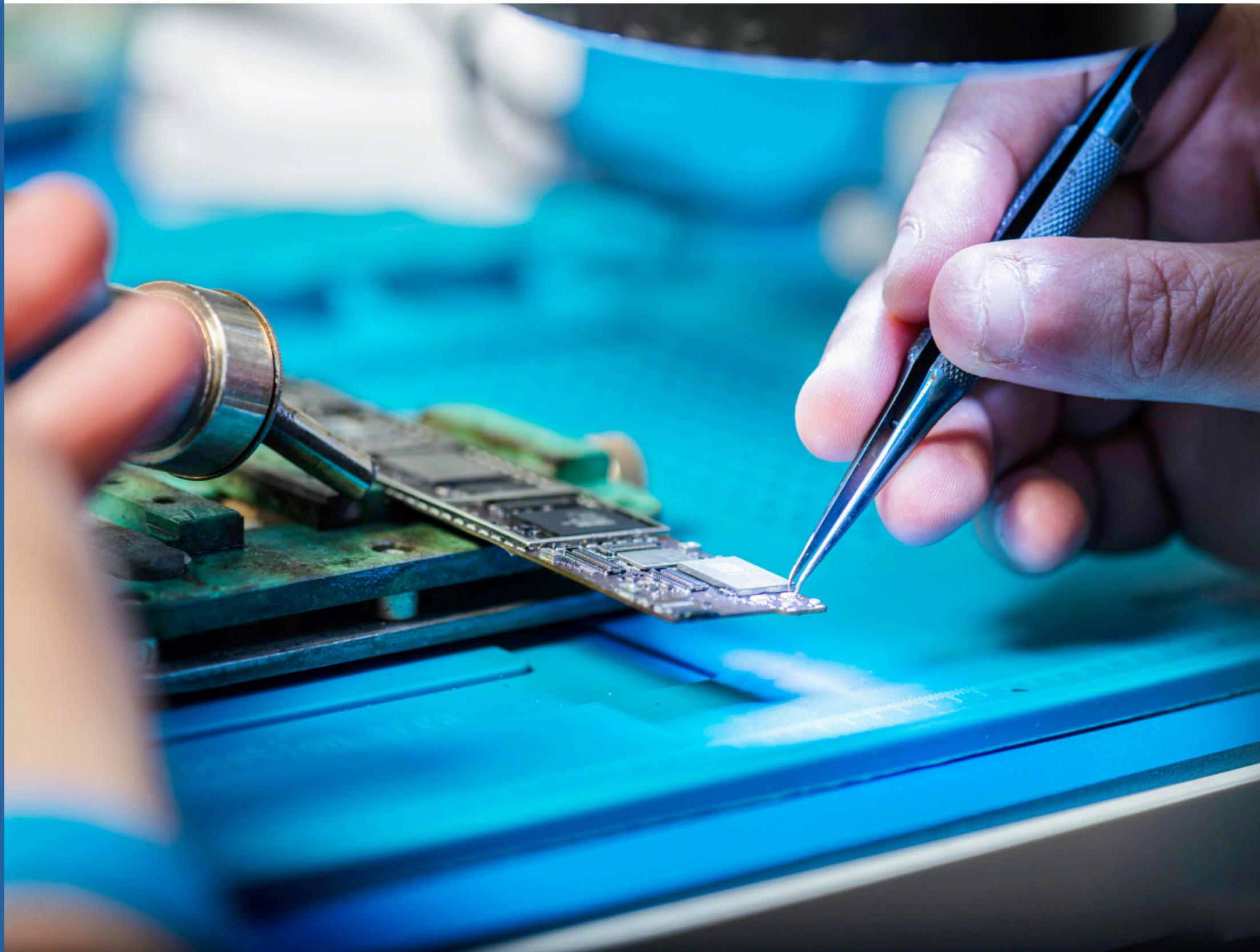


02

Innovation-driven for Making Cutting-edge Products

As a global leading semiconductor design company, we remain relentlessly focused on driving technological breakthroughs and transformative development. Through our continuously enhanced R&D mechanisms and globally-minded innovation teams, we maintain profound insights into market dynamics and technological investments to develop cutting-edge products. By actively seizing climate change opportunities and accelerating our clean technology deployment, we are pioneering high-efficiency, low-power solutions to deliver superior, eco-friendly technologies and products for customers and end consumers worldwide. Simultaneously, we have established a comprehensive quality management system that spans from customer needs analysis to integrated circuit design, wafer manufacturing, and packaging/testing processes. With stable and reliable product quality as our cornerstone, we continuously refine our quality control procedures to provide premium products that earn market trust. This commitment not only strengthens customer confidence but also propels the advancement and widespread adoption of innovative technologies across industries.

- ↳ Constant Technological Innovation
- ↳ Clean-tech opportunities
- ↳ Strictly Controlling Product Quality



Constant Technological Innovation

Target and Review



- Continue to invest in R&D and R&D team building
- Expand the number of patents
- Continue to develop green products
- Provide innovative products for the world's top brands



- The Company invested RMB **32.45** billion
- The Company had **4,865** patents in total, with an increase of **190** patents over last year
- Developed green technology and products with high energy efficiency
- Provided better solutions for first-line brands in the fields of automotive, consumer electronics, security, medical, AR/VR, and other fields



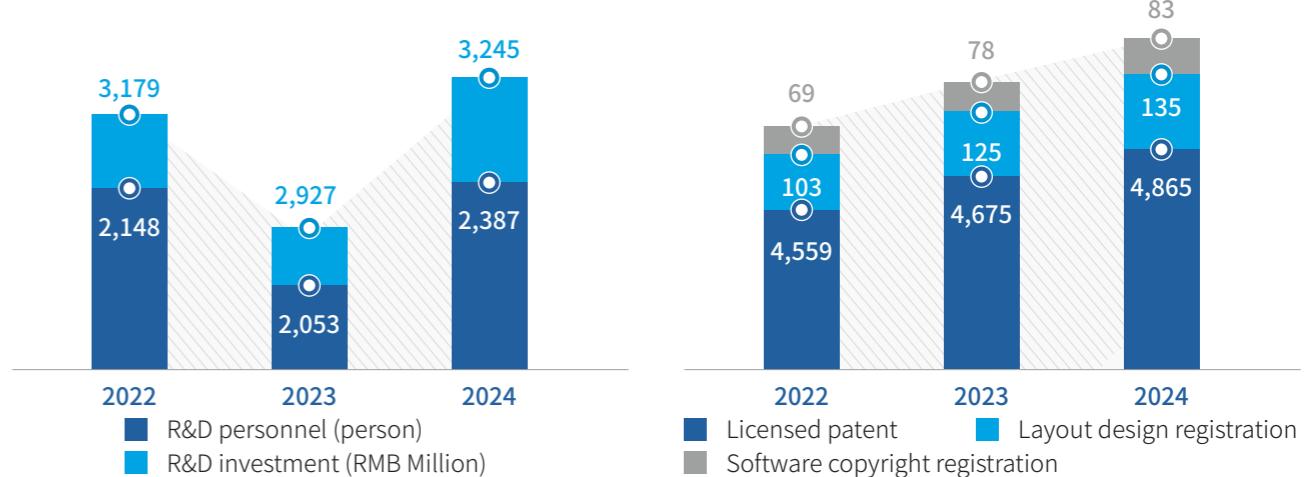
I Laying a Solid Foundation for Innovation

With Fabless semiconductor design as our main business, R&D capability constitutes the core competitiveness of Will Semiconductor. The Company places paramount importance on the development of proprietary intellectual property technologies and products. With acute market insight and technological foresight, we have established a customer demand-driven R&D model that continuously innovates its research mechanisms to strengthen our core competitive advantages in the industry.

The Company places strategic emphasis on technology protection and talent cultivation, with dedicated focus on building and retaining high-caliber R&D teams to support long-term strategic development. Will Semiconductor has assembled world-class technical talent globally, leveraging cutting-edge technologies as our core driver to deliver products with superior performance and breakthrough innovation for our expanding global clientele and end consumers. As of the end of the Reporting Period, the Company had 2,387 employees working in R&D-related areas, accounting for 44.40% of the total workforce.

Meanwhile, the Company steadily increases R&D investment in various product areas to fully guarantee product upgrading and new product development, steadily enhancing the product competitiveness. During the Reporting Period, the Company invested RMB 3.245 billion in semiconductor design and R&D, accounting for 15.00% of the Company's semiconductor design and sales revenue, representing a 10.89% increase compared to the previous year.

Benefiting from our innovative R&D mechanisms, exceptional research teams, and sustained resource commitments, we have achieved substantial accomplishments in technological innovation. As of the end of the Reporting Period, the Company had 4,685 licensed patents, 204 utility model patents and 2 design patents. Additionally, the Company had 135 layout design registrations, and 83 software copyright registrations.



In addition, the Company strictly abides by the laws, regulations, and standards in the countries and regions where it operates, such as the *Patent Law of the People's Republic of China*, the *Detailed Rules for the Implementation of the Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China* and the *Enterprise Intellectual Property Management Standards*. The Company has developed the *Intellectual Property Management Policy*, the *Patent Management Policy*, the *Trademark Management Policy*, the *Enterprise Copyright Management Policy*, etc, to ensure systematic and well-regulated intellectual property management practices. During the Reporting Period, OMNIVISION USA updated its Technical Publication Policy to strike a strategic balance between advancing technological disclosure for industry collaboration intellectual property rights. Meanwhile, OMNIVISION USA also deployed its internal website "IP Centre" to disseminate essential IP protection knowledge, effectively enhancing employees' awareness and competencies in intellectual property safeguarding. This initiative continuously strengthens the foundation for innovation.

Sustainable Innovation

Through years of independent R&D and technological evolution, the Company accumulates remarkable technical advantages in CMOS image sensor circuit design, packaging, digital image processing, and supporting software.

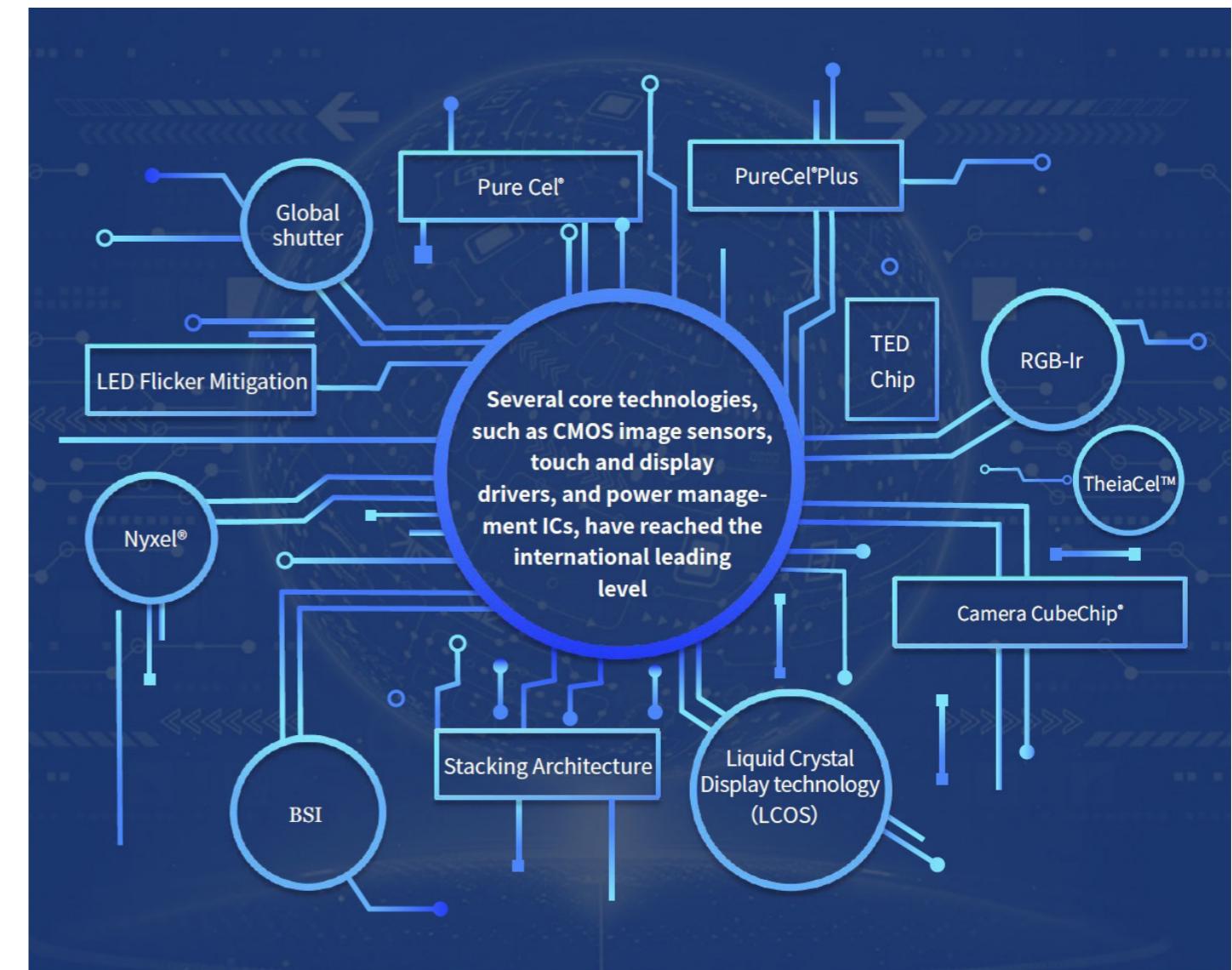
The Company was among the first in the CMOS image sensor industry to commercialize Backside Illumination (BSI) technology, achieving mass production of PureCel® and PureCel®Plus technologies in 2013. In response to evolving smartphone market demands—including high-resolution imaging, depth-of-field control, optical zoom, recognition—we have PureCel®, Pure Cel®Plus, RGB-Ir, which can fully meet the needs of the mobile phone market, providing high-quality still image acquisition and video performance in the industry, which ensure the high performance of image capture in low-light conditions. Meanwhile, the image sensor adopting the Company's high dynamic range (HDR) image technology can effectively eliminate flicker and reproduce scenes of extremely high contrast.

In addition, our technology accumulation of LED flicker mitigation, global shutter, and Nyxel® near-infrared and ultralow-light enables the Company to dominate the competition in fields of the high-end HDR image sensors for the automotive market, the ultra-low-power solutions and near-infrared and low-light sensors for the surveillance market, and the global shutter sensors for emerging markets such as AR/VR. The Company's R&D team continues to improve its silicon semiconductor architectures and processes to achieve the world's best quantum efficiency (QE).

The Company's newly launched TheiaCel™ technology series addresses High Dynamic Range (HDR) performance challenges across diverse application scenarios through readily implementable solutions. Current HDR imaging technology has reached a new phase where existing solutions can no longer adequately meet critical industry demands. In response to this challenge, our innovative TheiaCel™ technology provides the definitive answer.

By integrating Lateral Overflow Integration Capacitor (LOFIC) technology with our proprietary HDR solutions, TheiaCel™ delivers exceptional image quality output under all lighting conditions. The technology's first implementation focuses on automotive applications using 2.1-micron pixel architecture, combining with DCG™ HDR technology to significantly enhance low-light imaging performance while resolving LED flicker artifacts.

- The CameraCubeChip® technology developed by the Company can enable all the functions of image sensing, processing and single-chip output. While fully guaranteeing low light sensitivity, it innovatively combines wafer-level optics and CMOS image sensors, providing ultra-compact sensors suitable for the medical device market. It performs excellently in the field of medical devices such as endoscope.
- The Company's Liquid Crystal on Silicon (LCOS) technology delivers a high-resolution, compact, low-power and low-cost micro display solution for micro projection systems. The single-panel LCOS chip delivers 720p HD video, supported by a companion chip that provides advanced image processing and optional features of the host computer. It can be used in a wide range of applications such as wearable electronics, mobile displays, miniature projection, automotive and medical machinery.
- The Company's Touch and Display Driver Integration (TDDI) products combine LCD display driver integrated circuit (DDICs) and touch controller chips into a single-chip solution, effectively reducing display module thickness while saving system board space. These integrated drivers not only enhance display quality and touch performance but also streamline the display module supply chain and production processes to achieve significant cost savings. Leveraging our proven mass production experience with leading smartphone brands, we have successfully developed next-generation TDDI products supporting both FHD and HD resolutions with high refresh rates. Our patented technologies deliver superior image quality with enhanced color reproduction, contrast ratio and clarity, while significantly improving touch performance through higher signal-to-noise ratio and reduced false-touch and failure rates. Through continuous design optimization, including the implementation of recessed bump technology, our solutions now better meet smartphone manufacturers' stringent requirements for ultra-narrow bezel designs.
- In discrete devices, with multiple proprietary process platforms for discrete devices and years of technological accumulation, we have mastered several patented core technologies including multi-mode multi-band power amplifier technology, trench technology, multi-layer epitaxy, backside thinning, and flip-chip solutions. Leveraging these fundamental technologies, we have developed a series of products that effectively address critical challenges in consumer electronics such as high integration density and low power consumption, establishing our leadership position in the industry.
- In power management integrated circuit, through a rigorous, science-driven R&D system that implements fully autonomous design methodologies from initial development stages and employs iterative PDCA (Plan-Do-Check-Act) cycles, we have established proprietary core technologies with comprehensive patent protection. Notably, we pioneered China's first high-frequency, high-PSRR (Power Supply Rejection Ratio) low-dropout regulator (LDO) operating in the 100kHz-1MHz range with minimum 55dB rejection, achieving import substitution for high-end applications through industry-leading power efficiency and exceptional performance characteristics.



Diverse Cutting-edge Products

Thanks to our advantages in core technologies, our products have not only been widely applied in core markets such as smartphones, tablet and automotive electronics, but also formed complete product matrix in various emerging fields such as medical imaging, drones, security surveillance and AR/VR. During the Reporting Period, we continued to deepen our technological reforms and commercialization of advanced technological achievements, in a bid to expand our product portfolio in high-end application scenarios and launch cutting-edge products widely recognized by the industry and customers.

OKX0210

As the first automotive system basic chip (SBC) for body control unit in China, the OKX0210 integrates a high-speed CAN transceiver and automotive-grade CAN SIC. It adopts DFN 3.5*5.5 package and supports up to 40V input, meeting the requirements of automotive 12V power supply system. With a compact design that guarantees safer and more convenient applications, the chip represents the first SBC product in China that has passed CAN SIC grade interoperability and compatibility certification of Germany-based C&S Laboratory under the AEC-Q100 Grade 1 requirements.

- **Awarded as 2024 "China Chip" Outstanding Technological Innovation Product**

OX08D

The OX08D10 is the first image sensor featuring new 2.1-micron (μ m) TheiaCel™ technology. Used as exterior cabin sensor, it can achieve HDR image capture at up to 200 meters, and precisely capture LED light and eliminate LED flicker regardless of lighting conditions. It features industry-leading low-light performance and low power consumption in a compact size that is 50% smaller than other exterior cabin sensors in its class.

- **Awarded as China IC Design Awards Popular IC Products – Best Sensor/MEMS of the Year**

OCH2B

As a new camera module for three-dimensional (3D) intraoral dental scanners, features a compact CameraCubeChip® package in an ultra-small form factor (2.6 mm x 2.6 mm) with exceedingly high image quality and MIPI interface for cameras in benchtop, standalone and portable intraoral scanners.

- **Awarded as 2024 World Electronics Achievement Awards (WEAA) - Best Sensor of the Year**

OV50M40

As a new image sensor for cameras in smartphones, the OV50M40 is built on PureCel®Plus-S stacked-die technology and 0.61 μ m pixel 4-cell binning technology, enabling high-resolution 50MP output with small pixels. It features functions such as single exposure dual analog gain (DAG) video HDR and always-on low power.

Clean-tech Opportunities

Amidst the widespread consensus on sustainable development across society, market demand for green products continues to demonstrate robust growth momentum. Will Semiconductor has astutely identified the developmental opportunities within clean technology sectors, consistently integrating eco-friendly principles as a pivotal element in product innovation. We have strategically expanded our portfolio of automotive solutions for new energy vehicles, persistently delivering sustainable product solutions to the market. This initiative underscores our proactive commitment to advancing the evolution of clean technologies, particularly in the new energy vehicles domain.

| Practicing Green Design

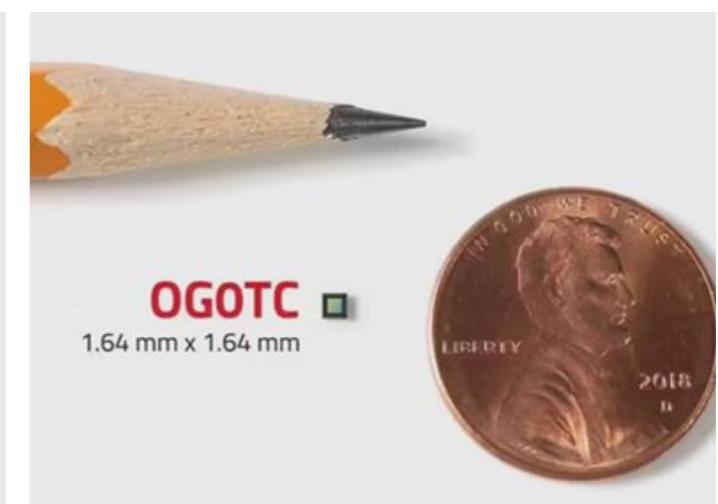
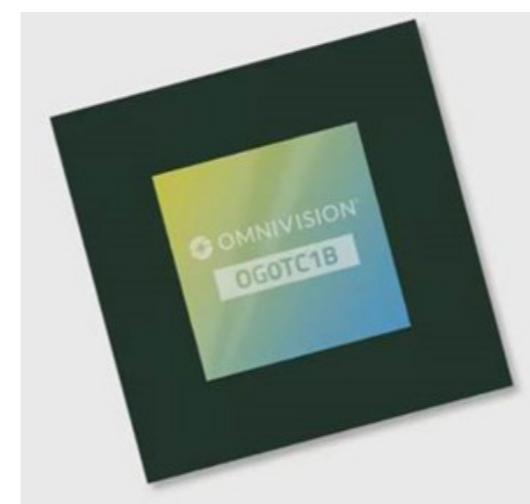
We embeds the concept of green development into product design, persistently advance product integration and energy efficiency while continuously enhancing environmental sustainability, dedicating ourselves to delivering a diversified portfolio of green products that provide high-performance eco-solutions across broader application fields.



Case

OGOTC for low-power environmentally friendly solutions

During the Reporting Period, we brought our patented single-exposure DCG™ high dynamic range (HDR) technology to the AR/VR industry for the first time, achieving ghost-free high dynamic range imaging and significantly reducing energy consumption. The OGOTC image sensor is built on stacked-die technology to significantly reduce package size and power consumption. At the same time, we adopted a 2.2 μ m backside-illuminated pixel design to broaden the dynamic range of the sensor, reducing power consumption by more than 40% while preserving the image quality. It provides an industry benchmark and a green solution for AR/VR face tracking.



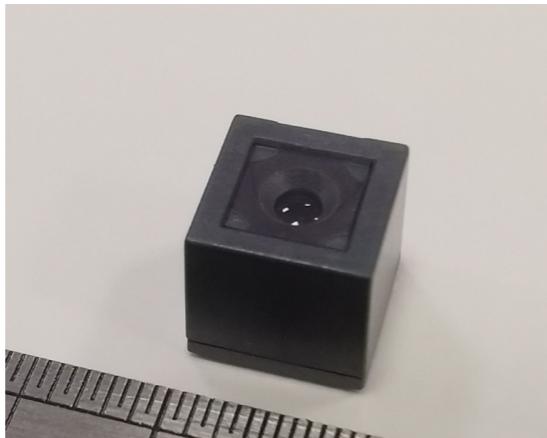
► OGOTC image sensor



Case

Lightweight CameraCubeChip® camera module

During the Reporting Period, we applied our innovative CameraCubeChip® technology to automotive products for the first time. This technology has simplified the product fabrication process by incorporating advanced image-sensor technology into a wafer-level chip-scale package. It adopts an advanced process to reduce the size of the sensor and make the product more compact, significantly reducing the size of the camera module. In this way, cameras turn thinner, lighter and more compact. Meanwhile, the module significantly reduces the power consumption of the camera, contributing to the development and application of new energy vehicles.



► CameraCubeChip® camera module



Case

Optimization of chip-scale packaging (CSP) technology for the 8M module



50% smaller package
for a reduced footprint

► CSP technology for the 8M module

Furthermore, we implement a minimal-packaging design strategy to continuously reduce material consumption per chip, thereby decreasing overall packaging waste. By adopting standardized reel and tray dimensions, we significantly optimize shipping space utilization—lowering transportation energy consumption per unit product and mitigating the environmental impact of logistics operations.

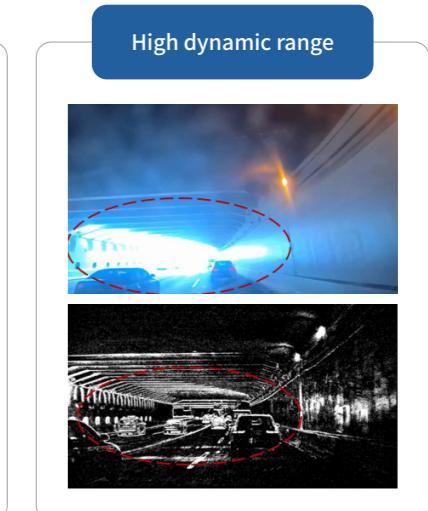
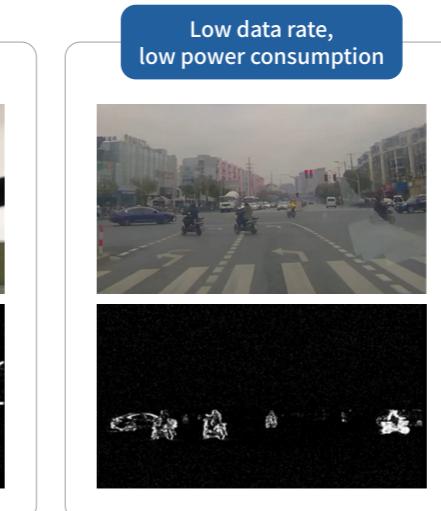
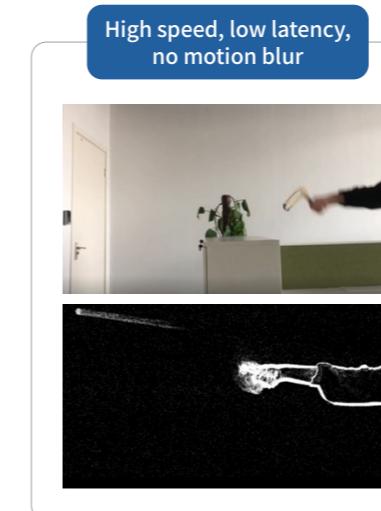
Driving the Green Transformation

The development of the new energy vehicle industry is one of the important drivers for the green transition of the global transportation market. As new energy vehicles develop and become more popular, the demand for automotive cameras is also surging up. Will Semiconductor actively supports the development of the new energy vehicle industry, and continues to increase R&D efforts and capital investment in the field of new energy vehicles. With advanced and compact automotive CIS solutions, the Company's automotive products have been applied in a wide range, including advanced driver assistance system (ADAS), in-cabin monitoring, electronic mirrors, dashboard cameras, and rear-view and panoramic images. These products bring clean, comfortable and safe driving and travelling experience to end-users.

Case

Event-based vision sensor (EVS) cameras offer new solutions for advanced autonomous driving

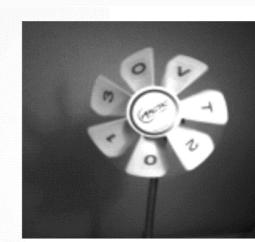
The Company's newly developed EVS camera integrates the event-base camera with the conventional camera. It makes significant progress in the bottlenecks of traditional cameras, such as motion blur and dynamic range, providing an innovation solution for advanced automated driving.



Case

New-generation OmniPixel®3-GS for high quality images

Will Semiconductor's new-generation OmniPixel®3-GS technology delivers exceptional motion capture performance, enabling precise image reproduction during high-speed object tracking while effectively preventing spatial distortion—producing crisp, artifact-free visuals. We make products more compact, enabling more functions and creating images of higher quality without increasing product size. In this way, it guarantees the image quality for the image capture of vehicles in motion, comprehensively enhancing the visual system performance of intelligent driving platforms.



Rolling shutter

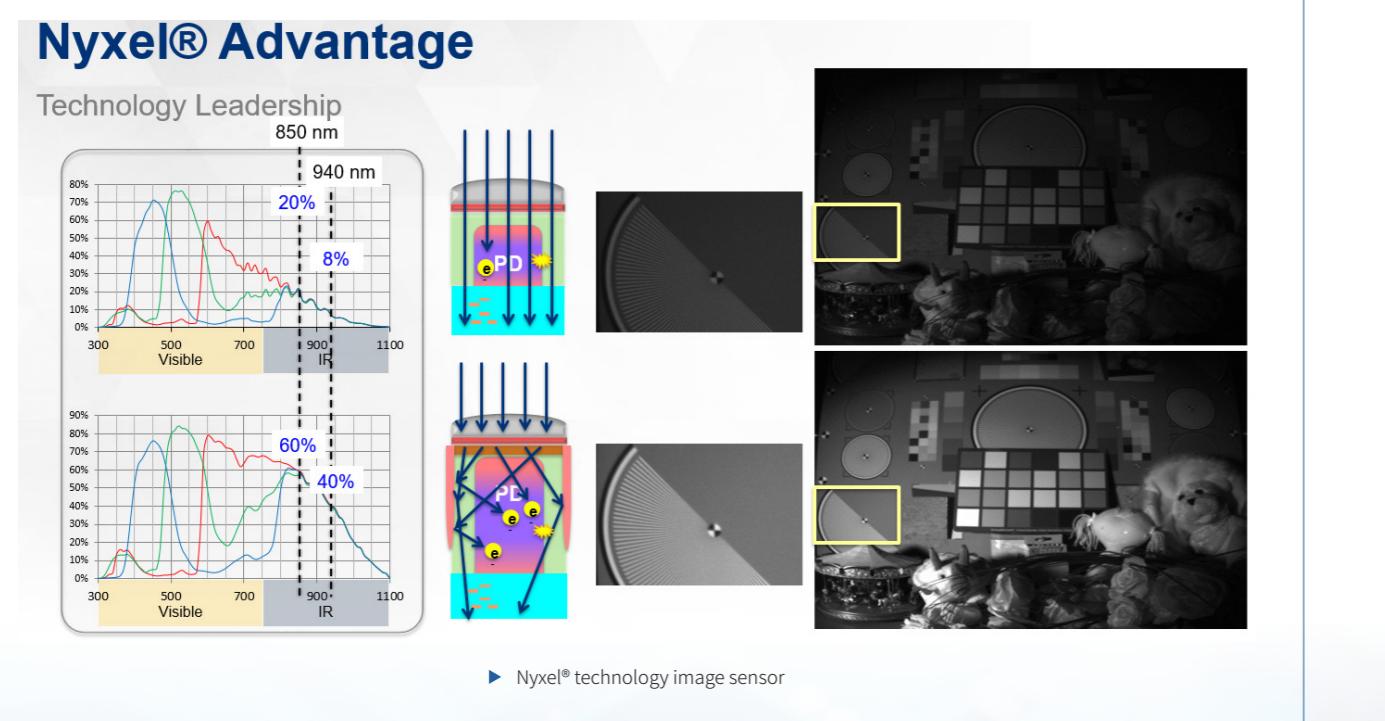
Global shutter

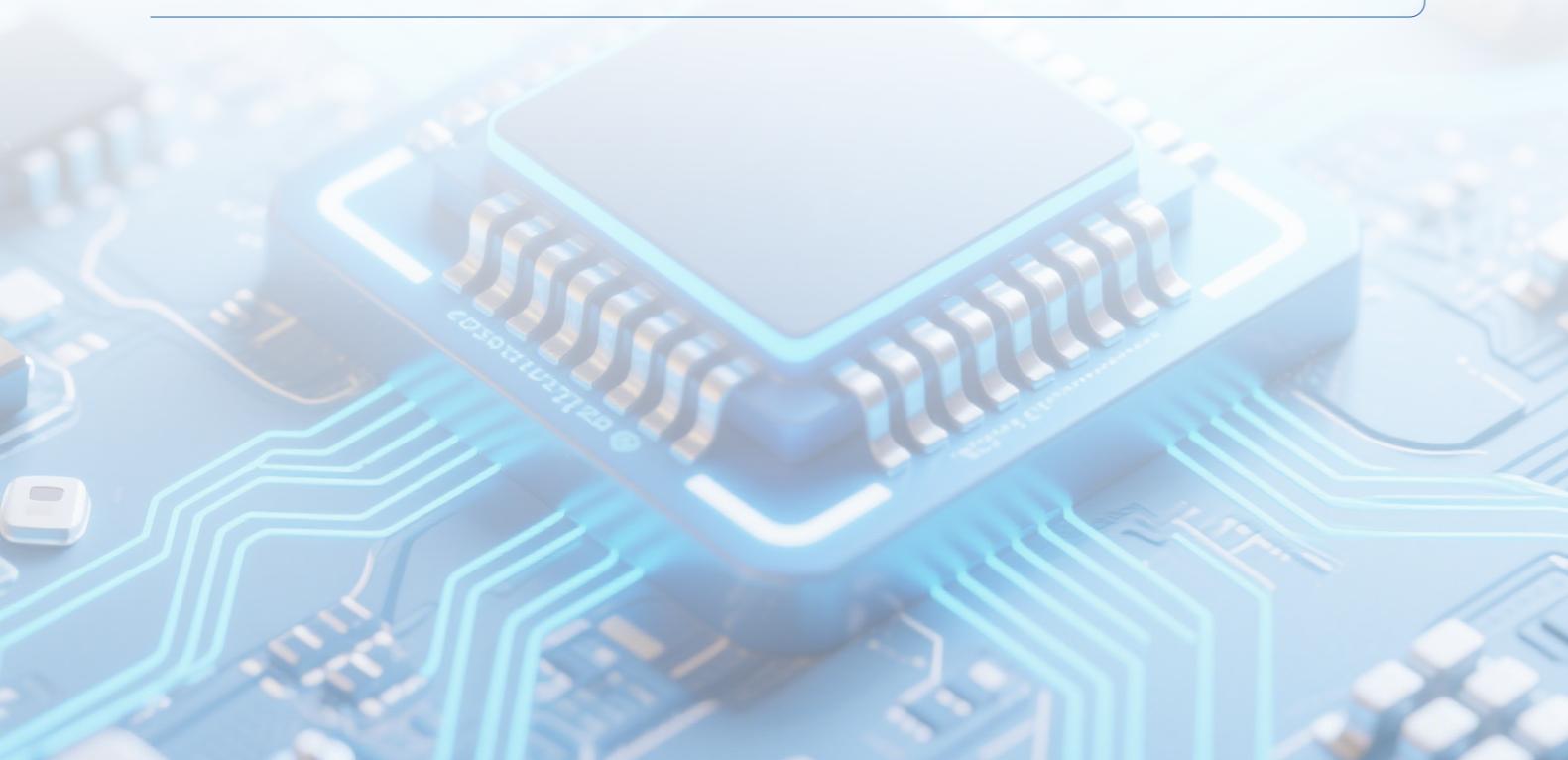
 Case Nixel® technology for higher nighttime imaging performance and energy efficiency

The Company unveiled a new-generation Nixel® technology. Through the optimized photon path in the scattering layer and thicker silicon pixel architectures, the Company has significantly improved the quantum efficiency, increasing the NIR imaging sensitivity by 25%, while reducing the power requirement for the LED light source. It reduces the potential harm to the human eye while lowering the energy consumption of the module. In addition, the deep trench isolation (DTI) technology is adopted to eliminate crosstalk, significantly improving imaging performance. It enhances the quality of image capture and extends the detection range of the image sensor. During the Reporting Period, this technology has been applied to new-generation products, providing a solution of higher energy efficiency for the nighttime imaging of smart devices.

Nixel® Advantage

Technology Leadership





Strictly Controlling Product Quality

Will Semiconductor strictly abides by the *Product Quality Law of the People's Republic of China* and other relevant laws and regulations of the countries or regions where the Company operates. In line with the quality approach of "provision of sophisticated solutions, high-quality products, and efficient services", the Company constantly improves the quality management system, and strengthens whole-process quality control at all key links ranging from customer demand analysis to development design and then to packaging and testing. At the same time, we focus on staff quality awareness and ability to improve, through systematic training and awareness-raising mechanisms, and actively cultivate corporate quality culture.

| Enhancing Quality Management System

We are committed to providing quality products to customers from various industries and continuously optimizing our internal quality management system. The Company has established the quality management system in accordance with the ISO 9001 Quality Management System and the IATF 16949 Vehicle Quality Management System and obtained the ISO 9001 Quality Management System Certification. During the Reporting Period, we expanded the coverage of the ISO 9001 Quality Management System, including the analog IC product design and development team for Tianjin automotive into the Group's ISO 9001 Quality Management System. In addition, OMNIVISION USA obtained ISO 13485 Medical Devices - Quality Management System Certificate, showcasing the Company's expertise and excellent quality management in the field of medical devices. During the Reporting Period, OMNIVISION USA also carried out ISO 21434 Road Vehicles - Cybersecurity Engineering Certificate. The certificate covers all the R&D teams around the world and has been registered in February 2025.



▶ ISO 9001 Quality Management System Certificate (Will Semiconductor)

▶ ISO 9001 Quality Management System and ISO 13485 Medical Device Quality Management System Certificate (OMNIVISION USA)

▶ IATF 16949 Automotive Quality Management System Certificate (OMNIVISION USA)

▶ ISO 21434 Road Vehicles - Cybersecurity Engineering Certificate (OMNIVISION USA)

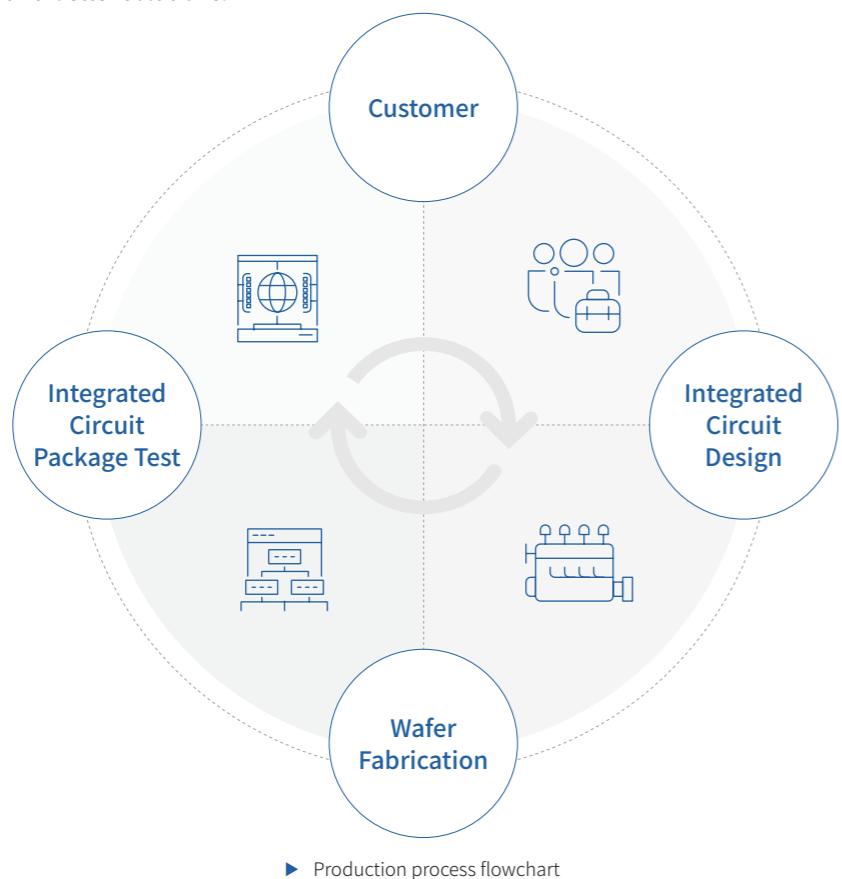
We have formulated policies for product quality based on these quality management systems, and will continue to improve these policies. During the Reporting Period, the Company formulated the Advanced Development Process for Product Quality for automotive products, defining the development process of new automotive products. This policy provides the development framework logic, promoting the standardization of risk control in product design and new product project management processes.

Meanwhile, referring to the German Association of the Automotive Industry's process audit standard VDA 6.3, we added and revised the requirements of the automotive electronics quality system standard, and included a procedural document regarding the *Market Requirement Document* (MRD) for automotive products. This further enhances the Company's quality control ability and competitiveness of automotive - related products.

To guarantee and improve product quality, Will Semiconductor sets general quality targets every year and breaks them down to each responsible department. By doing so, the Company's quality targets are effectively conveyed and implemented. During the Reporting Period, we set annual quality targets, including instrument testing and calibration rate, unqualified product rate, project completion rate and other KPIs, all of which have been achieved. At the same time, we guarantee the consistency and reliability of our products and services by regularly conducting annual internal quality audits, improving the internal quality system through the PDCA (Plan-Do-Check-Act) cycle and risk management thinking, and addressing potential problems in a timely manner.

Whole-process Quality Management

Will Semiconductor carries out a whole-process quality management system covering customer demand analysis, IC design, wafer fabrication, and IC packaging and testing environments. At the same time, we continue to optimize our management system and set clear quality standards for ourselves and our suppliers, in order to provide our customers with better products and better solutions.



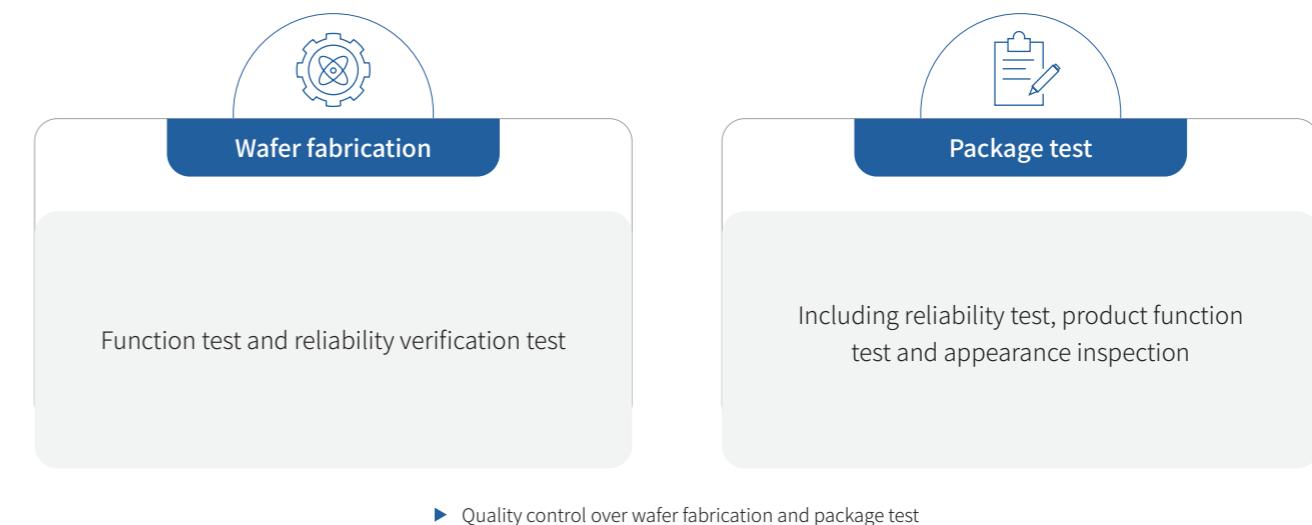
Customer Demand Analysis and IC Design

Will Semiconductor has formulated and based on the *Design and Development Control Program*, organized the R&D personnel to carry out IC design work in an orderly manner, and arranged professional personnel to critically review the results of each stage of design and development. During the development process, our relevant department team members will carry out full communication and multi-dimensional in-depth demonstration with customers, and will condense the Company's long-accumulated industry experience into scientific and reasonable design standards, aiming to meet customer needs and ensure the feasibility of the design. During the Reporting Period, we further refined the quality control requirements at the design stage. For automotive products, we have added the wafer control plan requirement for discrete devices at the engineering and trial production stages. At the same time, for consumer electronics, we have added the requirement for transferring data back to the integrated circuit fabrication (FAB) before mass production of IC products, and added 27 items of transient voltage suppressor (TVS) design checklist. By doing so, we continuously improve the quality control standards at the product design stage.

Wafer Fabrication and Package Test

We are always committed to ensuring that the quality of delivered products fully meets the requirements of our customers, and we strictly control the quality in wafer fabrication and package test by means of reliability test, function test, appearance inspection and others. The Company continues to improve the product fabrication and testing capabilities. We have added new design processes to the standards for wafer fabrication, packaging and acceptance, while adding rules for risk assessment and reliability acceptance. During the Reporting Period, we promoted the implementation of the Continuous Improvement Program (CIP) in our factories. By modifying the mask of the wafer cutting channel and other measures, we effectively improved the appearance of wafer and reduced the non-conformity rate.

Meanwhile, during the Reporting Period, the Company completed and put into operation a reliability (REL) and defect analysis (FA) laboratory with a total area of 187 square meters at the Songjiang plant in Shanghai. Equipped with 29 professional instruments and equipment, the laboratory is capable of carrying out online reliability testing for six product lines of mass-produced products in the Songjiang plant, and monitoring the reliability of the products in a timely and efficient manner.



Supplier Quality Management

As a semiconductor design company, the control of supplier product quality management is an important part of Will Semiconductor's quality management to ensure product quality. We have formulated internal policies such as the *Supplier Quality Management Procedures* and the *Production Process Control Procedures*. At the same time, we expressly state the quality requirements and responsibilities in the *Quality Agreement* signed with suppliers. In addition, we carry out all-round communication and collaborative management with suppliers through initiatives like annual audits, on-site inspections and SQE (supplier quality engineer) coaching to guarantee the stability and reliability of product quality.

Annual Audits	On-site Inspections	SQE Daily Meetings
Through on-site annual audits, we review and verify the suppliers' quality management systems and on-site implementation situation in the year.	Through on-site inspections, we are able to get a real-time view of the factory production situation and check the implementation of our requirements at the suppliers' sites.	A mechanism of weekly, monthly, and quarterly business review meetings between the Company's SQE and suppliers has been established. On these meetings, SQE confirm with suppliers the quality issues and trends of the products during the relevant period and require the suppliers to propose solutions. After the meetings, SQEs will track the implementation of the solutions, monitor the improvement results and confirm the closure of issues.

► All-round quality management and communication

Handling of Unqualified Products

Will Semiconductor has formulated the Unqualified Products Control Procedure to standardize the disposal process of nonconforming products. Once a non-conforming product is found, the Company will immediately identify and record the product information and initiate the recall process. We will take actions such as reworking, repairing, sorting and returning the non-conforming products to suppliers according to the actual situation. During the Reporting Period, we established an independent substandard product warehouse for storing non-conforming products that could not be reworked or returned, so as to facilitate in-depth analysis of the causes of non-conforming products and take timely corrective measures to avoid the recurrence of similar causes, and to promote the reduction of product defective rate. In addition, we continuously monitor the overall trend of product quality through data analysis in order to identify and prevent potential risks of product non-conformity in advance. During the Reporting Period, Will Semiconductor handled a total of 18 cases of non-conforming product customer complaints, all of which were traced and analyzed for specific causes, and collaborated with customers to properly dispose of all cases as well as promote the improvement process of the corresponding products. During the Reporting Period, the Company did not experience any product recall incidents.

In addition, the monitoring Company also inputs the factory's traceability code into the internal system of the chips. Through the unique identification of the One-Time Program (OTP) ID coding, it enables the traceability of the manufacturing and testing processes of individual chips (production records from the Fab to wafer testing, and from packaging to the testing status of individual chips). The traceability codes can help quickly identify the root causes of sub-standard products, assist the Company in precisely locating the source and production process of the products, and then corresponding corrective and preventive measures can be taken, thereby improving the efficiency of handling abnormalities and finding the reasons for non-compliance.

Enhanced Hazardous Substances Control

Will Semiconductor has established a hazardous substance process management (HSPM) system in accordance with IECQ QC 080000 Hazardous Substance Process Management System. Moreover, we set annual targets for hazardous substance control. We have formulated the *Traceability Procedure for Prohibited Environmental Hazardous Substances*. In addition, in accordance with the policy, we annually conduct comprehensive tests on products in OmniVision Semiconductor assemblies that involve the *Restriction of Hazardous Substances in Electrical and Electronic Equipment* (RoHS), halogen, or the *Registration, Evaluation, Authorization and Restriction of Chemicals* (REACH) of the European Union, to ensure the compliance of products in respect of hazardous substance and to promote the achievement of hazardous substance management targets.

The Company's Hazardous Substances Management Targets for 2024

2024 Target Review

Annual hazardous substance defective rate of 0%

Completed



For suppliers' management of hazardous substances, the Company has formulated the *Supplier Environmental Protection Agreement* and the *Environment Management System Manual* to set out clear requirements for various types of materials provided by suppliers. During the Reporting Period, we optimized the *Supplier Environmental Protection Agreement*, updating the limit value of the chemical substance HBCDD in the attached document *Hazardous Substances Control Standards of Will Semiconductor*, while adding new requirements on LCCPs control and expanding the range of control for PFAS substances. By doing so, the Company further enhanced the ability to control hazardous substances. Meanwhile, in order to ensure the compliance and safety of our products, we require suppliers to ensure that their products conform to the EU RoHS directive, REACH regulation, HF standard, and other relevant regulations. Besides, they are required to submit third-party test reports simultaneously to guarantee the authenticity of the data and information.

We have embedded hazardous substance management requirements in all aspects of our supplier onboarding, evaluation, and audit processes. During the evaluation process, we focus on suppliers' compliance with the standards for hazardous substances and their establishment and management of the HSPM system. Once a supplier is found non-compliant with the Company's requirements, we will immediately ask the supplier to make rectifications until it fully meets the standards.

Audit content of supplier hazardous substance management



In order to ensure that the relevant personnel fully understand the requirements of the HSPM system internal audit, so that potential problems can be detected and corrected in time, the Company regularly provides training on the HSPM system internal audit to the relevant departmental personnel in the form of internal knowledge sharing. At the same time, the Company incorporates the content of hazardous substance management in the customer satisfaction survey to ensure that the Company's products and the level of hazardous substance management meet the expectations and requirements of customers.

I Fostering the Culture of Quality Excellence

Will Semiconductor regards the cultivation of employees' quality management awareness and ability as an important part of corporate quality management. During the Reporting Period, the Company provided training courses on quality system and quality awareness for new employees. And the Company established a diversified training system covering the six quality management tools, while also communicating for quality management-related employees. Meanwhile, we comprehensively revised the fifth edition of the *Process Failure Mode and Effects Analysis (PFMEA)* to ensure that the quality management knowledge and skills acquired by our employees are fully aligned with the requirements of our quality assurance work.



Case

Mandatory training on six quality management tools

In November 2024, the Company carried out a series of mandatory training on six quality management tools for quality management-related employees. The training covered Advanced Product Quality Planning (APQP), Production Part Approval Procedure (PPAP), Failure Mode and Effects Analysis (FMEA), Statistical Process Control (SPC), Measurement System Analysis (MSA), and Control Planning (CP), and a total of 203 employees participated in the training. We innovatively adopted both online and offline learning modes, and arranged a course assessment. A total of 186 people passed the assessment, achieving a pass rate of 91.6%.

In order to fully stimulate the initiative of employees in improving work efficiency and product quality, we have prepared the *Corporate Improvement Proposal Management Measures* and established a sound mechanism for proposing continuously improvement activities. The Company has established and relied on the Proposal Committee, which is fully responsible for the planning, selection and result verification of the annual proposal activities. At the same time, for excellent improvement proposals, we award the proposers with bonuses and praise. Meanwhile, we incorporate awards for employees for their continuous improvement proposals into the employee promotion and year-end performance assessment, to further enhance the enthusiasm of our employees to participate in the improvement, and continue to promote the steady improvement of the Company's quality management level. During the Reporting Period, the Company selected 9 excellent proposals, which have effectively improved the Company's operational efficiency in practical application.



Case

An excellent improvement proposal in 2024 - the improvement proposal on the automated testing of IC chips

During the Reporting Period, in response to the problem of poor compatibility of automated test equipment, which resulted in low equipment utilization and high purchase cost, the Company adopted the improvement suggestions put forward by our staff and assembled automated test instruments by using the existing equipment in the laboratory, which significantly saved the equipment purchase cost. At the same time, we have formulated a detailed equipment acquisition plan, according to the actual needs of gradually adding more compatible test equipment, in order to realize the full coverage of all product testing work. After the above optimization, the efficiency of product testing work has been greatly improved, and the accuracy of testing has been significantly improved, laying a solid equipment foundation for product quality control work.

03 Ecosystem Synergy for Creating Value Together

The prosperity of the industry ecosystem requires collaboration across the value chain. Will Semiconductor is actively working with suppliers and customers to drive value growth. The Company continues to refine the supplier management system and to integrate ESG requirements into the system. We are committed to establishing a highly collaborative and sustainable supply chain to provide customers with premium products. Meanwhile, the Company has established an efficient and effective closed-loop mechanism for customer communication, service process and feedback to continuously improve user satisfaction and contribute to the prosperity of the industry ecosystem.

- ↳ Sustainable Supply Chain
- ↳ High-quality Customer Service

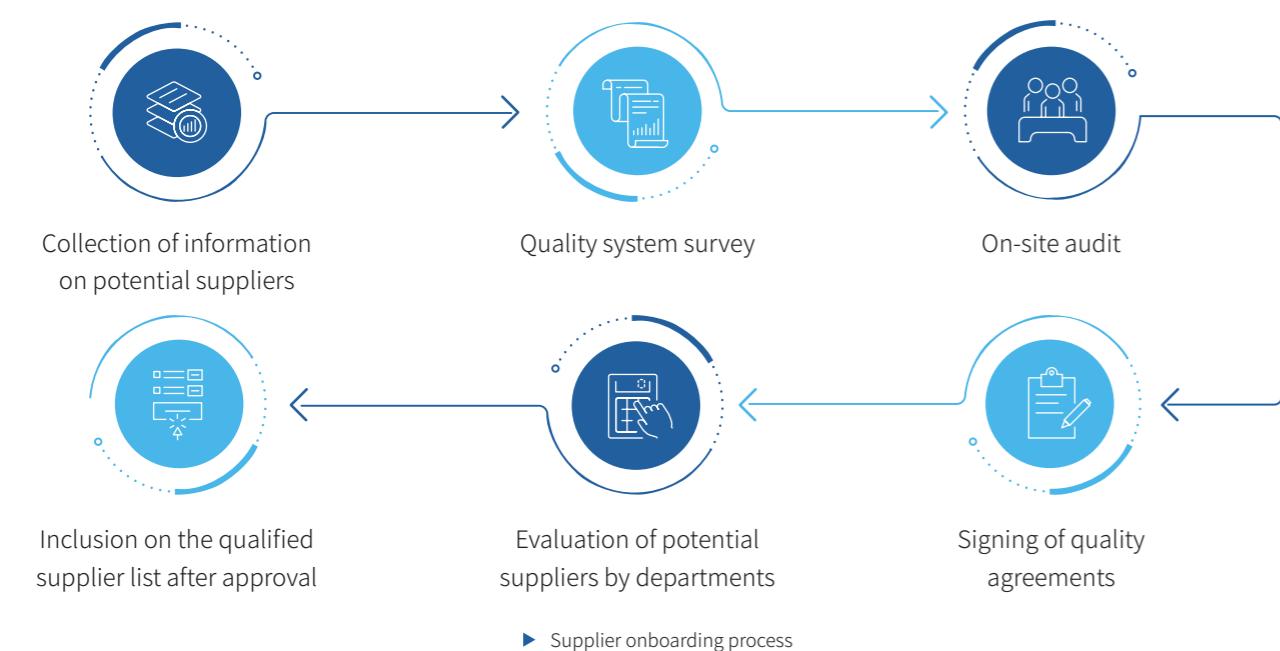


Sustainable supply chain



Supply Chain Management

Will Semiconductor has established a comprehensive supply chain management system covering supplier onboarding, approval, and other processes, and continuously refines the system. At the stage of supplier onboarding, the Company strictly implements the *Procedures for Recognition of New Suppliers and New Outsourced Products*, and conducts preliminary examination of suppliers. Thereafter, new suppliers are also required to go through quality system survey and on-site audit and sign the *Quality Agreement*. They are included in the Company's list of qualified suppliers after the review and approval by the Production Management Department, Quality Department and other departments.



Will Semiconductor has developed and continues to optimize the document *Supplier Quality Management Procedures*. During the Reporting Period, we further clarified the responsibilities of the appraisers for each dimension in this document to enhance the standardization of the appraisal process. In addition, the Company also conducts audits of suppliers at fixed frequencies and take supplier management actions such as regular evaluations, monthly yield reports, and quarterly quality meetings, to continuously improve the quality management level of suppliers. The Company conducts quarterly evaluations for qualified suppliers on quality assurance, process and technology, production capacity, lead time and services, price, environmental protection, etc. Based on the results, suppliers are rated into Grades A, B, C and D. Suppliers with different ratings are subject to differentiated management measures, such as incremental procurement, supervised improvement, or disqualification.

The Company has established a supplier downgrading mechanism to standardize and regulate the behaviors of suppliers. If a supplier receives a Grade C for two consecutive quarters, the senior management of the supplier is required to report at the Company's office. If a supplier gets a Grade C for three consecutive quarters, it will be automatically downgraded to Grade D, placed on the list of unqualified suppliers, and subjected to a three-month review period. During this period, a formal warning is issued to the Grade D supplier with a clear request for full rectification. After a three-month review period, if the supplier fails to be upgraded to Grade C, the disqualification process will be triggered off. If the supplier is upgraded to Grade C, we will further request our suppliers to rectify and upgrade to Grade B, so as to urge them to make continuous improvements and continuously upgrade product quality and service level, so as to meet the Company's growing business needs and high standard of cooperation expectations.

In addition, the Company formulates an annual audit plan every year and conducts comprehensive and in-depth on-site audits of suppliers. Taking into consideration their quality performance in the previous year, we put suppliers who have received a Grade C for two consecutive quarters or have been evaluated as unqualified in the previous year's assessment on the audit list. Those suppliers are required to develop an improvement plan based on the audit results and implement it within the given time frame. Additionally, the Company also dispatches SQEs (Supplier Quality Engineers) to conduct on-site inspections, supervising suppliers' production processes, quality control systems, and environmental protection measures. All records of supply audits and matters for rectification are entered into a supply management system and will be followed up until they are closed, forming a closed-loop management, to ensure the efficient and stable operation of the Company's supply chain.

Audit result	Supplier management measures
Qualified (Total score ≥ 90)	Suppliers are required to reply with an improvement plan within four weeks after receiving the audit result, and complete all improvement measures within the given time frame.
Fairly qualified ($80 \leq \text{total score} < 90$)	
Unqualified (Total score < 80)	Suppliers are required to submit an improvement plan immediately, which will be verified for effectiveness by the SQEs. If the improvement measures prove ineffective, the Company will initiate a development plan for alternative suppliers.

To motivate suppliers to continuously improve quality management, we conduct annual evaluations to identify suppliers who outperform in quality control and present them with appropriate quality awards. Besides, we share typical cases or cutting-edge technologies with all suppliers through letters.

Sustainable Supply Chain

Will Semiconductor has always been committed to promoting the sustainable development of the supply chain through responsible supply chain management. We have developed and required major suppliers to sign the *Supplier Code of Conduct*, which provides clear guidance and requirements for suppliers in labor and human rights, health and safety, environment, ethics, compliance, etc. Meanwhile, we are also concerned with whether our suppliers are certified for relevant management systems in terms of quality, the environment and society. We encourage suppliers to enhance their management capabilities and obtain relevant management system certifications. During the Reporting Period, the proportion of the Company's suppliers who passed various management system certifications was as follows:

Dimension	Management System	Proportion in 2024
Quality	ISO 9001 Quality Management System or IATF 16949 Vehicle Quality Management System	100.00%
Environment	ISO 14001 Environmental Management System	95.24%
	QC 080000 Hazardous Substance Process Management System	73.02%
Society	ISO 45001 Occupational Health and Safety Management System	68.25%

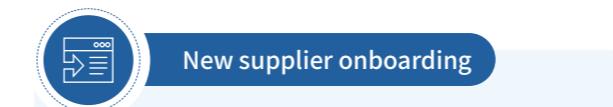
The Company has incorporated ESG-related requirements into supplier onboarding and evaluation. During supplier onboarding, new suppliers are required to sign the *Environmental Protection Agreement* and the *Supplement to the Environmental Protection Agreement*, committing to fulfill their environmental protection responsibilities. For qualified suppliers, regular evaluations and on-site audits allow us to continually monitor suppliers' performance in environmental protection and fulfillment of social responsibilities. In this way, we can help them to make improvements. Our audits cover dimensions such as the social responsibility management system, compliance with labor code, occupational health and safety, and environment management and business ethics. In addition, the Company has set the maximum "number of times of non-compliance" with environmental regulations. That is, suppliers with one identified environmental exception will be classified as "Unqualified".

During the Reporting Period, we conducted monitoring and auditing for 6 suppliers on hazardous substances management and social responsibilities, and supervised their improvements, helping suppliers improve the sustainability of their own development.

Conflict Minerals

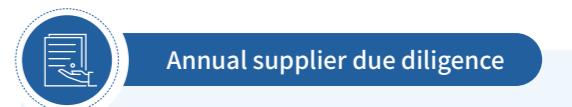
Conflict minerals are the metallic minerals of tantalum, tungsten, tin and gold (3TG) originating in the Democratic Republic of the Congo and its neighboring countries. Their mining and trade activity often provides financial support to the conflicting parties, thus leading to the exacerbation of conflicts, human-rights violations, and environmental pollution. Will Semiconductor firmly refuses to use conflict minerals that directly or indirectly originate from those countries.

Ongoing control of conflict minerals in supplier onboarding and daily management, the Company has developed the *Conflict Minerals Policy* and the *Conflict Minerals Control Procedure*. By doing so, the Company ensures that all mineral raw materials used in the Company's products are sourced from smelters or countries recognized by the Responsible Minerals Initiative (RMI). If we find that a supplier is sourcing from non-compliant smelters, we will order it to make rectifications or eliminate the raw materials sourced from the non-compliant smelters. If necessary, we will directly terminate the cooperation with the supplier.



New supplier onboarding

New suppliers are required to sign the *Environmental Protection Agreement* that includes a commitment of not using conflict minerals and fill in the Conflict Minerals Due Diligence to proactively declare the origination of minerals.



Annual supplier due diligence

We conduct investigation based on the Conflict Mineral Reporting Template (CMRT) released by the Responsible Minerals Initiative (RMI) to identify the smelters in the supply chain.

During the Reporting Period, Will Semiconductor had a total of 57 3TG suppliers. According to the investigation, 100% of the 3TG mineral raw materials used by the Company were from RMI-certified smelters.



High-quality Customer Service



Dedicated Service Team

Will Semiconductor is dedicated to building a high-standard service team that enables the Company to provide better service. The FAE team possesses high technical proficiency, strong execution ability, and excellent service capabilities. Relying on their knowledge regarding the Company's product performance, technical parameters, etc., they can provide customers with diverse application solutions according to the customers' actual needs and effectively reduce R&D costs. To help customers quickly get familiarized with the Company and our products, the FAE team regularly organizes training for the FAEs and sales staff of agents. During the Reporting Period, we delivered more than 10 relevant training sessions. With over 200 participants from agents for each online session, the training improved their FAEs' and sales staff's understanding and awareness of our products. In addition, in order to enhance the level and efficiency of customer service, the Company has created a detailed file for all new customers in order to effectively track customer information. At the same time, we carry out operating system training for our sales staff to continuously improve their business operations and service response capabilities, to strengthen the customer service system in all aspects, and to provide customers with better and more efficient services.

Enhancing Whole-process Services

Keeping the experience of our customers at heart, we never stop the pursuit of better service and higher efficiency, with the aim of providing our customers with more valuable service support. During the Reporting Period, we optimized the customized sales process. For some specific requirements of customers, we updated customers on the delivery plan on a weekly basis. Additionally, we improved delivery experience by launching bonded area business and providing vendor managed inventory (VMI) services, etc. In addition, during the Reporting Period, we introduced Separate Parts services and Combo Parts services for major customers to meet the diverse needs of customer orders and enhance customer satisfaction.



► Customer service procedures



Response to Customer Complaints

Will Semiconductor has introduced the *After-sales Customer Complaint Process*, which provides a standardized customer feedback mechanism. When a customer gives feedback, the Company promptly initiates the investigation and analysis work and puts forward the solution quickly. When an issue is properly solved, we invite the customer to fill in the *Customer Complaint Feedback Questionnaire*, thus ensuring the closed-loop processing of customer problems from feedback to solution and effectively protecting the rights and interests of customers.

During the Reporting Period, the Company has optimized the Customer Complaint Handling Team by incorporating employees from the System Application Engineering Department and other relevant measures. At the same time, we further standardized the customer application problems and encapsulation abnormality handling process, striving to comprehensively cover the problem scenarios that customers may actually encounter, effectively enhance the processing efficiency of customer feedback, and provide protection for high-quality customer after-sales experience.

Moreover, to track and increase customer satisfaction, Will Semiconductor has formulated the *Customer Satisfaction Survey Procedure* and annually invites customers to provide scores and feedback on dimensions such as product quality, overall service, and technical support. This helps us to identify the direction and space for improvements. If the overall satisfaction score of a customer is below 85 points, the Company will carry out investigation and analysis of the reasons, and actively rectify and track to ensure that the customer's concerns are thoroughly resolved. After that, we will follow-up via a feedback questionnaire completed by the customer, ensuring that the customer's concerns are completely resolved. We summarize the common issues identified in satisfaction surveys and customer complaints and notify the relevant departments to take corrective actions or provide feedback. During the Reporting Period, we conducted a user satisfaction survey on the full range of products, such as TVS, MOS, and IC, targeting 51 key customers or those with potentials. The result was 93.35 points.

Building Product Experience Centers

To enable customers and other stakeholders to understand and experience our products and services, Will Semiconductor has built two product experience centers in Beijing and Shanghai, respectively. During the Reporting Period, following the R&D pace of product and technology, the Company updated chip modules and added demonstrations of the application of chips in mobile phones and action cameras, as well as medical interaction demonstrations. During the Reporting Period, the experience center in Zhangjiang, Shanghai received a total of 102 batches of visitors, adding up to 933 people.



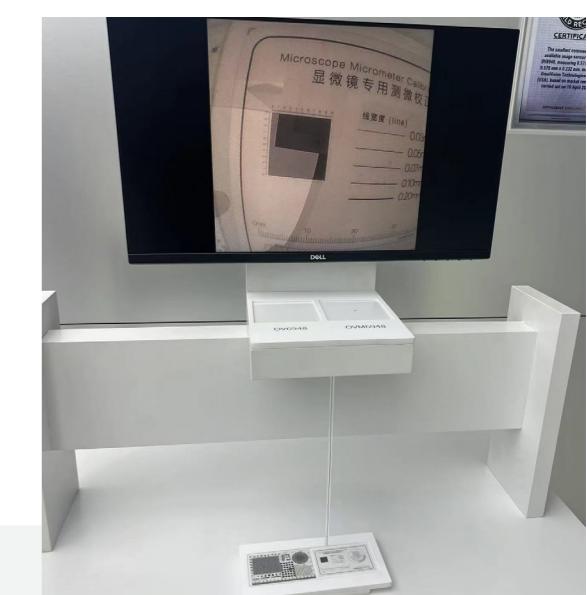
► Will Semiconductor's Product Experience Center in Beijing



► Will Semiconductor's Product Experience Center in Shanghai



► Medical interaction demonstration



04

Creating Value Together Through Our People Programs

At Will Semiconductor, we are committed to creating a diverse, equal and inclusive workplace for employees. We regard it a crucial mission to safeguard employees' rights and interests and treat them with full respect. We provide employees with a clear and smooth career ladder, a reasonable and fair performance appraisal mechanism, and a competitive remuneration and benefits system. These efforts aim to strengthen employees' capabilities, facilitate their career development, and promote their progress along with the Company. To develop a favorable working environment, we continuously seek feedback and focus on employees' physical and mental health and work-life balance. Meanwhile, we attach great importance to employees' occupational health and workplace safety. Adhering to the principle of "people-oriented", we have built a comprehensive safety management system to safeguard the health and safety of employees.

- ↳ Talent Attraction and Reserve
- ↳ Employee Development and Cultivation
- ↳ Employee Benefits and Care
- ↳ Occupational Health and Work Safety
- ↳ Employee KPIs



Talent Attraction and Reserve

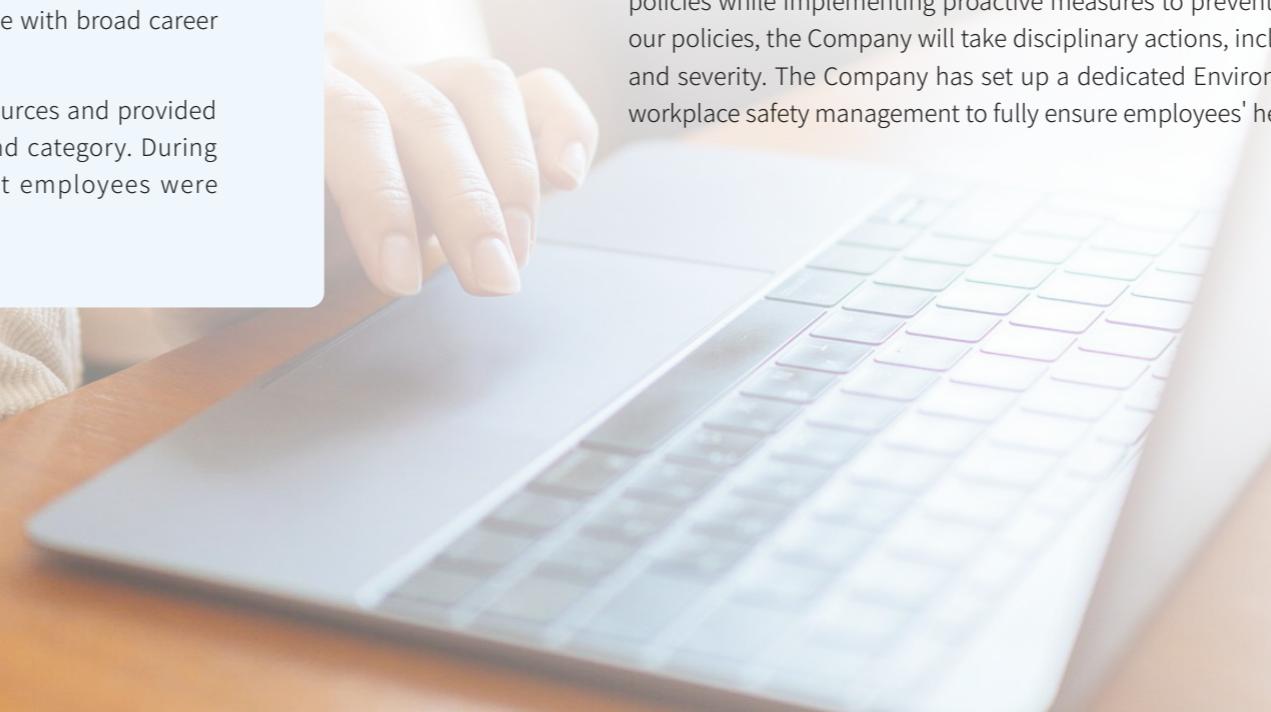
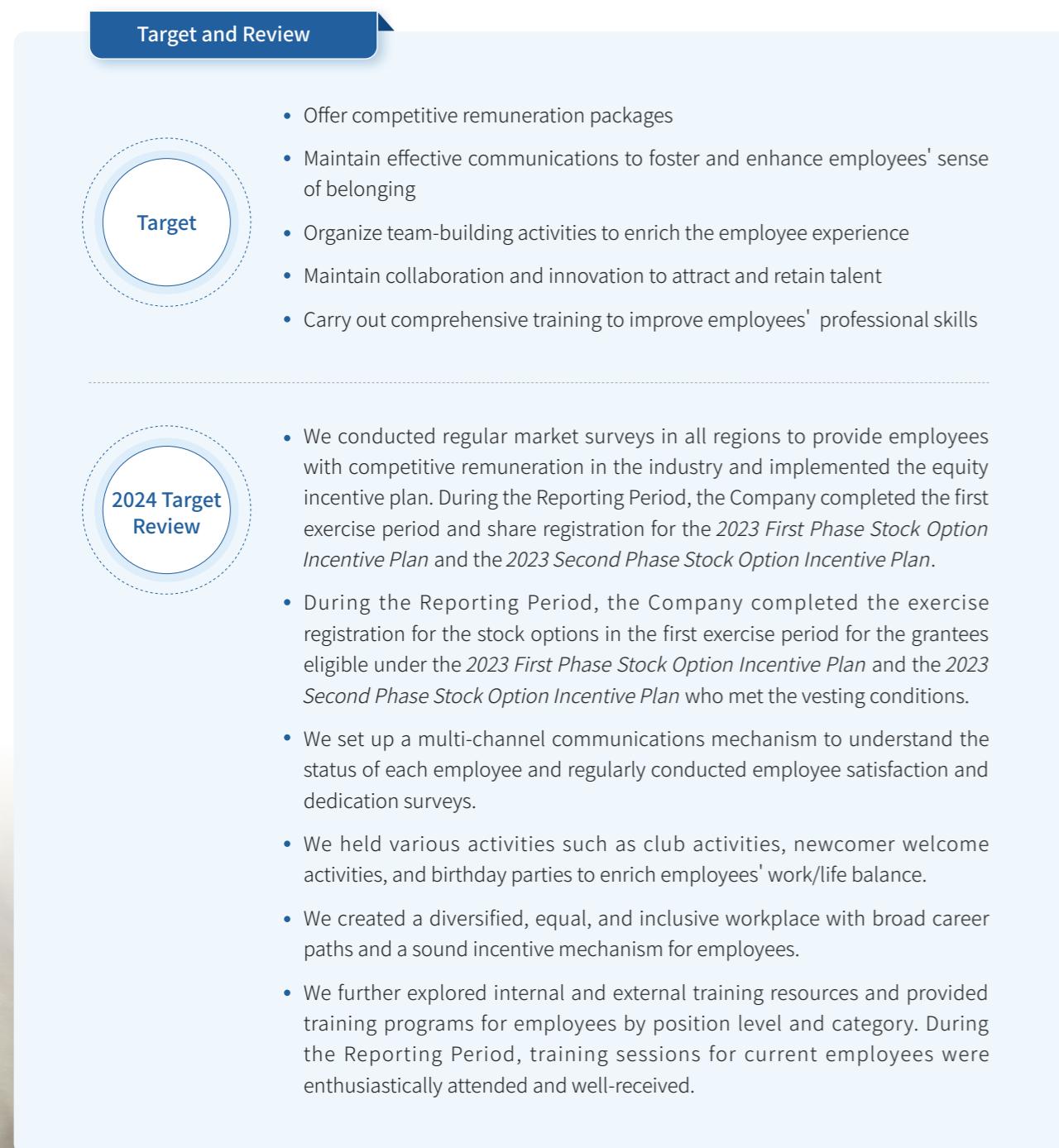
I Protecting Employees' Rights and Interests

As a responsible employer, we value and protect the rights of every employee. We adhere to the requirements of international conventions such as the International Labor Organization (ILO) *Convention Concerning Discrimination in Respect of Employment and Occupation*, the *United Nations Global Compact* and the *Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises*. In addition, we strictly abide by laws and regulations related to labor and employment of the countries and regions where we operate, including but not limited to, the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and the *Provisions on the Prohibition of Using Child Labor* and the *Fair Labor Standards Act*.

Will Semiconductor has published a series of internal policies, such as the *Human Resources Management Procedure*, the *Employee Handbook*, and the *Environmental, Social Responsibility, and Governance Policy*. These policies have outlined detailed provisions on discrimination, child labor, forced labor, forced overtime, human rights, freedom of association and collective bargaining. We allow employees to associate freely and set up trade unions. Should there be any violation of human rights and labor standards, the Company will promptly launch investigations and take corresponding measures to protect the rights and interests of employees in accordance with local labor laws and regulations. During the Reporting Period, the Company was not involved in any human rights or labor standards violations at domestic or foreign places where we operate.

Will Semiconductor closely monitors legal and regulatory changes across its various operational locations and continuously evaluates practical operational challenges to ensure compliance. Accordingly, the Company optimizes and updates its human resources management policies and systems. During the Reporting Period, we revised provisions in our *Employee Handbook* regarding employee pregnancy and maternity benefits, scholarships, sick leave, business travel insurance, protective rules and regulations and overtime allowances to align with the newly enacted laws and regulations in different operating locations such as the United States, Japan and Singapore. This has enabled us to enhance our employee benefits programs resulting in higher retention, improved morale and engagement, and a positive work environment.

To ensure a safe and respectful work environment, we continuously refine our *Anti-Harassment Policy* and other related policies while implementing proactive measures to prevent and address workplace harassment. For violations against our policies, the Company will take disciplinary actions, including suspension or dismissal, based on the circumstances and severity. The Company has set up a dedicated Environmental, Health, and Safety (EHS) Department in charge of workplace safety management to fully ensure employees' health and safety.



Create an Inclusive Workplace

We are committed to creating an inclusive workplace, which contributes to steady innovation and creativity. In addition, such a culture can deepen collaboration among team members, solidify organizational cohesion, and attract and retain diversified talents. As such, it promotes the achievement of corporate sustainability and harmonious coexistence with society.

Following the principle of equal and diversified employment, we explicitly prohibit employment discrimination in the *Human Resources Management Procedure*. All employees, including labor dispatch workers, shall be treated fairly in hiring and promotion, without discrimination on the basis of race, age, disability, religious belief, gender, parental status, political affiliation, sexual orientation, military service, or any other protected attribute. During the Reporting Period, female employees accounted for 26.27% of the Company's management and 27.33% of the Company's fresh graduates, higher than the industry average. We remain steadfast in our mission to provide fair and inclusive job opportunities for all.

USA
Will Semiconductor's U.S. subsidiary, OMNIVISION USA, submits an annual EEO-1 report to the Federal Equal Employment Opportunity Commission (EEOC), which discloses employee statistics by job category, gender, race, and ethnicity. Over the past three years, the proportion of female employees in OMNIVISION USA has steadily increased. In 2024, the percentage of female employees in OMNIVISION USA increased to 30.3%.

Taiwan
We actively recruit young talent and contribute to offering equal opportunities through campus recruitment and internship programs. During the Reporting Period, we attended campus recruiting events and have successfully hired our first foreign TI Engineer during the campus event.

Singapore
Only personal information related to the role is requested during the hiring process, not including gender and nationality. During the Reporting Period, 24.2% of full-time new hires were females.

Japan
We set the target of female hiring at 20% and successfully achieved the goal in 2024. In terms of nationality, we provided multiple working opportunities to talent from different countries. In addition, we hired 1 employee with disability and held 2 sessions for 2 executives and 30 managers, sharing the importance of diversity and inclusion, and tips to work with all employees without bias during the Reporting Period.

Belgium
We sourced and hired local and international candidates based on talent, and there was no information related to gender, religion or nationality requested during the interview process until necessary for relevant work pass processing. At the end of the Reporting Period, 19% of the employees are female in Belgium office.

During the Reporting Period, the Company incorporated ESG-related matters, including anti-discrimination, anti-harassment, and prohibition of child and forced labor, into the annual governance training, covering 100% of employees. At the same time, the Company organized a number of training activities, such as the "Women's Power Salon", helping employees to embrace the concept of equity and diversity.

Case Women's Power Salon

The salon mainly aimed to help women discover their unique innate resources. We conducted a series of well-designed activities and topic discussions centered on self-awareness enhancement, workplace stress management, family and career balance, and women self-care. Through these activities, we explored with participants the unique strengths of being a woman, including keen intuition, strong empathy and the ability of multi-tasking. At the salon, we also imparted effective communication skills to help women establish deeper intimate and interpersonal relationships. Moreover, we encouraged women to learn methods of self-care, such as meditation, healthy eating and regular exercise. By doing so, we aimed to help them maintain physical and mental health to better cope with challenges in life and at work.



► Women's Power Salon

Attracting Outstanding Talent

To attract and retain outstanding individuals and optimize the talent pool, the Company upholds the principle of fairness, equity, and integrity in the recruitment process. We have developed clear recruitment policies along with accurate job descriptions. Through campus recruitment, social recruitment, staff referrals, recruitment specialists, overseas talent introduction and other channels, we recruit a wide range of excellent talent suitable for open positions, and rigorously screen candidates to select the best individuals for our open positions.

In response to intense competition and evolving talent demands, Will Semiconductor takes a strategically forward-thinking and collaborative approach by establishing strong partnerships with leading universities and colleges worldwide. We are dedicated to identifying and nurturing high-potential individuals, fostering their growth and development. During the Reporting Period, we organized campus recruitment campaigns at numerous prestigious universities, including National University of Singapore (SG), Nanyang Technological University (SG), National Tsing Hua University (TW), KU Leuven University (BE), University of Oslo (NO), and Tokyo University of Science (JP). We also optimized the video interview process to attract graduates from universities around the world. We have established close ties with Shaoxing Technician Institute and Shaoxing University, with a view to efficiently integrate and utilize local premium educational resources. Through this effort, we also aim to tailor a fast track to the forefront of the industry for students. Additionally, we have opened some regional laboratories and offices for student visits, providing high-potential student candidates with the opportunity to learn about the industry. During the Reporting Period, we updated and released a promotional video for the Company, which gave viewers a more comprehensive and in-depth understanding of Will Semiconductor, thus enhancing our reputation and appeal.



Case

2025 Will Semiconductor campus recruitment promotional video

During the Reporting Period, we meticulously planned and produced a campus recruitment promotional video to provide job-seeking students with a more in-depth understanding of the Company. Showcasing a theme of "Enjoy a Brighter Future on Chips with Will Semiconductor", the promotional video vividly presented our vibrant and positive corporate culture, as well as our open, inclusive and harmonious working environment, all from a graduate's perspective. Since its release, the promotional video has attracted over 12,000 views. Furthermore, the HR team played the video at campuses as a way for students to "immerse themselves" in the Company's culture and spirit.



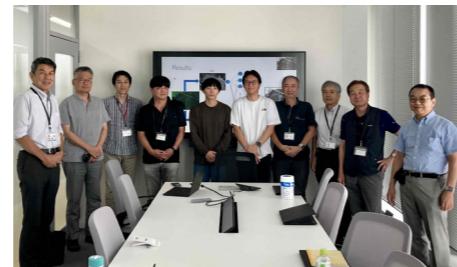
▶ Production process of the promotional video



Case

Internship program in Japan

In 2024, the Company launched an optimized internship program in Japan, dedicated to nurturing emerging talents in business, engineering and technology. During the one-month internship, interns improved their professional skills and gained valuable experience under the meticulous guidance of a professional team, consisting of managers and senior experts. At the presentation day, interns showcased their achievements throughout the program to the leadership, including a functional vice president, general manager and human resources manager. During the Reporting Period, three outstanding interns were hired to our teams in Shin-Yokohama and Kyoto, to work closely with our senior executives in CIS.



▶ Internship program in Japan



Case

Future Talent Program of Nanyang Technological University

In August 2024, Will Semiconductor participated in a job fair held by Nanyang Technological University (SG), where our recruitment team carried out in-depth conversations with many excellent students. These students possessed a variety of professional backgrounds in close relation to our business, such as electronic engineering, computer science and materials science. In addition to a solid knowledge base, they excelled in creativity and practical skills. Through this job fair, we not only exposed students to our corporate culture and prospects, but also detailed various internship and employment opportunities, ushering them into an industry-leading enterprise.



▶ Future Talent Program of Nanyang Technological University

Employee Development and Cultivation

Will Semiconductor is committed to fostering a synergistic environment where the growth of its team members and the Company go hand in hand. We strive for collective progress, adapting and evolving together in an ever-changing landscape. By building a broad career path full of opportunities and a clear and sound career ladder for employees, we help them navigate career goals. As such, they can climb the career ladder in a steady manner and gradually realize self-enhancement. In the meantime, we have developed appropriate training systems and rich learning resources that cater to employees' needs for growth. By doing so, we help them broaden the scope of career development and maintain a competitive edge, thus achieving a win-win result for employees and the Company.

| Career Development

With respect to career development, Will Semiconductor supports a dual-channel path of management and technology to meet employees' diverse needs for personal skills and career plans at different stages. We have fortified the career development paths of our employees through OMNIVISION USA's online Learning System, and have communicated with our employees about their career development internally as well as in public forums, to ensure that they have a comprehensive understanding of the Company's promotion paths and mechanisms.

Management career path

Employees can align their personal abilities with enterprise management. We also give support to employees who are interested in management roles.



Technology career path

Provide options for professional talents who are committed to continued development of their professional skills.

▶ Dual-channel career development for management and technical professionals

The Company regularly conducts talent assessments and organizational reviews to optimize workforce planning and development. Through a rigorous and data-driven assessment system combined with multi-dimensional evaluation criteria, we effectively identify and retain top talent to cultivate a high-performance team. This approach strengthens the Company's organizational resilience amid complexity and change, ensuring a balanced alignment between corporate growth and employee development. By placing talent in the right roles, we maximize their potential while laying a strong foundation for future capability building and strategic resource allocation within our incentive mechanisms. Moreover, we have established an internal transfer mechanism to carry out internal recruitment for vacant positions from time to time. The practice provides employees with a broader space for career development and enables them to practice and grow in different working environments and business areas. During the Reporting Period, based on the Company's global business, Will Semiconductor actively integrated human resources across the world, completing multiple local or global talent transfers in the United States, Japan, Singapore, Europe, and other operating locations. This effort broadened employees' international horizon and facilitated the reasonable flow and optimized allocation of talents within the Company. Besides, we organize annual career development symposiums to communicate the Company's business development, technological breakthroughs, and career development opportunities to employees. We also invite promoted employees to share their success stories.



▶ Annual career development symposiums

Employee Training

As a knowledge and technology-intensive enterprise, we have formulated and optimized policy documents related to training, including the *Training Management Procedures Documents*, the *Internal Lecturer Management Policy*, and the *Tutor Management Policy for Fresh Graduates*, so as to standardize and systematize our training efforts. We encourage employees to engage in self-directed learning and make full use of internal and external training resources, so as to enhance their professional skills and improve their management capabilities. By building diversified training platforms, we provide employees with convenient training channels, and effectively meet the development needs of employees in different positions. In this way, we continuously improve the talent training system. During the Reporting Period, the average training hours per capita for employees in China (including Hong Kong and Taiwan) of the Company was 20.52 hours.

Diversified Training

Based on the three core capabilities including leadership, professional knowledge, and general knowledge, we have continuously upgraded our training systems and developed various training programs. The Company's training programs encompass a comprehensive range of employees, including new hires, frontline staff, and middle to senior managers, as well as administrative and R&D personnel across various levels and specialized fields. In addition, orientation training and tutor mentorship are provided for fresh graduates. During the Reporting Period, based on the internal tutor membership for fresh graduates, we combined methods of intensified training, mentoring, seminars with senior executives and one-on-one communications. This enabled the Company to keep track of the growth of fresh graduates and continuously understand their capabilities.



Leadership

- Provide leadership training for reserved management, new managers and middle management through the Falcon Program, Elite Program and Tiercel Program.
- During the Reporting Period, we refined the leadership training at different levels and increased the number of classes to meet the needs of different groups. Specifically, we delivered front-line management training on "Becoming a Coaching Leader", the "2024 New Manager Program-Falcon Growth Camp", "Expert Lecture" and other key programs.



Professional Knowledge

- Provide target training for employees to upgrade their professional skills by organizing regular Technical Forums, Lunch & Learn and Expert Rostrums.
- During the Reporting Period, we raised the frequency of training sessions on professional knowledge topics and organized micro-course competitions to capture and share internal expertise. We also continued to offer advanced courses and seminars through Expert Lecture series to meet the needs of professional learning at varying degrees of difficulty.



General Knowledge

- General knowledge training involves external resources to address employees' needs on topics such as customer communication, problem solving and business English.
- Provide training for new hires to enhance their general skills and professional quality by setting up Graduate Return Day and opening Eyas Training Camp.
- During the Reporting Period, the fixed sharing topics newly included market and product category presentations.

► Training programs focused on three core capabilities



Case

New Manager Program - Falcon Growth Camp

During the Reporting Period, the Company helped 36 newly-promoted managers adapt to their new roles with a training course, focusing on the three core topics of "role shift", "performance enhancement" and "team leadership". The course encompassed internal case studies and practical operations to help participants gain a deeper insight in management theories and tools, aiming to enable them to better apply theories in management practices. Through this training, we outlined six cases regarding the role shift of team leaders, which not only enhanced participants' management capabilities, but also alleviated the pressure during their transition to their new roles.



Case

2024 Fresh Graduates Training Camp

To help graduates adapt to their new roles smoothly, we carried out a two-week 'Fresh Graduates Training Camp' that focused on integration into the corporate culture, professional skills enhancement and guidance. In July 2024, 94 individuals graduated from the training camp. In September, we held an event of "Fresh Graduates' Face-to-Face Talk with Senior Management", providing new hires the opportunity to communicate and discuss career development and the Company's available growth opportunities.



► Fresh graduates training camp



Case

Deepening "Expert Lecture" series courses with thematic seminar

In addition to deepening the Python, ISP and semiconductor devices physics courses in the "Expert Lecture" series, the Company launched a thematic seminar on ESD for semiconductor devices physics. While encouraging lecturers to offer well-received advanced courses, we added questions, discussions and practical operations to the courses to improve the efficiency of employees in absorbing and applying knowledge gained. During the Reporting Period, we provided three series, and conducted 11 seminar sharing sessions, with a total of 219 participants.

Comprehensive Support System

To comprehensively support employee development and growth while enhancing the efficiency and effectiveness of our training system, we design annual employee training initiatives. These initiatives incorporate a blend of classroom learning, seminar discussions, and post-training follow-ups, utilizing both synchronous and asynchronous approaches for greater flexibility and engagement. Our focus is on strengthening employees' participation in professional development while ensuring the practical application of training content to real-world work scenarios.

Additionally, we have established a team of experienced internal instructors and continuously expand our library of internal courses. We also prioritize the ongoing development of our internal instructors, enhancing their teaching capabilities to improve course quality and instructional standards. This approach fosters knowledge-sharing within the Company and ensures the continuous transfer of expertise.

The Company also encourages employees to pursue advanced studies through continuing education. To this end, the Company is committed to building an all-round training support system that encompasses policies, resources and operations, to promote the enhancement of employees' personal capabilities, and to inject vitality into the Company's innovative development.



Internal Lecturer Mechanism

- The Company continues to expand the team of internal lecturers through a variety of incentives. We give gifts to our internal lecturers on holidays and award outstanding lecturers with "Outstanding Lecturer of the Year" to show our appreciation and recognition. In addition, the Company organizes lecturer sharing sessions and all-hands activity to enhance the cohesion and influence of the internal lecturer group.
- By the end of the Reporting Period, we had a total of 116 internal lecturers. During the Reporting Period, we had 15 new certified lecturer courses, bringing the total to 149 courses.



Introducing External Training Resources

- Employees are trained in knowledge and skills through the introduction of external professional training institutions and lecturers.
- The training content includes management, general ability and others, which is committed to improving employees' management awareness, enabling employees to master the corresponding methods and tools, and improving employees' work skills, such as office software, interpersonal communication, and team cooperation.



On-the-Job Training/ Continuing Education

- Collect, organize and regularly publish annual enrollment information related to examination for college degree with starting point of high school degree and examination for upgrading from junior college students to university students.
- Assist employees in completing enrollment.
- Establish scholarships for on-the-job employees who enroll in and complete higher education.
- By the end of the Reporting Period, 93 employees of the Company had obtained the diplomas of higher degree through this program. During the Reporting Period, a total of 38 employees enrolled in on-the-job academic education.

► Internal and external training and development resources



Case

Regular sharing and exchange among internal lecturers

During the Reporting Period, we actively built online and offline exchange platforms for internal lecturers in an effort to promote their professional growth and enhance training quality. For online sharing, we encouraged internal lecturers to post micro videos on our online learning site to share their experiences and facilitate anytime learning for others. For offline sharing, we regularly organized exchange seminars to share experiences with colleagues in person. With these online and offline interaction and exchange activities, the training capacity of the internal lecturer team was comprehensively reinforced, laying a solid foundation for efficient training development within the Company.



内训师经验分享微视频 第六期
视频 已学习 19人学习
★★★★★ 4.6



内训师微视频第五期
视频 已学习 29人学习
★★★★★ 5.0



内训师微视频一第四期
视频 已学习 47人学习
★★★★★ 4.8

► Online and offline experience sharing activities

Will Semiconductor evaluates training effectiveness by establishing a comprehensive training evaluation mechanism that assesses trainee satisfaction, learning results and knowledge application. The evaluation mechanism not only encourages employees to strengthen their abilities and apply their knowledge during the training, but also allows us to promptly revise and amend the course content based on the feedback. Our aim is to guarantee a close alignment of the training content with employees' actual work needs and the Company's business development, thereby realizing meaningful enhancements in employees' professionalism and comprehensive abilities, and providing employees with valuable and applicable learning experiences. During the Reporting Period, we further improved the training evaluation questionnaires to continuously realize more comprehensive course evaluations and higher training quality, thereby achieving an enhancement in training effectiveness and building a more solid path for employees' career development.



► Three levels of evaluation

Employee Benefits and Care

Talent is the core driving force behind the Company's growth, playing a pivotal role in fostering innovation and maintaining a competitive edge. Will Semiconductor continues to improve compensation and benefits, refine performance evaluation and deepen the communication with employees, aiming to foster a fair, engaging and attractive environment for talent development. Moreover, we constantly upgrade employee welfare facilities, organize a diverse range of activities, and foster an open and inclusive corporate culture. Our goal is to cultivate a deeper sense of belonging and well-being, enhance communication and collaboration among employees, and strengthen overall team cohesion.

Compensation and Benefits

Will Semiconductor provides employees with competitive compensation through a methodical performance evaluation process and multiple incentive mechanisms. We have launched an employee equity incentive plan to ensure our top-performing teammates are continually motivated to do their best. This commitment inspires our core staff and complements our recruiting and staffing efforts to attract and retain the best possible candidates for our open positions. Meanwhile, we encourage and assist our employees to apply for various government policy subsidies and special talent incentive awards. Through talent support policies, we provide our employees with a broader space for career development and safeguard their interests.



Employee equity incentive plan

During the Reporting Period, the Company completed the exercise registration for the stock options in the first exercise period for the grantees eligible under the 2023 *First Phase Stock Option Incentive Plan* and the 2023 *Second Phase Stock Option Incentive Plan* who met the vesting conditions.



Governmental talent policies

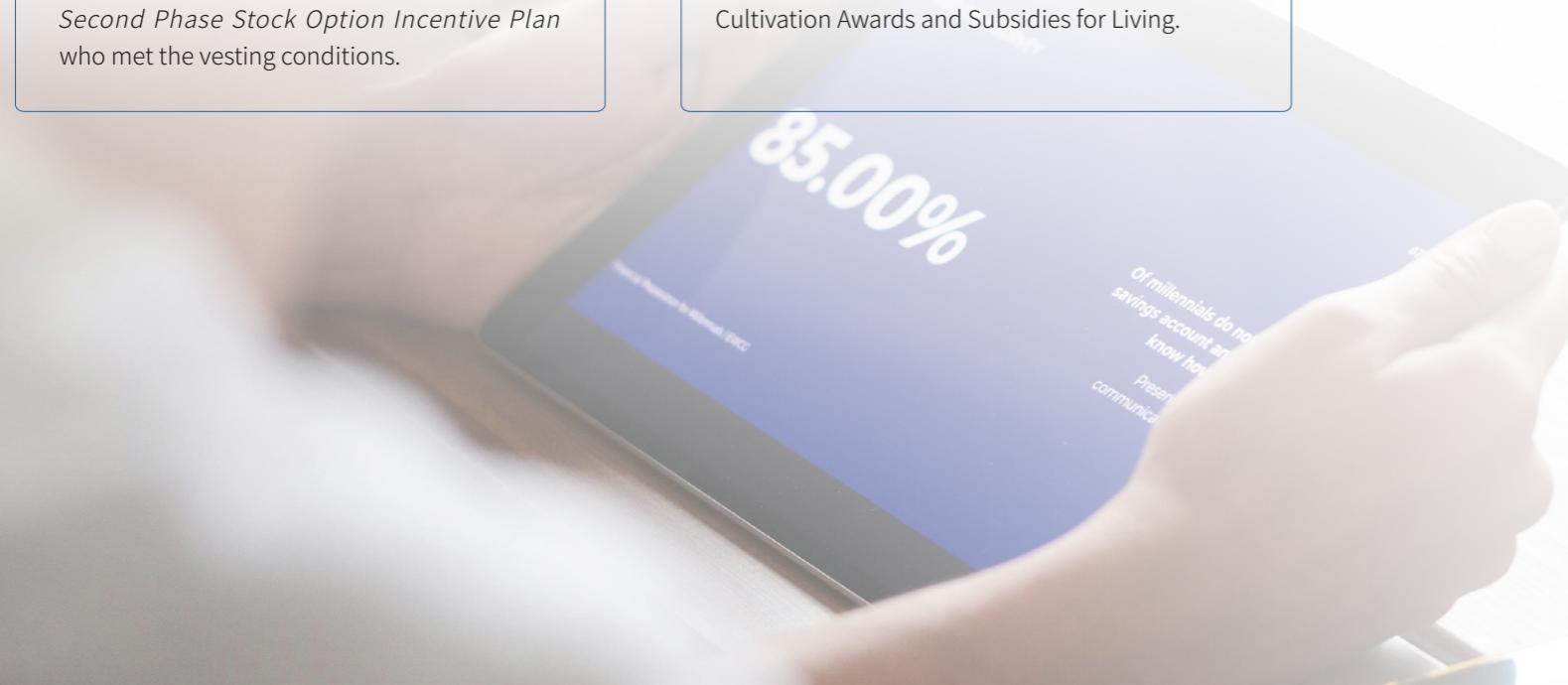
We actively apply for all kinds of policy subsidies and special talent incentive awards for our employees, including Special Awards for IC Talents, Economic Contribution Awards, Rental Subsidies, Outstanding College Graduates Employment, Cultivation Awards and Subsidies for Living.

We have designed the *Measures for Performance Evaluation*, through which we specify the evaluation cycle, standardize the evaluation process and establish a robust feedback mechanism, aiming to ensure the objectivity, fairness and transparency of the performance evaluation process. The Company conducts comprehensive evaluations of employee performance both monthly and annually. The evaluation results are used as important bases for determination of bonus, compensation adjustment, promotion, training and development and other issues related to personal growth and career planning. In addition, we have launched a global online performance evaluation system. This system offers tailored functions, such as dual-line evaluation and flexible adjustment of measures based on actual needs. Through the system, we can ensure more precise and effective performance evaluation results for employees, enabling them to clearly understand their strengths and areas for improvement, set directions for their efforts, and make targeted improvement goals. During the Reporting Period, we also conducted an annual survey on employee incentive factors to gain an in-depth understanding of what employees consider to be effective and important incentives, and established a database on employee incentives based on the results of the survey, which provided guidance for the Company to continually improve our incentive offering.

We implement region-specific employee benefit strategies globally. The Company ensures competitive compensation through regular benchmarking of salary levels and extra-legal benefits against industry standards (in offices where appropriate), while we organize team-building activities and annual surveys to assure market competitiveness and address workforce concerns. The focus remains on performance-driven profit-sharing and recognizing long-term service milestones (5, 10, 15, 20 years) with anniversary awards. Collectively, these initiatives form a globally compliant framework that balances regional adaptability with core principles of employee welfare and organizational sustainability.

To support employees' work-life balance, we implemented a comprehensive paid annual leave system, to fully ensure that employees are entitled to statutory holidays and other leaves such as sick leave, marriage leave, bereavement leave, maternity leave, paternity leave, lactation leave, personal leave, and parental leave. We are particularly mindful to protect the rights and interests of female employees. On Women's Day (March 8) every year, in participating offices, we offer an extra day of leave for female employees, allowing them to enjoy more personal time away from the office. This ensures our female employees feel appreciated and respected within the organization. In addition to typical medical benefit coverage, the Company provides employees in certain offices with enhanced benefits such as employee insurance, housing fund, supplementary housing fund and commercial insurance that are higher than the statutory requirements. During the Reporting Period, we offered additional health insurance benefits to Will Semiconductor employees in Taiwan, to protect employees with more comprehensive medical services and exams.

We tailor region-specific enhancements to employee benefits across our operating locations around the world, striving to create a more desirable and convenient working environment for our employees. During the Reporting Period, the non-China offices of ONMIVISION launched a flexible working program globally, which came into effect in January 2025. This program entitles employees to work from home one day every week, to strike a better balance between family and work. In Singapore and Japan, we have also put in place an application process for flexible working arrangements to boost productivity, attract talent and foster sustainable business development.



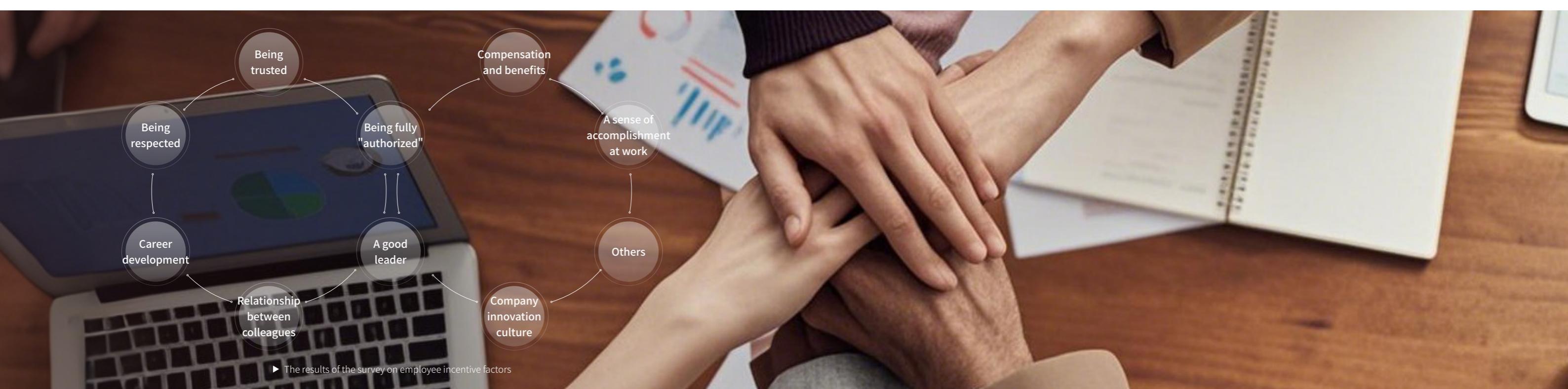
Employee Communication

By establishing a multi-dimensional communication system, Will Semiconductor has fostered a sound atmosphere of collaboration within the Company. We hold an annual All-Hands Meeting to communicate our strategic outlook, the latest updates and relevant decisions with all employees. Moreover, we have built diversified communication channels. Through these channels, communications (between employees and management, between management and subordinates, and between the Company and affiliated enterprises) can be easily conducted by means of face-to-face discussions, meetings, website postings, email, bulletin boards, surveys, and employee suggestion boxes. In this way, the Company can make continuous improvements based on the feedback collected. During the Reporting Period, we had one-on-one discussions with all newly-hired fresh graduates to understand the challenges they faced. By doing so, we helped them gain a deeper understanding of the Company's culture, quickly adapt to the working environment, and smoothly transition from campus to the workplace. Meanwhile, the Company continues to use quarterly newsletters, *OVT Connections*, to inform, inspire, and strengthen the network of global employees to each other and to our Company. We hope to improve the health, wellness, and build pride in our employees by demonstrating their importance to the success of the Company, and to develop camaraderie and a team spirit throughout our organization.

To better meet the needs of employees and improve the overall operational efficiency and management effectiveness, Will Semiconductor regularly conducts employee satisfaction and dedication surveys. During the Reporting Period, we completed a dedication survey, focusing on the performance of employees in three pillars: "Say", "Stay" and "Strive". The survey dimensions included the job, work relationships, opportunities, total compensation, policy implementation and work quality. Through the survey, we actively listened to the unfiltered thoughts and suggestions of employees, and took corresponding improvement measures based on their feedback. These measures included incorporating career development paths on the OV-learning platform, including relevant content into the orientation training and manager training materials, satisfying employees' needs for fully understanding the career development paths, upgrading the canteen supplier, and conducting regular food safety spot checks in the kitchen and warehouse to meet employees' needs for a healthier diet.

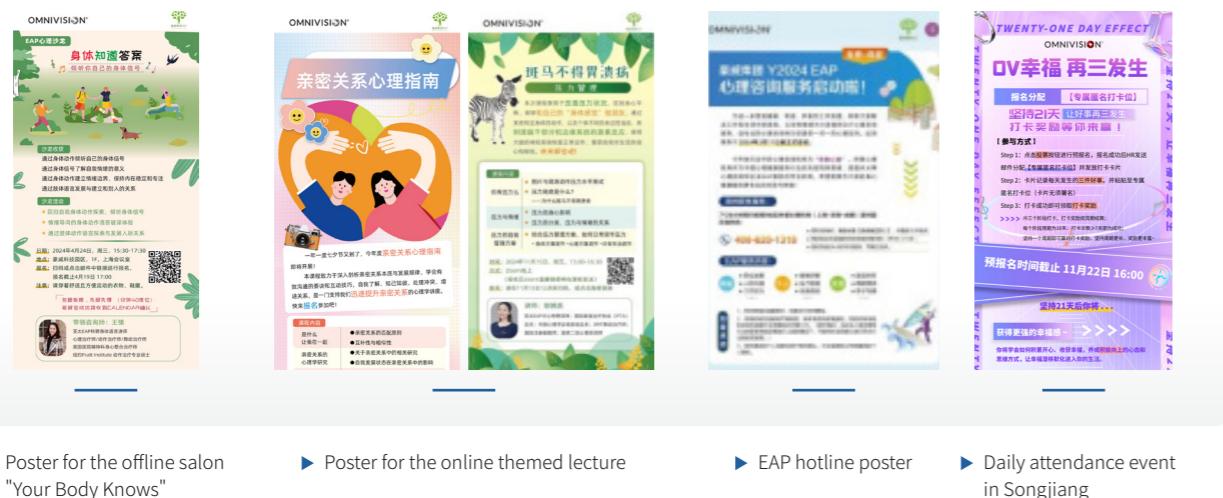
We continue to publish Leadership Tools of the Week. These articles focus on various topics like leadership, building team camaraderie, effective communications, efficient meetings, showing appreciation, effective performance reviews, negotiation skills, and resolving conflict. At the end of the year, we provide a compilation of all the issues to our Executive Management Team.

We actively engage in communication activities with our employees and we treat retention as an ongoing process. In all offices globally, we regularly reassess and refine strategies based on feedback, actual turnover, industry trends, and the evolving needs of employees. We ensure that goals are Specific, Measurable, Achievable, Relevant, and Time-bound (SMART). By following these steps, the Company can establish a systematic approach to setting, monitoring, and assessing employee goals. This helps create a data-driven and proactive approach to talent retention, leading to a more engaged and stable workforce. We make an annual effort to ensure that these employee goals are aligned with department and overall Company goals. These communication channels underscore the Company's commitment to transparency, employee engagement, and creating a workplace culture where information flows freely. The introduction of these initiatives reflects the Company's dedication to building strong and collaborative relationships with its workforce.



Employee Care

Will Semiconductor has launched a multi-scenario Employee Assistance Program (EAP) that is available 24/7. The EAP program provides a 24-hour psychological service hotline to all employees, offering employees with one-on-one psychological counseling services regarding career, personal and daily life. In addition, during the Reporting Period, we conducted a number of online and offline seminars and daily attendance events on the themes of personal relationships, stress management and self-awareness, to help employees manage stress, handle interpersonal relationships and maintain a positive attitude and way of thinking. In Singapore, we encourage our employees to exercise in their spare time through weekly badminton classes and enhance their health awareness through in-house health screening.



▶ Poster for the offline salon "Your Body Knows"

▶ Poster for the online themed lecture

▶ EAP hotline poster

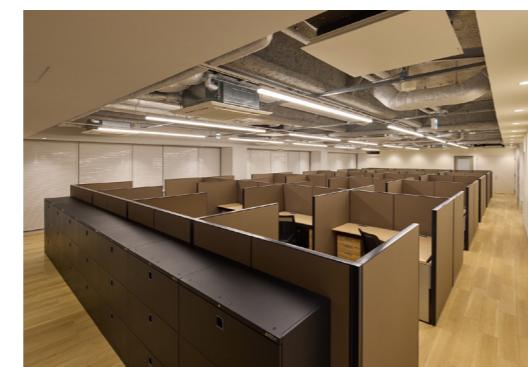
▶ Daily attendance event in Songjiang



▶ Weekly badminton session



▶ In-house health screening



▶ New Kyoto Office in Japan

The Company is committed to creating a safe and healthy workplace environment, and we regularly clean the air conditioning and fresh air system pipes, and maintain duct sterilization in our factories and leased offices, to ensure that the air conditioning and fresh air systems operate with fresh and clean air. During the Reporting Period, in Japan, we relocated the Kyoto office. We also expanded in Singapore and relocated to a new office space in July 2024. Key considerations during both relocations included improved locations, accessibility to public transportation, lunch/dinner options, overall enhancement of our company branding, and sufficient expansion capability.

The Company provides on-campus catering benefits for employees and implements scientific management of cafeteria suppliers to ensure daily food safety. In 2024, Zhangjiang Park introduced a new catering vendor through restructuring the supplier system and innovating service models to create a smart catering service ecosystem. The new vendor holds ISO 22000 Food Safety Management System Certification and Hazard Analysis and Critical Control Points (HACCP) certification, establishing 'fresh-cooked kitchens + transparent open kitchens' with 100% traceability of ingredients to safeguard employee health. In menu innovation, we developed a '13 basic meals + N specialty dishes' matrix while emphasizing employee engagement through management seminars and interactive communities. This initiative collected 300 actionable suggestions with a 95% implementation rate. Satisfaction surveys indicate a 90% overall approval rating for the dining services.

While guaranteeing daily food safety for employees, the Company's canteen also launched special dishes to enrich employees' meal options through special activities such as themed food weeks.



▶ Canteen food event

The Company is deeply aware that employees' continued and loyal tenure is an indispensable pillar of the Company's growth. During the Reporting Period, the Company was honored to award long-term service trophies to 362 employees, while OMNIVISION USA offered anniversary awards to employees who had served the Company for 25 years. Meanwhile, to strengthen the Company's core competitiveness and inspire employees' enthusiasm for innovation, the Company commends high performers and grants an annual contribution award to outstanding employees, accompanied by bonuses and trophies. In all office locations, recognition awards are distributed based on employees' service milestones (5, 10, 15, 20, 25 years).



▶ Annual contribution trophy

The rapid pace of technology in our industry demands that we protect and build upon our unique ideas. By encouraging employees to submit their concepts early-before they're fully developed-we not only protect our competitive advantage but also open the door to potential patents, product innovations, and industry leadership. The OMNIVISION Invention Award was established to better recognize and appreciate the time, creativity, and technical effort our inventors invest-particularly during the early and often unrecognized stages of developing new ideas. This award reflects our continued commitment to fostering a culture where innovation thrives.

Employee Activities

We continually facilitate many employee activities in various forms and with diverse content during the year, aiming to satisfy employees' needs for social interaction, entertainment, and well-being, creating a vibrant and cohesive corporate environment. We have established clubs for basketball, badminton, yoga, book-reading, bicycling, and football, and regularly organize photo contests, choirs and seasonal activities. Moreover, we regularly host onboarding welcome parties and birthday parties to alleviate employees' stress, enhance team cohesion and work efficiency. Additionally, fully considering the diverse needs and cultural differences of employees at overseas offices, we hold activities in line with local culture where our offices operate. For example, our Singapore Office provides weekly badminton courses and hosts annual Christmas and Thanksgiving activities. OMNIVISION USA offers yoga, dynamic exercise and other courses, while also providing fitness facilities, outdoor basketball courts, and bicycling and book clubs. These initiatives strive to create a healthy and positive working atmosphere, and enhance employees' sense of belonging and engagement.

During the Reporting Period, we introduced innovative employee wellness initiatives to help alleviate stress, including singing bowl sound therapy combined with stress-relief games and Badu Anjin exercises. The mindfulness singing bowl sessions utilize harmonic vibrations to relax muscles, reduce tension, and facilitate deep meditation, enabling employees to recharge mentally and physically. Complementing these activities, we organized sports safety workshops to enhance exercise effectiveness and injury prevention. Our "Refresh Your Vibe" stress-relief campaign engaged 638 employees through gourmet snacks, healthy teas, interactive challenges, and fun games, fostering a sense of care and reenergizing the workforce.

For women's empowerment, the "Mother's Day Gratitude Audio Card" initiative reached over 300 employees and their families, providing a platform to express heartfelt appreciation through personalized voice messages. On 2024 International Women's Day, under the theme *"Invest in Women: Accelerate Progress"*, we are committed to build a future that brings hope and accelerates progress towards an equal, sustainable, and peaceful future - for everyone, everywhere. We are proud to support these conversations and the people who lead them. In Belgium, the women in the office celebrated with a special women's luncheon to engage in meaningful moments to reflect, connect, and spark dialogue.

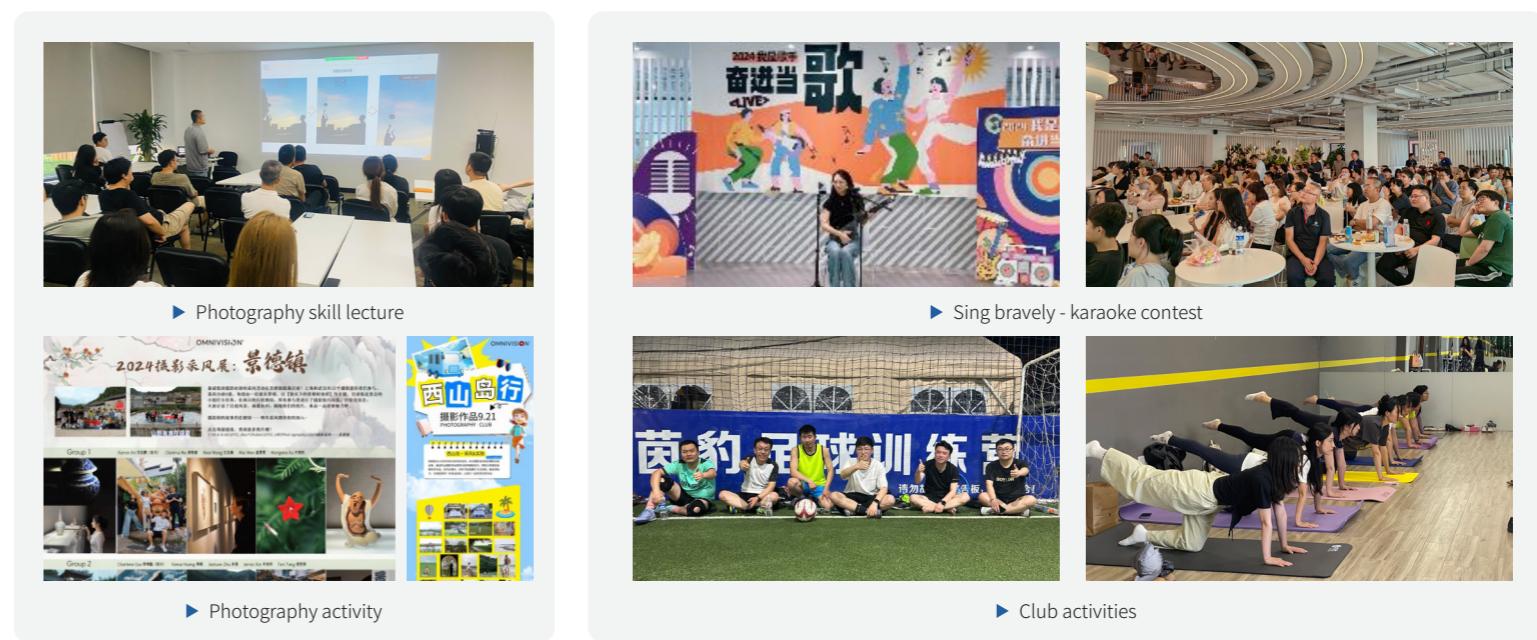
Recognizing the rigors of business travel, our precision travel care program enrolled nearly 780 "travel ambassadors" committed to eco-friendly practices. Top 50 frequent travelers received customized travel kits, enhancing both employee experience and operational cost savings. In the Taiwan office, we implement several strategic initiatives to enhance talent retention and reduce employee turnover, including Buddy Program, On-the-Job Training and Staff Suggestion Box. The office also conducted comprehensive employee satisfaction and engagement surveys aimed at analyzing the workforce's perception of various activities, with a particular focus on employee well-being initiatives. An inaugural and annual health checkup was organized on-site to improve the health and well-being of our employees. The team building activity at the Belgium office opted for a chocolate-making experience, where employees tried their hand at making chocolates and could take their creations home.

In response to the 2024 summer heatwave, the labor union distributed cooling refreshment vouchers to all Chinese mainland employees, demonstrating care through daily-life support.

Overseas offices addressed cultural diversity with localized initiatives: Singapore offers weekly badminton classes and annual Christmas/Thanksgiving events; OMNIVISION USA provides yoga/dynamic training programs alongside gym and basketball court access, cultivating a healthy, positive workplace culture that strengthens employee belonging.

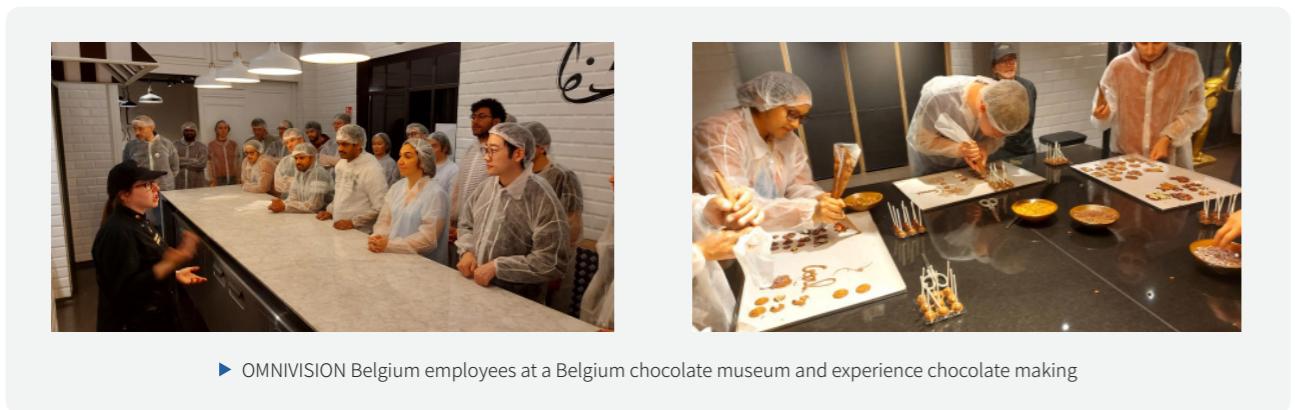
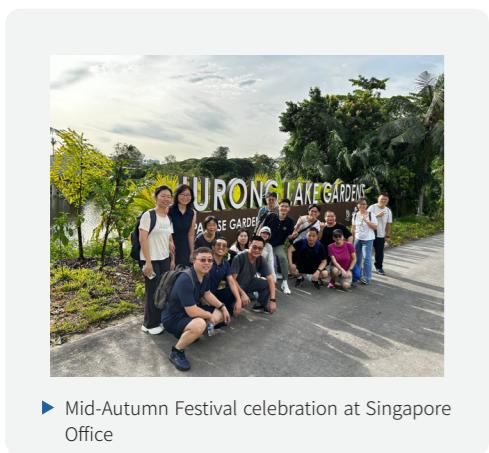
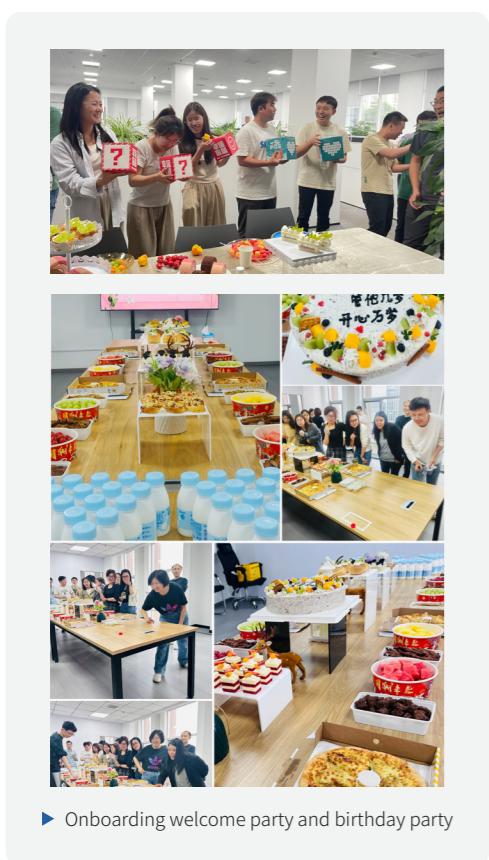


▶ Posters for employee activities



▶ Photography activity

▶ Club activities



Occupational Health and Work Safety

Safety and health are the cornerstones of employee well-being. Will Semiconductor is committed to building a holistic and multi-level safety management system to effectively protect the health and safety of employees. In addition, to enhance employees' safety awareness and skills, we regularly organize various emergency drills and training for employees to deepen their understanding of safety regulations. This aims to mitigate the possible impacts of emergencies and lay a solid foundation for a safer and healthier working environment.

Target and Review

2024/2025 Target

- Number of major accidents for each BU is **0**
- Encourage employees' voluntary participation in health promotion activities
- Continue to arrange employee safety training programs with an attendance rate $\geq 80\%$
- The correction rate of hazard tracking team in safety checks will reach **95%**

2024 Target Review

- There were no major accidents in each BU nor minor and serious injuries to employees
- Organized special activities such as sports safety courses, workplace first-aid lectures, and ergonomic classes to help employees improve their self-protection ability and first-aid skills.
- Organized various fire drills, first-aid exercises, and chemical spill drills to enhance employees' self-rescue and mutual rescue capabilities, and improve the response and practical operation capabilities of each functional unit in the park during emergencies.
- Organized annual EHS training for all employees to improve their awareness of occupational health, safety and environment.
- The correction rate of hazard tracking in safety checks reached **98%**.

Ensuring Work Safety

Will Semiconductor attaches great importance to work safety. We fully implement the *Work Safety Law of the People's Republic of China* and the laws and regulations of other regions or countries where we operate. We have developed and implemented internal systems such as the *Safety Inspection Management Regulations* to create a safe working environment.



Workplace safety is a fundamental prerequisite for the stable development of an enterprise and a critical safeguard for the personal safety and health of employees. The Company has established an internal emergency response team and ensures safe operations through standardized procedures, facility maintenance, and regular inspections.

Safety Areas	Work Safety Measures
 Build a safety emergency response team	<ul style="list-style-type: none"> Formulate the <i>Fire Emergency Plan</i> and other emergency plans for various accidents and establish an emergency response team Inspectors from various departments implement and promote relevant measures to ensure work safety The plant central control room monitors the plant power system 24 hours a day to respond to emergencies timely
 Regulate work safety process	<ul style="list-style-type: none"> Strictly regulate the storage, warning, collection, and treatment of hazardous chemicals Formulate strict construction control procedures for high-risk operations such as fire operation and crane operation
 Maintain work safety facilities	<ul style="list-style-type: none"> Clearly stipulate the key points and frequency of safety inspections Regularly maintain fire protection facilities and equipment, and ensure that escape exits are clearly marked Conduct annual inspections of special equipment and renewal of related licenses, and carry out annual inspections such as annual elevator inspections, lightning protection tests, and annual fire protection inspections Equip with self-contained breathing apparatus, walkie-talkies, chemical protective clothing, and other emergency equipment
 Three-dimensional intelligent security network	<p>Through the organic combination of human prevention, technical prevention and physical prevention, the self-owned park has built a three-dimensional intelligent security network, which provides a strong guarantee for the safe production of enterprises and fully reflects the Company's modern and standardized management level. Take the Shanghai Songjiang Park as an example:</p> <ul style="list-style-type: none"> We have deployed more than 800 high-definition surveillance cameras and equipped 27 professional monitoring large screens to achieve 24*7 real-time monitoring, realizing 100% full coverage of high-definition surveillance cameras. In addition, we have adopted an advanced intelligent analysis system to monitor abnormal situations in real time. For key areas, we have equipped a professional security team on 24-hour rotation duty, formulated scientific and reasonable patrol routes and frequencies, and configured an electronic patrol system to record the patrol tracks in real time, ensuring that all key areas are covered without blind spots. Additionally, we have adopted high-security access control systems such as biometric identification and smart cards to strictly restrict unauthorized personnel from entering sensitive areas. We have established an environmental control system to monitor the temperature and humidity, power supply, and the operation status of UPS in the network environment monitoring computer room through the network, ensuring the stable operation of the IT computer room environment. To ensure the professional quality of the security team, we have established a systematic training mechanism. Special trainings such as physical training, fire protection skill drills, and practical operation of emergency response plans are regularly carried out every week to continuously improve the emergency response capabilities of security personnel.
 Implement regular work safety inspections	<ul style="list-style-type: none"> Conduct daily fire inspections by security guards and monthly safety inspections by the EHS Department to identify and rectify potential safety risks Conduct monthly inspections of fire safety facilities and special inspections of flood control material safety Conduct targeted supervision in terms of self-inspections and cross inspections of the departments according to different office scenarios (laboratory business departments, facility and equipment management departments, areas of concentrated population in the park, canteens, etc.), and comprehensively identify safety hazards Follow up risks and hazards identified during work safety inspections, and confirm the completion of improvement measures Summarize and sort out common safety issues, and provide timely training to relevant departments to reduce similar incidents During the Reporting Period, the Company continued to refine the safety hazard investigations. In August 2024, the Company introduced the weekly safety hazard investigation led by department managers or above of each production line, including safety inspections before statutory holidays. These safety hazard inspections covered fire protection, occupational health, personnel operation, environmental safety and other aspects. The safety hazards identified were recorded and reported in a timely manner, with improvement measures devised, to further improve the inspection efficiency.

We have developed the *Contractor Management Procedures* and other policies for contractors, lessees, and construction contractors entering the campus. These are designed to improve the management of our contract workers. During the Reporting Period, we updated the *Contractor Management Standards*, the *Emergency Plan for Infectious Disease Incidents* and the *Safety Regulations for the Use of Chemicals*. We also added requirements for organizing safety management training and fire emergency training for contract workers, refined requirements for confined space operations, including records and frequency of relevant training and drills, and added contact information and emergency flow charts for infectious diseases response. Additionally, we further refined the control of chemicals and the training requirements for hazardous chemicals management personnel, and added the requirements for response to abnormal loss of chemicals. At the same time, we carried out two emergency drills for confined space operations, which effectively tested the scientific validity and operability of our emergency plans. The drill not only enhanced the coordination and collaboration capabilities among various departments, but also enhanced the emergency response ability and self-protection awareness of employees to deal with emergencies in confined space operations.

Protecting Occupational Health

Will Semiconductor strictly abides by the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and the *Regulation on Work-Related Injury Insurance* as well as the laws and regulations of the countries or regions where we operate. We have established the Environment, Health and Safety (EHS) Committee and formulated the *EHS Committee Management Regulations* to fully implement occupational health management. In our daily operations, we continuously identify, control, and prevent occupational health and safety risks, striving to create a comprehensive safe and healthy workplace environment for our employees. Our subsidiary, OmniVision Semiconductor and OmniVision Optoelectronics have obtained the ISO 45001 Occupational Health and Safety Management System certification, underscoring our dedication to maintaining the highest standards of workplace safety and well-being.



We regularly conduct fire drills, emergency drills and special training, with an emergency response team (ERT) established, in an effort to broadly raise employees' awareness of occupational health and enhance their capabilities for emergency response and self-protection under various emergency situations.

Comprehensively enhance employees' occupational health awareness

Fire drills

During the Reporting Period, the Company conducted fire drills to help employees remember the emergency evacuation routes, the use of fire extinguishers, and the practice of wearing fire protection clothing, air respirators and oxygen cylinders. These activities further enhanced employees' awareness of fire safety.



► Fire drill scene

Themed training

During the Reporting Period, we carried out the annual workplace first-aid lecture. Guided by experts, employees personally practiced cardiopulmonary resuscitation (CPR), automatic external defibrillator (AED) and Heimlich first aid, while learning emergency treatment for heat stroke and drowning. This training not only enabled employees to grasp professional first-aid skills, but also enhanced safety awareness.



► First-aid lecture and hands-on operations

豪威集团安全月

各位集团同事，

响应国家安全月主题, 6/20至

7/19, 集团开展安全月活动, 欢迎关注

扫码报名成为应急预案演练观察员!

参与演练同事有机会获得一份小礼品。

第一阶段: 集团安全检查制度及研发办公室常见安全隐患识别和化学品管理知识分享;

第二阶段: 综合应急演练 (①上科路园区二楼实验室环境应急预案演练, ②各地研发销售办公室应急预案沙盘演练); 部门安全自查及行政EHS季度安全检查;

► Safety month activities

Employee KPIs

Specialized drills

During the Reporting Period, the Company conducted a chemical spill drill and a plant-wide emergency evacuation drill. In addition, we added emergency drills for confined space operations and elevator accidents. We also carried out a desktop emergency exercise for typhoon and storms to ensure that we can respond quickly and efficiently, minimizing damage in the event of a typhoon or rain disaster.

In addition, to further strengthen the emergency response capability of the Company's ERT, we also carried out monthly unannounced exercises in addition to the quarterly training. These exercises aim to realize targeted enhancement of ERT's response capabilities under various complex situations.

At the same time, during the Reporting Period, we carried out sandbox drills for laboratory fire protection in all R&D offices on the Chinese mainland. This has strengthened the safety awareness of each department and fully mobilized the enthusiasm of employees to participate in safety management, as well as their capabilities for emergency response, self-rescue and disaster relief.

In Japan, an evacuation drill for employees is held once a year. In December 2024, we held a drill in Shinyokohama, with 122 employees, including senior management, participated in the event, representing 74% of the total number of employees, and effectively improving the ability of employees to respond to emergencies.



► Evacuation drill



► ERT training drill

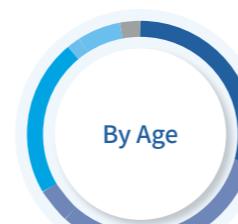
Employee diversity

Total number of employees: 5,376 person

Employee turnover rate: 4.64%



Male	3,376
Female	2,000



30 years old and below	1,662
31 to 40 years old	2,064
41 to 50 years old	1,190
51 to 60 years old	366
61 years old and above	94



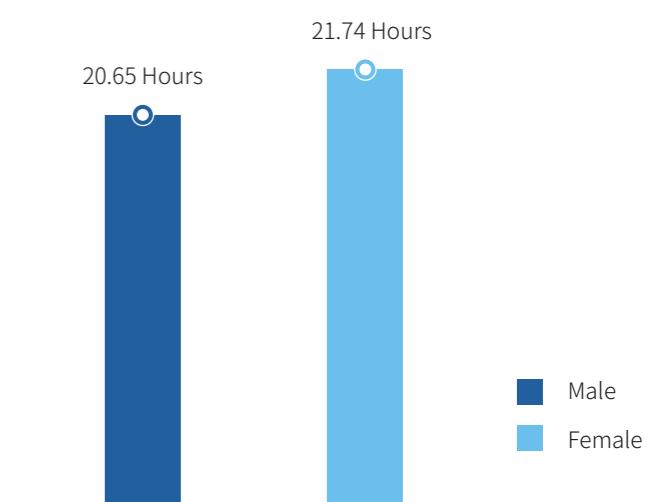
Production Personnel	1,790
Sales Personnel	702
Technical (R&D) personnel	2,387
Finance personnel	118
Administrative personnel	233
Logistics personnel	146

Talent training and development



Male	63.94%
Female	36.06%

Average training hours per employee by gender



Occupational health and safety

Recordable work-related injuries **11** Person

Work-related fatalities **0** Person

Notes: 1. The data for the average training hours per employee by gender in this chart covers China (including Hong Kong and Taiwan), while the data for other indicators covers the globe.

2. Employee turnover rate = Number of employees who left during the Reporting Period / (Total number of employees at the end of the Reporting Period + Total number of employees at the beginning of the Reporting Period). The number of employees who left only includes voluntarily resigned employees.

3. Percentage of trained employees = Number of employees in that category who received training during the Reporting Period / Total number of employees who received training.

4. Average training hours per employee = Total training hours for employee in that category during the Reporting Period / Total number of employees in that category.

5. During the Reporting Period, the Company's work-related injuries were primarily caused by traffic accidents during commuting to and from work. For work-related injuries occurring in production and business operations, the Company has taken measures such as optimizing processes, strengthening safety operation training, and enhancing supervision to prevent similar incidents from occurring again.

05

Green Operations for Safeguarding a Clean Earth

A good ecological environment is the prerequisite and cornerstone for the sustainable development of the economy and society. With a deep sense of responsibility, Will Semiconductor incorporates environmental protection and green and low-carbon concepts into all aspects of the operations. The Company actively takes climate actions, setting climate target and continuously improving energy efficiency, optimizing clean energy structure. The Company is making efforts in emissions management. In addition to the compliant discharge of waste gas, wastewater and solid waste, the Company continuously looks for innovative solutions for the recycling of water and waste resources, increasing resource usage efficiency. Also, the Company encourages employees to jointly practice low-carbon and eco-friendly actions, aiming to collectively safeguard our clean homeland.

- ↳ Response to Climate Change
- ↳ Guarding the Green Environment
- ↳ Advocating Green Office
- ↳ Environmental KPIs



Response to Climate Change

As the global climate change is becoming increasingly acute, mitigating global warming is a social responsibility that falls on every enterprise's shoulder. With a strong sense of responsibility, Will Semiconductor actively responds to the national goal of "carbon peaking by 2030 and carbon neutrality by 2060". We have been forging ahead with carbon inventory, science-based carbon target setting, energy conservation and carbon reduction. In addition, we have been improving energy efficiency, tapping the potential for energy conservation and carbon reduction in the park, and expanding photovoltaic facilities to optimize the clean energy mix. Moreover, we have developed emergency response plans and standard operating procedures for extreme weather events, with a view to enhancing our own adaptability to climate change, enhancing climate resilience.

Low-carbon Actions

As a globally renowned chip design company, Will Semiconductor is well aware that as a resource-intensive industry, chip manufacturing carbon emission issue is in the spotlight. Therefore, in addition to attaching great importance to the greenhouse gas emissions generated by our own operations, we have turned our attention to the entire supply chain. The Company's subsidiary OMNIVISION USA submitted a commitment letter to the Science Based Targets Initiative (SBTi) in 2023, pledging to achieve net-zero greenhouse gas emissions across the entire value chain by 2050, and we received approval of our near-term science-based emissions reduction target by the SBTi in January 2025. In the future, Will Semiconductor will combine forces with all relevant parties along the supply chain to push for global energy transition, taking decisive climate action moving towards a greener and more sustainable future.

Short-term Goal (2029)

- Taking 2023 as the benchmark year, the absolute emissions of greenhouse gases of Scope 1 and 2 will be reduced by **37.8%** by 2029.
- Taking 2022 as the benchmark year, the greenhouse gas emissions of Scope 3 generated from the purchase of goods and services will be reduced by **48%** per sold chip by 2029.

► Net Zero Emissions Target of OMNIVISION USA

Long-term Goal (2050)

- Taking 2023 as the benchmark year, the absolute emissions of greenhouse gases of Scope 1 and 2 will be reduced by **90%** by 2050.
- Taking 2022 as the benchmark year, the greenhouse gas emissions of Scope 3 resulting from the purchase of goods and services and the use of sold products will be reduced by **97%** per sold chip by 2050.

Increasing Energy Efficiency

We strictly comply with relevant laws and regulations in the countries or regions where we operate, such as the *Energy Conservation Law of the People's Republic of China*. We have been pushing ahead with certification for energy management systems, as part of our efforts to standardize and optimize energy management in major operating sites. Electricity constitutes the main part of Will Semiconductor's energy mix, and the Shanghai Songjiang Park and the Shanghai Zhangjiang Park are the main energy consumers of the Company. OmniVision Semiconductor and OmniVision Optoelectronics, subsidiaries in the Shanghai Songjiang Park, have passed the review for renewal of the ISO 50001 Energy Management System Certification, further promoting the regulation and standardization of energy management.



► OmniVision Semiconductor's ISO 50001 Energy Management System Certification



► OmniVision Optoelectronics' ISO 50001 Energy Management System Certification

To improve the efficiency of electricity use, the Shanghai Zhangjiang Park has been implementing energy-saving and efficiency-improving measures such as controlling cooling towers with frequency converters and using intelligent lighting in the underground garage. Moreover, during the Reporting Period, we started a project named "replacing traditional electric water heaters with air-source heat pump water heaters". In addition, the Shanghai Songjiang Park and the Shaoxing Plant have respectively carried out a series of low-carbon and energy conservation management initiatives, including equipment parameter optimization, intelligent system upgrade, and other initiatives.

Energy-saving measures of the Shanghai Songjiang Park

- During the Reporting Period, by adjusting the temperature parameters of the air conditioners in the cleanrooms and offices, we saved around 350 MWh of electricity. While doing so, we maintained a good balance between the production and office needs and the requirements of low energy consumption and energy conservation.
- During the Reporting Period, by optimizing the lighting control time in the clean rooms and managing the energy usage reasonably, we saved around 14 MWh of electricity. During the Reporting Period, we optimized product production processes by adjusting the vacuum degree parameters of the process vacuum (PV) system, which helped save approximately 230 MWh of electricity.
- During the Reporting Period, we retrofitted the air compressor system. We improved the efficiency of the dryer by adding air cooler accessories, and reduced pressure loss by optimizing the design of pipeline structure. Those efforts resulted in a saving of around 310 MWh of electricity.
- During the Reporting Period, we implemented energy-saving guidelines to eliminate energy waste. We upgraded the system by turning off the fan filter units (FFUs) in reserved areas, saving around 45 MWh of electricity.

Energy-saving measures of the Shaoxing Plant



Optimizing the control method of the dryer in the compressed dry air (CDA) system

During the Reporting Period, to reduce energy consumption, we optimized the control method of the dryer in the CDA system, and retrofitted the system. The renovation led to an annual electricity saving of around 147 MWh.

Adjusting the activation method of lighting in public areas

During the Reporting Period, we implemented a refined electricity management method to address the high energy consumption of public-area lighting. By using an intelligent control system, we were able to precisely adjust the lighting time and brightness, and optimize the lighting activation method. This not only reduced the operating costs but also resulted in an electricity saving of around 12 MWh.

Improving the operating efficiency of the air compressor

During the Reporting Period, the project to improve the operating efficiency of air compressors, which was rolled out in 2023, continued to generate energy-saving benefits. It helped us to effectively avoid energy losses, and slash energy consumption and carbon emissions. In 2024, approximately 318 MWh of electricity was saved.

Optimizing Energy Structure

In addition to continuous improvement of energy efficiency, we are looking for clean energy use and alternative solutions. By setting and striving to achieve targets for energy consumption, we have been tapping the potential for energy conservation and carbon reduction in the parks, and expanding photovoltaic facilities to optimize the energy mix.

Case Tapping the potential of energy conservation and carbon emission reduction in green factories

The Shanghai Songjiang Park is home to the Company's main self-owned testing factory. It has embraced automation to improve production efficiency and built an AGV-assisted intelligent warehouse to enhance logistics efficiency. During the Reporting Period, the Shanghai Songjiang Park kept developing green factory system and improving energy utilization efficiency. By sorting out and phasing out outdated equipment with high energy consumption and low efficiency, the park improved the overall operational efficiency. Meanwhile, we introduced a strict energy performance assessment mechanism, which unlocked the potential for energy conservation.

Case Expanding the utilization of clean energy

During the Reporting Period, the Shanghai Songjiang Park exploited the carbon reduction benefits of clean energy, relying on the rooftop photovoltaic facilities that had been continuously expanded in previous years. By the end of the Reporting Period, the total installed capacity of photovoltaic facilities in the park was up to 1,910 kW. The annual power generation reached 2,053 MWh.

In addition, the total installed capacity of the photovoltaic power generation system set up at the Shaoxing Plant at the end of 2023 was 400 kW. Its power generation in 2024 reached approximately 460 MWh.



► Rooftop photovoltaic power generation system at the Shanghai Songjiang Park

| Response to Extreme Weather

Climate change has triggered widespread extreme weather events across the globe. Will Semiconductor takes the prevention of extreme weather disasters seriously and has taken a series of actions to enhance the resilience and sustainability of the operations. Will Semiconductor has incorporated climate change into the Company's processes of identifying risks and opportunities. It continuously conducts targeted risk identification of extreme weather in various regions of the Chinese mainland based on the seasonal and regional characteristics of different places, and has formulated standard operating procedures (SOP) to ensure business sustainability. Every year, we conduct tabletop exercises for the business sustainability SOP, optimize the emergency response processes, personnel frameworks, etc., and at the same time check the safety stock of response materials. In addition, after each extreme weather event, the Company will review and verify the effectiveness of the original SOP and carry out necessary rectification and optimization to ensure comprehensive identification and response to risks related to extreme weather.

The Company has formulated internal management policies such as the *Emergency Plan for Natural Disasters* and the *Special Emergency Plan Against Typhoon and Flood*. To deal with extreme weather such as typhoons, thunderstorms, and extreme cold and heat, we have developed the *Emergency Plan for Freezing, Rain and Snow Weather* and the *Emergency Plan for Thunderstorm and Typhoon*, among others. During the Reporting Period, we updated the comprehensive emergency plans for work safety under extreme weather, including the *Emergency Plan for Typhoon and Flood* and the *Checklist for Low - temperature Weather*. In addition, we have optimized the standard operating procedure - *Emergency Response to Extreme Weather*. For different levels of warnings, we have developed corresponding control measures, including advance inspection and deployment, access control, emergency duty for rescue operations, and post-disaster recovery, to further strengthen the prevention and control of extreme climate events. Those emergency plans have clearly defined the response procedures and division of responsibilities in case of different extreme weather events, thereby shortening the response time and safeguarding the Company's assets and employees' lives.

Facing the challenges of extreme weather, Will Semiconductor has not only established a fully-fledged system of emergency response plans but also put those plans into action effectively, so as to ensure the stability and safety of the Company's operations. When Typhoon Bebinca hit Shanghai in 2024, the Shanghai Zhangjiang Park and the Shanghai Songjiang Park responded in an orderly manner according to the established emergency plans. Thanks to the standardized and efficient measures, they emerged from the disaster with the Company's assets and employees' lives safe and sound.

Case Emergency measures for Typhoon Bebinca

Shanghai Zhangjiang Park: When Typhoon Bebinca loomed, the Shanghai Zhangjiang Park wasted no time in sorting out potential risks and hazards. It made comprehensive arrangements in various aspects such as material preparation, duty shifts, emergency response, and information communication. Moreover, it adopted targeted prevention and control measures for key facilities and equipment. When the typhoon struck, relevant departments took on their responsibilities and responded with composure. On the premise of ensuring personal safety, they immediately engaged in rescue and relief work, striving to minimize the losses of the Company. After the typhoon was gone, the park promptly carried out various restoration and cleaning work, returning to the normal order.

Shanghai Songjiang Park: During the Reporting Period, the Shanghai Songjiang Park conducted several desktop emergency drills for typhoon and rainstorm scenarios, amassing rich experience in dealing with such situations. Whenever a typhoon approaches, the park conducts preventive inspections and promotional work prior to the arrival of typhoon and rainstorm. In the face of Typhoon Bebinca, which hit Shanghai in the summer of 2024, the Administrative Department collaborated with the other departments to deal with it. In addition to the regular safeguards against flood and typhoon, the park also reinforced the outdoor facilities in advance, to ensure its safe and stable operation under extreme weather conditions.



► Identifying potential water leakage hazards when Typhoon Bebinca hit

Guarding the Green Environment

The Company strictly complies with the relevant laws and regulations of the countries or regions where it operates, such as the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Waste*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*. In addition, we have developed a series of internal management systems such as the *Environmental Operation and Waste Management Measures*, striving to constantly reduce the impact of our operations on the environment throughout the entire process from emission source to end-of-line treatment. We are taking practical actions to uphold the green development philosophy.

During the Reporting Period, the Shanghai Zhangjiang Park formulated an environmental management system manual and related supporting control procedures, comprehensively sorted out standard operating procedures and management methods, and practiced the Company's environmental policy in the product design and development stage: "optimizing resource use, reducing pollution and waste, making continuous improvements, protecting the environment, and complying with regulations", so as to enhance the standardization level of environmental management work.

During the Reporting Period, we formulated the *Control Procedures for Laws, Regulations and Their Identification* and the *Control Procedures for Compliance Evaluation*. Moreover, we organized internal discussions and compliance evaluations, with the aim of ensuring the Company's compliant discharge of the three types of waste (waste gas, wastewater, and solid waste). In addition, we introduced the Control Procedures for Environmental Management, set out optimized management requirements regarding the compliant discharge of wastewater, waste gas, and solid waste. It clearly defines the responsibilities and operating specifications for each process, which enables more precise environmental management.

Will Semiconductor's emission sources mainly include the Shanghai Songjiang Park where its subsidiaries OmniVision Semiconductor and OmniVision Optoelectronics are located, as well as the Zhejiang Shaoxing Park where Zhejiang Core Test Semiconductor Co., Ltd. (hereinafter referred to as "Zhejiang Core Test Semiconductor") is located. The above-mentioned parks and Shanghai Zhangjiang Park have passed the ISO 14001 Environmental Management System Certification and successfully got through the annual audit during the Reporting Period. In 2024, the Shanghai Songjiang Park revised the emission and discharge standards in the *Regulations on the Management of Sewage, Waste Gas and Noise*. The pollutant emission standards were updated from the *Pollutant Discharge Standard for the Semiconductor Industry* (DB 31/374-2006) to the *Pollutant Discharge Standard for the Semiconductor Industry* (DB 31/374-2024), further raising the requirements for enterprise emission management.



► Will Semiconductor's ISO 14001 Environmental Management System Certification

► OmniVision Semiconductor's ISO 14001 Environmental Management System Certification

► OmniVision Optoelectronics ISO 14001 Environmental Management System Certification

| Waste Management

Our non-hazardous solid waste is mainly comprised of general industrial solid waste and domestic waste. Hazardous waste mainly includes waste empty buckets, rags, waste organic solvents, electronic waste, waste alkali liquor and waste oil. Will Semiconductor keeps standardizing the management of various types of waste. For example, we classify non-hazardous solid waste, and entrust qualified recycling companies to treat it. For hazardous waste, the Company has developed an annual management plan and entrusted professional disposal companies to regularly remove and legally treat it. In addition, the Company requires contractors to classify and dispose of waste in compliance with relevant national laws, regulations and contractual requirements to avoid secondary environmental pollution.

The Company has set up waste collection containers at designated locations in its office, which are divided into non-recyclable, recyclable, dry, wet and hazardous waste. Signs are also posted to enhance employees' awareness of waste sorting. The Company entrusts qualified suppliers to recycle the recyclable waste generated by the office. During the Reporting Period, Will Semiconductor further refined waste management processes. The Company took proactive steps to build a "zero-waste factory" in the Shanghai Songjiang Park, aiming to boost the utilization rate of solid waste. Additionally, the Company rolled out multiple new initiatives to continuously improve the effectiveness of waste management.

Hazardous Waste Management

- During the Reporting Period, the Shanghai Songjiang Park was looking for more environmentally friendly solutions to hazardous waste disposal. New service vendors were engaged to treat hazardous waste using more eco-friendly approaches - shifting from incineration to recycling. As a result, the utilization of organic liquid waste reached as high as 85%. That move, on the one hand, reduced the potential harm of hazardous waste to the environment, and enhanced the recycling rate of resources on the other hand.

Kitchen Waste Management

- During the Reporting Period, the Shanghai Zhangjiang Park replaced the park's catering supplier and transformed the meal-selling operation mode. The number of diners increased from more than 400 to around 600, while the amount of kitchen waste decreased from 2 buckets to 1 bucket per day. By introducing more healthy and delicious food, it managed to cut down on kitchen waste.

Non-hazardous Solid Waste Management

- During the Reporting Period, in terms of workshop management, the Shanghai Songjiang Park managed to bring down the consumption of dust-free cloths in the workshops by 5% by optimizing the control and usage methods. Such fine-tuning efforts helped cut down on resource consumption and waste generation.
- During the Reporting Period, in terms of office process optimization, the Shanghai Songjiang Park has upgraded its electronic management in terms of office process optimization by adjusting equipment maintenance forms from paper records to electronic documents using the Manufacturing Execution System (MES). As a result, paper consumption went down by 30%. This effectively promoted the paperless office process, contributing to resource conservation.
- During the Reporting Period, in terms of warehouse management, the Shanghai Songjiang Park continued to use the raw materials used in the incoming bubblewrap management link, the yearpads, foam and cartons for 100% recycling. By recycling those materials instead of purchasing new bubblewrap, it reduced waste generation and achieved efficient recycling of resources.

► Waste management measures of the Shanghai Zhangjiang Park and the Songjiang Park

Water Resource Management

Will Semiconductor strictly complies with the *Water Law of the People's Republic of China* and other relevant laws and regulations of the countries or regions where the Company operates. Furthermore, the Company is also exploring water-saving technologies and water resource recycling models, with a view to establishing an efficient wastewater treatment and resource recycling system.



Case

Water resource recycling systems in the Shanghai Songjiang Park and the Zhejiang Shaoxing Park

During the Reporting Period, to maximize the utilization of water resources, the Shanghai Songjiang Park and the Shaoxing Plant implemented a series of technological upgrades and optimizations to support reuse of wastewater. Ranging from process improvement to equipment upgrades, from process optimization to management enhancement, multiple measures were taken simultaneously to proceed with the application and practice of wastewater reuse technology. In total, approximately 225,000 tons of wastewater were reused.



Reuse of wastewater from packaging

The Shanghai Songjiang Park treats the wastewater from the wafer color filter and micro-lens display packaging processes through the wastewater reuse system and then reuses it in the cooling tower system of the factory. During the Reporting Period, the wastewater reuse rate went up to 60%, saving 28,000 tons of water annually.



Reuse of wastewater from wafer reconstruction

The Shanghai Songjiang Park adopted a wastewater reuse system for the wafer reconstruction project, which reduces water resource consumption and wastewater discharge. During the Reporting Period, approximately 160,000 tons of water was saved annually.



Reuse of high-salt (RO) wastewater

RO concentrated water is a kind of saline organic wastewater with complex components and a relatively high content of hardly soluble substances. The Shaoxing Plant introduced a reuse system for RO concentrated water in 2023 to reuse RO concentrated water after treatment. During the Reporting Period, about 100 tons of water was saved every day.

For non-recyclable wastewater, we have designated a special area within the park to build a wastewater treatment plant. We strictly conduct online monitoring of the wastewater discharge in accordance with the *Technical Specification for Operation of Wastewater (CODCr, NH3-N, etc.) On-line Monitoring System (HJ 355-2019)*. During the Reporting Period, we treated the wastewater according to the new standard - the *Pollutant Discharge Standard for the Semiconductor Industry (DB 31/374-2024)*, to ensure that the wastewater met the standards before being discharged into the municipal sewage network. In addition, we have formulated an environmental self-monitoring plan. We regularly invite qualified third-party institutions to conduct comprehensive monitoring of wastewater discharge, so as to ensure that its quality complies with relevant standards. By doing so, we have further strengthened the supervision of wastewater discharge.

Waste Gas Management

Managing waste gas emissions is a crucial part of our environmental responsibility. During the Reporting Period, we revised the emission and discharge standards in the *Regulations on the Management of Sewage, Waste Gas and Noise*, and set higher requirements for waste gas treatment in accordance with the *Pollutant Discharge Standard for the Semiconductor Industry (DB 31/374-2024)*. Will Semiconductor strictly implements various control measures. We use activated carbon adsorption towers to filter waste gas efficiently, ensuring that the treated gas complies with relevant emission standards. The gas that has been treated and thus meets the emission standards is sent to the roof through special pipelines for high-altitude discharge, so as to reduce the environmental impact on the surrounding areas.

The Company has established a strict third-party inspection mechanism. We regularly invite third-party inspection institutions with professional qualifications to conduct comprehensive inspections of the emitted gases, and upload the results to the pollution source monitoring data release platform. This improves the transparency of the Company's environmental management and data, and facilitates the environmental protection authorities and the public to supervise the Company's environmental behaviors. During the Reporting Period, the Company's waste gas emissions during operation were in line with relevant national laws and regulations.



Case

Waste gas treatment system for the packaging process in the Shanghai Songjiang Park

In the wafer color filter and micro-lens display packaging process, the Shanghai Songjiang Park has adopted highly efficient waste gas treatment initiatives to ensure that the discharge meets standard and to reduce the impact on the environment. The following measures are taken:

Zeolite rotor concentrator system + thermal oxidizer (TO) Equipment

In 2023, the Shanghai Songjiang Park installed a zeolite rotor concentrator system, coupled with a direct-fired thermal oxidizer (TO), to treat volatile organic compounds (VOCs) in the waste gas. The system utilizes the efficient adsorption capacity of the zeolite rotor to concentrate the VOCs in the low-concentration and large-air-volume waste gas. Then, the highly concentrated waste gas goes through the TO at high temperature, where it is oxidized and decomposed into carbon dioxide and water vapor. The VOC treatment efficiency reaches over 88%. While ensuring that the emissions meet the standards, this treatment reduces the emissions of VOCs, thereby lowering the pollution to the atmospheric environment, and contributing to the improvement of air quality in the surrounding area.

Standby activated carbon

During the Reporting Period, the Shanghai Songjiang Park prepared standby activated carbon. In case of abnormal operating conditions such as malfunctions in the waste gas treatment system, the standby activated carbon will be put into use promptly. This is aimed at ensuring that the pollutants in the waste gas can be effectively adsorbed on an ongoing basis, so that the emission concentration is always below the standards specified in national and local regulations.

Washing tower for treating acidic and alkaline waste gases

To deal with the acidic and alkaline waste gas generated during the production process, during the Reporting Period, the Shanghai Songjiang Park added a washing tower system, which is specifically designed to treat acidic and alkaline waste gases. Through chemical washing and neutralization reactions, the acidic and alkaline waste gases are purified in the washing tower to ensure that the emissions meet the standards.

Advocating Green Office

We always espouse the concept of green office, exploring measures for refined energy management, and pushing for reasonable allocation and utilization of idle resources and spaces among our operational locations. In the meantime, our Shanghai Zhangjiang Park, Shanghai Songjiang Park and Zhejiang Shaoxing Park have introduced and continuously updated electric vehicle chargers. Both employees and visitors can use this sustainable transportation solution by scanning a QR code. The shuttle buses in the Company's parks across the Chinese mainland are all electric vehicles. This further reduces the greenhouse gas emissions from the consumption of fossil fuels such as gasoline and diesel, making low-carbon and green commuting easily accessible.

Energy-saving technology transformation project

- The Shanghai Songjiang Park has installed a water-saving system of motion-sensor faucet at the wash basins. The system can detect human motion and automatically control the water flow, which prevents continuous water running and thus reduces water waste.
- Moreover, in public areas like stairwells, energy-efficient LED lamps with sound-control functionality have been installed, which can turn on when people come and turn off when people leave, further lowering energy consumption.
- The Shaoxing Plant has raised the power factor to above 0.95 through capacitor compensation, thereby reducing reactive power consumption.

► Highlights of green office initiatives

Office resources and space allocation

- Based on the operational status of each office, Will Semiconductor coordinates office furniture, facilities, equipment and instrument resources across the country. Their allocation transcends provincial boundaries. Once put into newly established or expanded offices, those temporarily idle resources continue to generate value by serving their purposes. By doing so, we can reduce resource waste and avoid redundant procurement.
- Meanwhile, our R&D and sales offices in the Chinese mainland have also undergone space optimization and consolidation. For example, by optimizing and consolidating workstations and closing temporarily unused areas in Shaoxing and Chengdu offices, we have reduced the office floor area. This has not only improved space utilization but also enhanced the green office effect of energy conservation and emission reduction.



To ingrain environmental protection concepts in people's hearts, the Company encourages employees to start with minimal actions through initiatives such as the Environmental Protection Day event. The aim is to turn each and every employee into a practitioner and a disseminator of environmental protection, so as to jointly safeguard the Earth, our home.



Case

Advocating low-carbon and green commuting

As the demand from employees and visitors for electric vehicle charging facilities has been rising with the growing popularity of electric vehicles, we have introduced electric vehicle chargers in Shanghai Zhangjiang Park, Shanghai Songjiang Park and Zhejiang Shaoxing Park. During the Reporting Period, to encourage and guide people entering the parks to choose sustainable means of transportation, we specially introduced 2 sets of new-generation chargers in Shanghai Zhangjiang Park. These new-generation chargers' user registration and payment processes have been optimized so that employees and visitors can easily use them by simply scanning a QR code, making low-carbon and green commuting just a click away.



Case

"Discovering the Essence of Environmental Protection and Practicing Carbon Reduction" Environment Day

In April 2024, Will Semiconductor launched a workplace energy-conservation and carbon-reduction check-in activity, with the theme of "Discovering the Essence of Environmental Protection and Practicing Carbon Reduction". A total of about 200 colleagues from seven operational locations participated actively by scanning the QR code. The aim was to encourage the discovery and adoption of workplace environmental protection actions. During the activity, employees shared environmental protection measures, such as tips on energy and water conservation and waste classification in the office. They also put environmental protection concepts into practice by taking actions like green commuting and stair climbing sign-in. In total, nearly 900 submissions were received regarding the implemented environmental protection measures and practices at various operational locations. The activity aimed to develop employees' habits of green practice and enhance their sense of environmental responsibility and active participation awareness, turning each and every employee into a practitioner of green actions.



► "Discovering the Essence of Environmental Protection and Practicing Carbon Reduction" Poster

Environmental KPIs

During the Reporting Period, the Company's energy consumption, Greenhouse Gas (GHG) emissions and water consumption are as follows:

KPI	2024	2023	2022
Total energy consumption (MWh)	92,122.87	77,765.23	65,063.08
Direct energy consumption (MWh)	3,614.36	3,037.14	3,339.21
Indirect energy consumption (MWh)	88,508.51	74,728.09	61,723.87
Energy consumption intensity (MWh per capita)	17.14	16.20	13.06
Total GHG emissions (tCO ₂ e)	39,834.32	33,578.59	27,091.34
Direct GHG emissions (Scope 1) (tCO ₂ e)	729.96	613.38	674.39
Indirect GHG emissions from energy consumption (Scope 2) (tCO ₂ e)	39,104.36	32,965.21	26,416.95
GHG emission intensity (tCO ₂ e per capita)	7.41	7.00	5.44
Water consumption (tonnes)	352,101.99	353,600.67	250,511.39
Water consumption intensity (tonne per capita)	65.50	73.67	50.30

Notes: 1.The scope of the environmental data in this section covers the main offices of the Company, including Shanghai Zhangjiang Park, Shanghai Songjiang Park, Zhejiang Shaoxing Park, Silicon Valley in the United States, etc.

2.The main categories of applicable energies include natural gas used for offices and factories (direct energy) and electricity purchased (indirect energy)

3.The Company has revised some data on indirect energy consumption in 2023 and recalculated the data related to energy consumption in 2023.

4.Content and category of GHG emissions collected in Scope 1 and Scope 2 include: natural gas used for offices and factories (Scope 1) and electricity (Scope 2). GHG emissions are presented in CO₂ equivalents, and the GHG emission of natural gas and the electricity purchased from mainland China shall be calculated according to the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions of Other Industrial Enterprises (Trial)* issued by the National Development and Reform Commission. GHG emissions in Scope 2 were calculated based on the latest regional average CO₂ emission factor for electricity announced by the Ministry of Ecology and Environment. Additionally, we recalculated the data for 2022 and 2024 based on the latest regional average CO₂ emission factor for electricity. The GHG emissions from purchased electricity from overseas sources were calculated using the electricity emission factor published by the International Energy Agency in 2023.

5.During the Reporting Period, due to the Company's production expansion and the addition of equipment, there was an increase in total energy consumption, total GHG emissions, and their intensities compared with 2023. In addition, we installed reclaimed water reuse facilities during the Reporting Period, which improved water use efficiency. As a result, even though the number of employees increased, both the total water consumption and its intensity decreased compared with 2023.

During the Reporting Period, the relevant pollution discharge of Songjiang Park during its production and operation is as follows:

Pollutant	Emission Method	Specific Pollutant	Total actual emissions during the Reporting Period (tonnes)	Total approved emissions during the Reporting Period (tonnes)	Implementation Standards	Excess Emissions
Wastewater	After being treated by the sewage treatment plant, the wastewater is discharged into the Water Purification Company	Generated industrial wastewater volume	94,500	133,694	Comprehensive Standard for Wastewater Discharge (DB31/199-2018)	N/A
		Chemical oxygen demand	15.31	46		
		Ammonia nitrogen	0.89	4.05		
Exhaust gas	Organized Emissions	VOCs	0.44	4.35	Comprehensive Standard for Atmosphere Pollutant Emissions (DB31/933-2015); Pollutant Discharge Standard for the Semiconductor Industry (DB31/374-2024)	N/A
		VOCS	0.44	4.35		
		VOCS	0.44	4.35		



06

Community Engagement for Building a Harmonious Society

Will Semiconductor is well aware that the growth of an enterprise cannot be achieved without the support and nourishment of society. The Company has always stayed true to the original aspiration of giving back to society by engaging in public welfare and charitable causes. We fulfill our social responsibilities in various ways. For example, we take an active part in community building to improve the living environment of residents. At the same time, we also encourage our employees to show their love and care for disadvantaged groups, contributing to the inclusive development of society. We believe that the value of an enterprise lies not only in creating wealth but also in bringing about positive changes to society.

- ↳ Caring for Vulnerable Groups
- ↳ Dedicated to Public Welfare Education



Caring for Vulnerable Groups

Will Semiconductor keeps a close eye on the needs of vulnerable groups in society and organizes employees to participate in public welfare and charitable activities for many times, bringing care and warmth to those in need. During the Reporting Period, we cooperated closely with public welfare organizations locally and abroad, providing material and moral support to left-behind children and children in welfare institutions, among others, through practical actions.

During the Reporting Period, volunteers from across OMNIVISION USA came together, dedicating their time and effort to make a significant and immediate difference in neighboring communities. Partnering with external organizations, our employees distributed fresh produce and other food items to hundreds of families in need who are experiencing food insecurity. The event showcased the power of collective action and the positive impact it can have on our communities. This philanthropic event is something all local interns in the U.S. look forward to during their internship experience.

Case Volunteer activities in Shanghai Guangci Welfare House for Disabled Children

The Company has been supporting Shanghai Guangci Welfare House for Disabled Children (hereinafter referred to as "Guangci Welfare House") for seven years. In July 2024, Will Semiconductor launched the "OV Charity Relay" event to extend love and care to the disabled and autistic children in Guangci Welfare House. A total of 199 employees donated RMB 16,418 cumulatively. In addition, the Company disbursed a special fund of RMB 23,000, which is used for this purpose together with the donations. At the same time, we organized 9 volunteers to pay an offline visit to Guangci Welfare House. We donated craft photo frames, garden pruning machines, baking raw materials, among other things, bringing care and warmth to the children there.



▶ Volunteer activities in Guangci Welfare House

Case Spreading love and making Christmas wishes come true

The Family Giving Tree, founded in 1990, is the largest holiday gift and backpack donation program in California, USA. It has been recognized by Charity Navigator for seven consecutive years and has been awarded the Guidestar Platinum Transparency Seal, which is the highest honor for registered public welfare organizations. We work with the Family Giving Tree Agency annually during the Christmas holiday season, aiming to fulfil the Christmas wishes of children, families and the elderly facing challenging financial conditions. In December 2024, our volunteer team went to the warehouse of the Family Giving Tree to sort and pack gifts, and then gave the carefully prepared Christmas gifts to the children and elderly in financial difficulties in the San Francisco Bay Area of California, making them feel the care from the community.

Dedicated to Public Welfare Education

Will Semiconductor actively engages in public welfare education, bringing hope and educational support to poor students through multiple channels and diversified funding. During the Reporting Period, we provided high-quality reading resources to rural primary schools through book donations, as well as academic support and living subsidies to poor students. Those efforts alleviated their financial pressure so that they could fully immerse themselves in their schoolwork.

Case Sharing children's books, sharing love

With the theme of "Share Children's Books, Share Love", the children's book donation program is a large-scale public welfare activity. It aims to recycle children's books and donate and raise funds for new books for rural primary schools in underdeveloped areas. In June 2024, the Company donated 500 children's books and 4 bookshelves to Tucheng Primary School in Shangtianti Non-metallic Mining Administration, Pingqiao District, Xinyang City, Henan Province, and 759 children's books to Xingdi Primary School in Mianshan Town, Jiexiu City, Jinzhong City, Shanxi Province. We hope that books can broaden children's horizons, stimulate their imagination, and enhance their logical thinking and analytical abilities.



▶ Children's book donation campaign

Case Education assistance activities in Miaozhong Village, Chongming

As an important cornerstone of social equity, educational equity holds far-reaching significance for the harmonious development and progress of society. Funding poor students is one of the core measures to promote the realization of educational equity. In October 2024, we provided financial support to 5 outstanding poor students in Miaozhong Village, Chongming District, Shanghai. Moreover, our volunteers visited Miaozhong Village and had face-to-face conversations with the students to learn about their learning and living situation. We offered a scholarship of RMB 15,000 and RMB 3,000 worth of winter supplies in the hope that our donations would help the students better complete their schooling.



▶ Education assistance activities in Miaozhong Village, Chongming

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Feedback from Readers

Thank you for reading the 2024 *Environmental, Social and Governance Report of Will Semiconductor*. In order to provide stakeholders with valuable information and improve the Company's ability and performance in fulfilment of social responsibility, we sincerely invite you to put forward your valuable comments and suggestions for the Report.

You can fill in the feedback form and return it to Will Semiconductor in any of the following ways:

Email: Will_ESG@ovt.com

Email Address: No. 88 Shangke Road, Pudong New District, Shanghai

1. Your overall opinion on this Report:

Very Good Good Average Bad Very Bad

2. Your rating for Will Semiconductor's fulfilment of social and environmental responsibility:

Social Responsibility	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Poor	<input type="checkbox"/> Very Poor
Environmental Responsibility	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Poor	<input type="checkbox"/> Very Poor

3. How the Report reflects the impact of Will Semiconductor's social responsibility practices on society and environment?

Very Good Good Average Poor Very Poor

How do you think about the clarity, accuracy and completeness of the information, data and indicators disclosed in the Report?

Clarity	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Poor	<input type="checkbox"/> Very Poor
Accuracy	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Poor	<input type="checkbox"/> Very Poor
Completeness	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Average	<input type="checkbox"/> Poor	<input type="checkbox"/> Very Poor

5. Are the content structure and layout design convenient for you to read?

Yes Average No

6. Other opinions or suggestions about Will Semiconductor's work and the Report:

