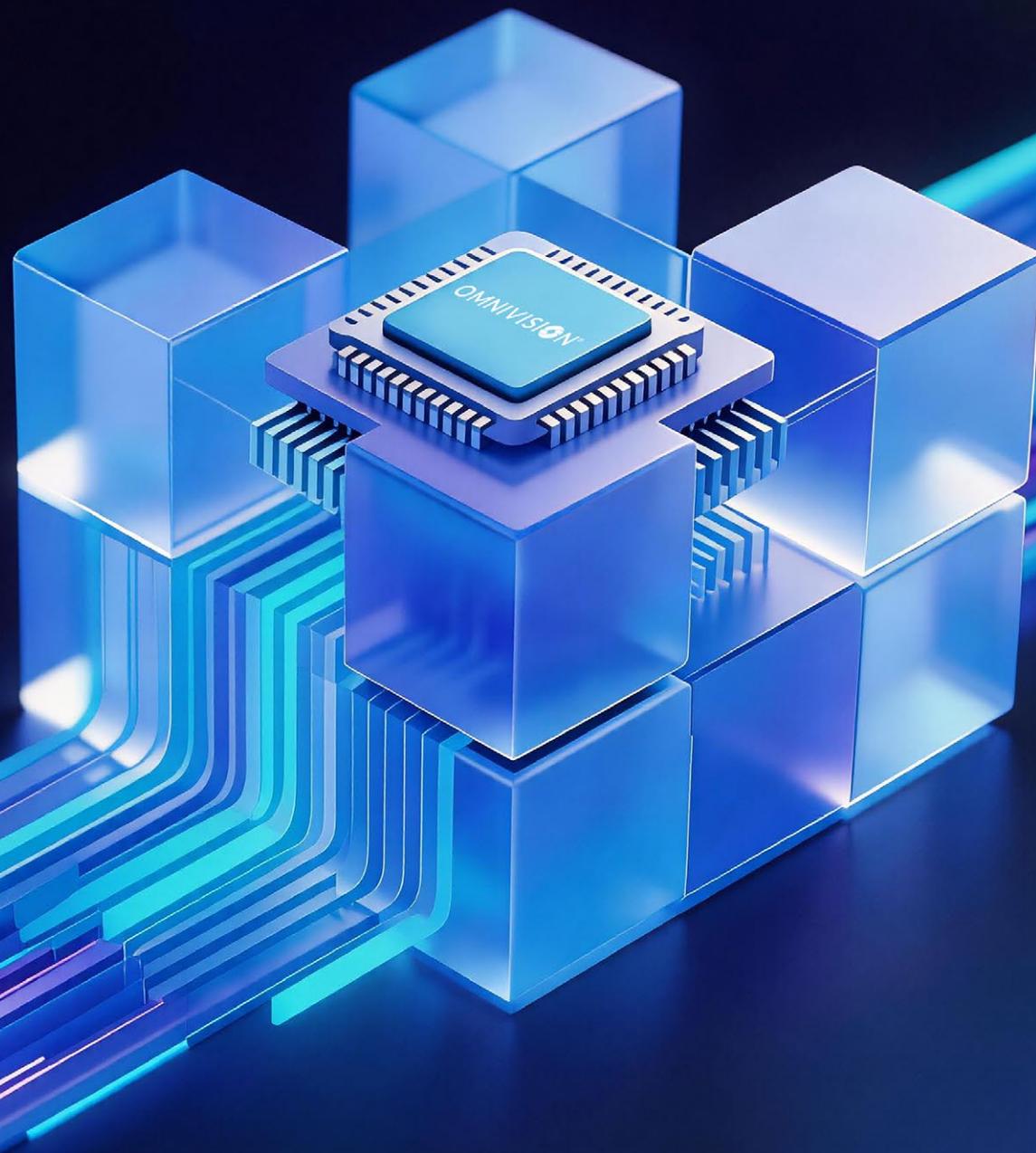# OMNIVISION®

Empower the Sensing by Technology

2025

Environmental, Social and Governance Report

OmniVision Integrated Circuits Group, Inc.

Stock Code：603501.SH，0501.HK

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About This Report

OmniVision Integrated Circuits Group, Inc. hereby publishes the Environmental, Social and Governance (ESG) Report (the "Report") for the year 2025 to the public. This is the 6th ESG Report issued by the Group to demonstrate the Group's vision, strategies, practices and achievements on ESG issues.

Reporting Standards

The Report is prepared in accordance with the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)* ("Sustainability Report Guidelines") issued by Shanghai Stock Exchange ("SSE"), the *Environmental, Social and Governance Reporting Code* (the "ESG Code") set out in the Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "HKEx"), and with reference to the GRI Standards on Sustainable Development Reporting (hereinafter referred to as the "GRI Standards") issued by the Global Reporting Initiative (GRI) and requirements of the United Nations Sustainable Development Goals (UN SDGs).

The preparation of this ESG report adheres to the following reporting principles:

- **Materiality:** In the process of compiling this report, key stakeholders are identified, and material ESG topics are determined through stakeholder engagement and materiality assessments.

- **Quantitative:** This report presents key performance indicators in the environmental and social dimensions using quantitative data, accompanied by explanations to clarify their purpose and impact.

- **Consistency:** Unless otherwise specified, this report adopts the same disclosure and statistical methodologies as the 2024 Environmental, Social, and Governance Report, and subsequent annual reports will align with this report.

Reporting Scope

The Report covers the ESG activities and accomplishments of OmniVision Group and its 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, Silicon Valley in the United States, etc. The data and information presented in this report primarily cover the period from January 1, 2025, to December 31, 2025 (the "Reporting Period"), though certain content may extend beyond this timeframe.

Abbreviations

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

Report Availability

This report is published in Simplified Chinese, Traditional Chinese and English. It may be accessed online or downloaded via the official website:www.omnivision-group.com

Contacts

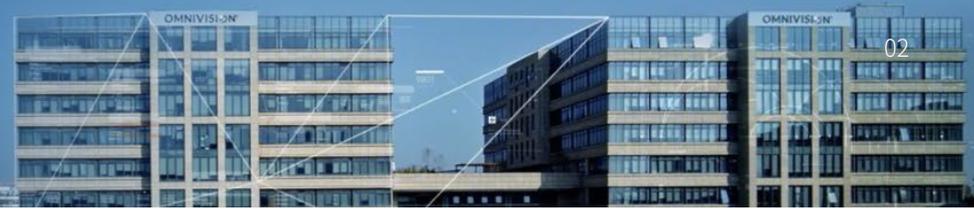For inquiries or feedback regarding the content of this Report, please contact us through the following channels:
Company websites: www.omnivision-group.com (Chinese); www.ovt.com (English)
Email: Will_ESG@ovt.com
Address: No.88 Shangke Road, Pudong New District, Shanghai
Postcode: 201203

Message from the Chairman

Over the past year, amid complex and evolving global economic dynamics, the technology industry has faced both opportunities and challenges. In this context, OmniVision Group has continued to place sustainable development at the core of our strategy, firmly believing that green development is essential for achieving high-quality growth and long-term competitiveness. Guided by our mission to "Empower the Sensing by Technology", we deeply integrate ESG principles across our entire value chain, continuously advancing in green operations, technological innovation, supply chain collaboration, people-centric development, and compliant governance. Together with partners across sectors, we strive to build a sustainable future for the industry.

Green and low-carbon practices are fundamental to sustainable development and remain a key focus of our technological innovation. OmniVision Group actively embraces opportunities in global clean technology development, embedding environmental stewardship throughout the product lifecycle—from design and R&D to production—and leveraging cutting-edge technologies to deliver highly eco-friendly products and solutions. During the reporting period, the Company continued to reduce product energy consumption through technological innovations, such as launching the new-generation OV50R CMOS image sensor with a 20% reduction in power consumption; introducing the industry's first ultra-low-power single-chip OP03021 LCOS panel; and unveiling a system-level power supply solution for automotive Millimeter Wave (MMW) Radar that supports energy-efficient goals in new energy vehicle systems with high-efficiency power design. Concurrently, we proactively addressed climate change challenges. Our subsidiary, OmniVision Technologies, Inc., formally validated its 2050 net-zero greenhouse gas emissions target across the value chain through the Science Based Targets initiative (SBTi). In our operations, we deepened green practices: both the Shanghai Songjiang Park and Shaoxing Factory installed photovoltaic facilities, generating 2,162 MWh and 527 MWh of green electricity, respectively, during the year. Additionally, the Shanghai Songjiang Park achieved a 68% overall process-water recycling rate and was recognized by Shanghai authorities as both a "Green Factory" and a "Zero-Waste Factory", reinforcing our commitment to a low-carbon future.

Exceptional products, services, and a highly collaborative supply chain are the cornerstones of market trust. OmniVision Group steadfastly adheres to the quality principle of "provision of sophisticated solutions, high-quality products, and efficient services." Driven by continuous R&D and innovation, we consistently introduce industry-leading chip products while strengthening our intellectual property management to sustain competitiveness. We are also committed to refining a quality management system that spans the entire product lifecycle and to steadily expanding its certification scope. During the reporting period, our subsidiary, OmniVision Technologies, Inc., obtained ISO 21434 Road Vehicles - Cybersecurity Engineering certification, laying a solid foundation for reliable product delivery in the era of intelligent connectivity. In supply chain collaboration, we have fully integrated ESG standards into our supplier management processes, ensuring that 100% of 3TG minerals we use are sourced through channels recognized by the Responsible Minerals Initiative (RMI). We work closely with partners to build a green, compliant, and sustainable industrial ecosystem. At the same time, OmniVision Group continues to optimize our customer-centric service system, providing end-to-end support from pre-sales to after-sales, and maintaining a rigorous closed-loop feedback mechanism. We remain committed to timely responsiveness and efficient service, striving to be a trusted long-term partner for our customers.

Talent is the lifeblood of technological innovation. OmniVision Group upholds a "people-first" core philosophy, and is committed to fostering a diverse, equitable, and inclusive workplace that protects employees' legitimate rights and interests in all aspects. During the reporting period, we integrated ESG-related topics—such as anti-discrimination, anti-harassment, and the prohibition of child labor and forced labor—into our company-wide training system, achieving 100% coverage. Furthermore, women represent 25.58% of our management team, contributing diverse perspectives that support organizational innovation. The Company also provides dual career paths in management and technology, along with a comprehensive training system covering new hires, frontline employees, and management, fully supporting employee development and value realization. Additionally, we prioritize occupational health and safety, safeguarding employees' physical and mental well-being through initiatives such as Employee Assistance Program (EAP) counseling services and a comprehensive compensation and benefits system. While advancing our own development, we remain committed to social responsibility, continuing to carry out philanthropic initiatives across our global operations to promote inclusive social development through tangible actions.

A robust and scientific governance system is the solid foundation of sustainable corporate development. During the reporting period, we further refined our corporate governance structure and elevated the Strategic Development Committee to the Strategy and ESG Committee, establishing a three-tier ESG governance structure comprising the Board of Directors, the Strategy and ESG Committee, and the Strategy and ESG Working Group. This ensures that ESG management is fully integrated into corporate decision-making and operations. We also established diverse stakeholder engagement mechanisms and incorporated ESG-related metrics into senior management performance evaluations, strengthening the effective implementation of our sustainable development strategy through a top-down accountability system. In business ethics management, we recorded zero incidents of business ethics violations during the reporting period, with 100% employee participation in business ethics training and agreement signing. Additionally, we enhanced our information security protection system to further safeguard the security and integrity of our operations.

Though the path ahead is long, perseverance will carry us forward; with unwavering commitment, the future holds great promise. OmniVision Group firmly believes that sustainable development is essential for navigating cycles and maintaining resilience. Looking ahead, we will continue to leverage technological innovation as our engine and green development as our focus, deepening our expertise in core semiconductor technologies. Together with our global employees, customers, and partners, we will contribute to industry advancement, social progress, and the global green transition, collectively shaping an intelligent, low-carbon, and sustainable future.

OmniVision Integrated Circuits Group, Inc.
Chairman: Yu Renrong

About Us

OmniVision Integrated Circuits Group, Inc. (603501.SH, 0501.HK) is a world-leading Fabless semiconductor design company, mainly engaged in Fabless chip design. We are recognized for our proprietary technologies, diverse portfolio of products and solutions, flexible Fabless business model, extensive customer base, and robust supply chain ecosystem.

Mission Statement

Empower the Sensing
by Technology

Service Concept

Greater Synergy Creates More
Value for Customers

Core Competencies

Continuous Innovation
High Synergy for Supply Chains
and Clients
Diversified Talents

Values

Integrity
Ownership
Result-oriented
Innovation
Open

OMNIVISION®

EUROPE

US

ASIA

CHINA

Helsinki

Oslo

London

Belgium Munich

Santa Clara

Louisville

Irvine Dallas

Detroit

Japan

Seoul

Bangalore

Singapore

R&D Center

China	7
Asia	6
US	3
Europe	2

Global Presence

OmniVision Group is headquartered in Shanghai, with a global R&D network and business operations spanning key semiconductor markets worldwide. We have been optimizing our globalization strategy, with a view to reinforcing and expanding our competitiveness and business influence within the global semiconductor industry. Leveraging this global structure, the Company integrates resources across business segments to maximize synergies, supporting sustained growth of business presence and market competitiveness. While delivering higher-quality products and solutions to our customers, we are committed to creating long-term value for end users worldwide together with our partners. In order to provide more comprehensive and timely services and support to global customers, OmniVision Group 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 18 R&D centers in places like China, the United States, Japan and Europe.

Beijing

Tianjin

Xi'an

Hefei

Shanghai

Chengdu

Wuhan

Shaoxing

Changsha

Xiamen

Shenzhen

Taipei & Hsinchu

Hong Kong

R&D Center

Sales Office

Our Business

OmniVision Group operates under a flexible and efficient Fabless business model, maintaining long-term partnerships with world-leading wafer foundries. We focus exclusively on the design and sales of semiconductor products and solutions. In a market characterized by rapid technological iteration and continuous innovation, this Fabless approach enables us to respond swiftly to evolving customer demands without incurring significant capital expenditures.

Our Production and Sales Process

In-house business	Design		Sales and distribution		Customers
Outsourced	Wafer manufacturing	→	Assembly and Testing		Smartwatch Automotive Medical Security Emerging market ......
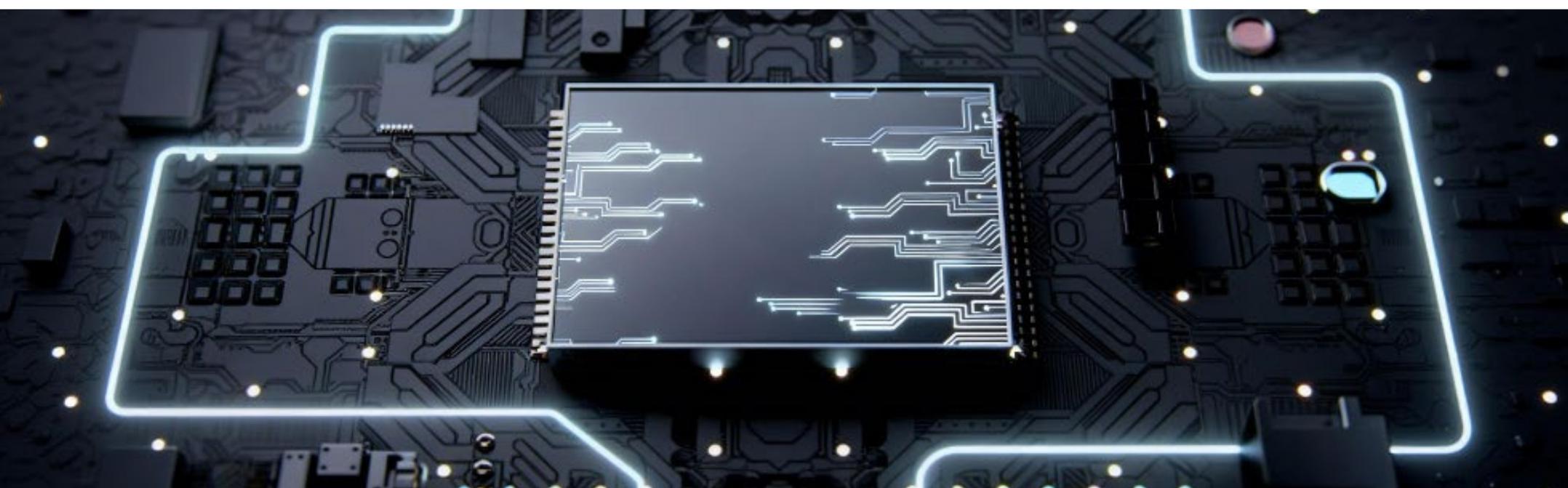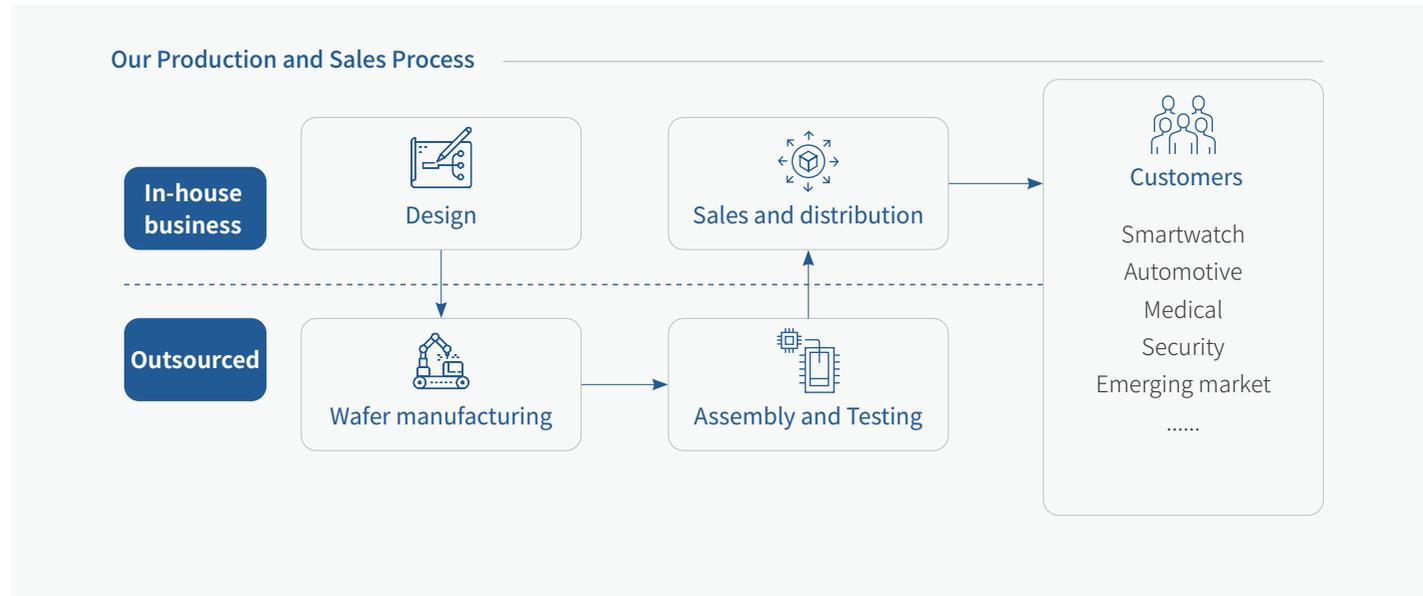
Portfolio of the Design Business

We currently operate three core business lines: image sensor solutions, touch and display solutions, and analog IC solutions. As a globally recognized leader in advanced digital imaging chip design, we are expanding both our portfolio of products and solutions and our market coverage to serve high-growth sectors, including smartphones, automotive, medical devices, security systems, and emerging applications such as machine vision, smart glasses, and edge AI.

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

Analog IC solutions

- Transient voltage suppressor (TVS)
- Metal-oxide-semiconductor field-effect transistor (MOSFET)
- 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)
- Microcontroller unit (MCU)

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, we have established subsidiaries domestically and globally. This enables us to maintain a broad and responsive procurement and sales network, which, complemented by a comprehensive suite of support services—including technical assistance, after-sales support, and logistics—delivers professional, end-to-end service to our customers consistently.

Electronic components

Resistors, Capacitors, Inductors, Crystals, etc.

Electromechanical systems

Servo, Motor, Fan, PLC, etc.

Integrated circuits

Chips, Memory, Flash, Sensor, Diodes, etc.

Radio frequency (RF) device

Filters, etc.

Structural components

Connector, Card Socket, Chassis, Cartridges, PCBs, Speakers, Electret, etc.
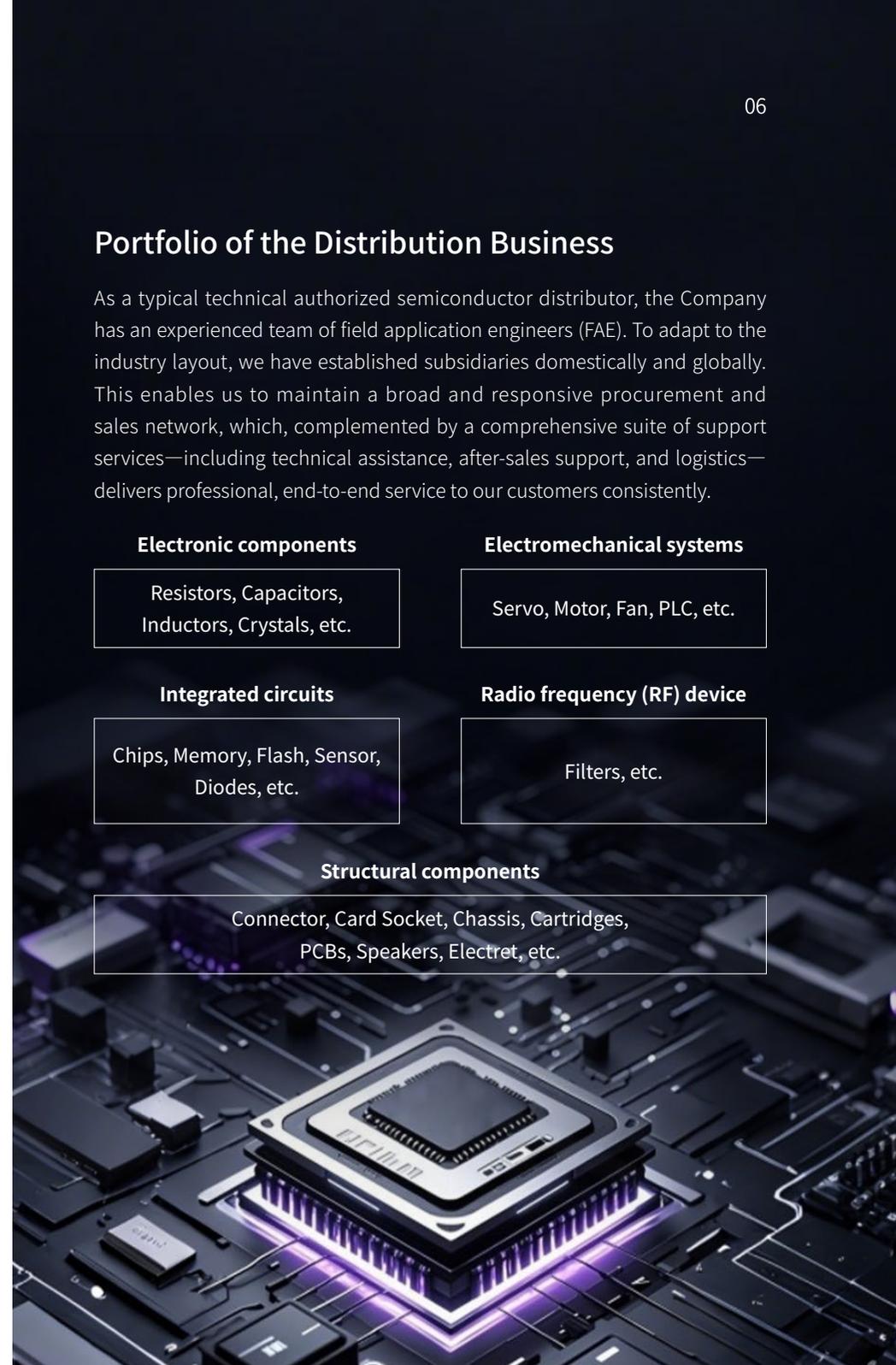
Honors and Recognition

2026 International Market Pioneer Award

2026 Listed Semiconductor Company Leadership Award (CIS Sensor)

China Semiconductor Investment Alliance

2024 People's Choice Awards

CAEV EXPO (Connected, Autonomous, and Electric Vehicles Expo)

2024 Merit Awards

Merit Awards

AutoTech Breakthrough Awards

AutoTech Breakthrough

BIG Innovation Award

Business Intelligence Group

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. OmniVision Group supports the UN SDGs with constant efforts. By identifying goals that are particularly relevant to our core business and integrating them into the Company's overarching ESG strategy, we have been working earnestly towards the 2030 UN SDGs.

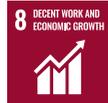| UN SDGs	Issues	Report Section	Summary
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Business ethics Data security and protection of trade secrets Stakeholder engagement	Responsible Governance for Sustainable Development	OmniVision Group continuously strengthens corporate governance and internal control systems. We adhere to high standards of business ethics and integrity in all operations, and implement robust measures to safeguard information and data security. Leveraging our global footprint, we have systematically developed and dynamically refined an ESG strategic framework, embedding sustainability principles across all decision-making and operational processes.
3 GOOD HEALTH AND WELL-BEING 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Product innovation and quality Circular economy and green products	Innovation Vanguard for Cutting-Edge Products	Technological innovation remains at the core of OmniVision Group's growth strategy. We proactively embrace clean technology opportunities and integrate green design principles throughout the product development lifecycle. This enables us to deliver high-performance, environmentally conscious solutions tailored to customer and end-user needs. Our comprehensive quality management system ensures consistent product excellence.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 17 PARTNERSHIPS FOR THE GOALS	Sustainable supply chain Customer service	Win-Win Partnership for Higher Ecosystem Value	OmniVision Group provides customers with one-stop technical support and rapid-response service through dedicated teams. We have established a highly collaborative and resilient supply chain, systematically incorporating ESG criteria into supplier onboarding, periodic performance reviews, and continuous improvement processes—driving collective progress towards a sustainable supply ecosystem.

UN SDGs	Issues	Report Section	Summary
6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	Climate change Pollutant emissions and waste management Energy and resource use	Green Operations for a Low-Carbon Future	Environmental protection and low-carbon principles are embedded across our operations. Through initiatives such as renewable energy adoption and systematic energy efficiency upgrades, we actively address climate change and maintain strict compliance with environmental regulations. Beyond compliance, we continuously enhance resource circularity and waste minimization, with an eye to building an operations model that is both resource-efficient and environmentally responsible.
3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Occupational health and safety Talent attraction and retention Diversity, equity, and inclusion Human rights and labor rights Talent training and development	Talent Inclusion for a Supportive Workplace	OmniVision Group is committed to cultivating an inclusive and supportive workplace. We have built a multi-tiered, organization-wide talent development system that offers clear career pathways, performance-based incentives, competitive compensation and benefits, and a robust occupational health and safety framework. These efforts comprehensively protect employee rights, safeguard occupational health, and fuel long-term organizational resilience through sustainable human capital development.
1 NO POVERTY 3 GOOD HEALTH AND WELL-BEING 10 REDUCED INEQUALITIES	Social contribution and involvement	Community Engagement for a Harmonious Society	Being more than concerned with the diverse needs of communities where we operate, OmniVision Group encourages organized, ongoing employee engagement in volunteer and philanthropic initiatives. Pulling together our resources and efforts, we contribute to community cohesion and sustainable development, fulfilling our responsibilities as a committed corporate citizen.

Responsible Governance
for Sustainable Development

A sound governance system is the cornerstone of a company's stable operations and long-term success. OmniVision Group has been enhancing governance structure, deepening commitment to business ethics, strengthening enterprise-wide risk management, and upgrading information security management systems—laying a solid foundation for high-quality development. Building on this foundation, we have systematically established an ESG strategy that embeds sustainability principles across the entire value chain—from R&D and production to operations—and actively engage stakeholders to co-create a mutually beneficial and symbiotic sustainable development ecosystem.

01

OmniVision Integrated Circuits Group, Inc.

Responsible Governance   Innovation Vanguard   Win-Win Partnership   Green Operations   Talent Inclusion   Community Engagement   11

Strengthening Corporate Governance

Governance Structure

An efficient and compliant governance framework provides strong support for the Company's high-quality, sustainable development. OmniVision Group strictly adheres to the requirements of relevant laws and regulations, such as *the Company Law of the People's Republic of China (the "Company Law"), the Securities Law of the People's Republic of China, the Rules Governing the Listing of Stocks on the Shanghai Stock Exchange, the Code of Corporate Governance for Listed Companies, the Measures for the Administration of Independent Directors of Listed Companies, the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited,* and relevant regulations of the China Securities Regulatory Commission to establish our corporate governance structure. During the Reporting Period, we revised nine core governance documents, including the *Articles of Association* and the *Board Meeting Rules*, to further safeguard the legitimate rights and interests of OmniVision Group, shareholders, employees, and creditors, standardize organizational conduct, and maintain a robust, compliant governance system.

At OmniVision Group, the Shareholders Meeting and the Board of Directors (the Board) are in place, in their capacity as the supreme governing body and executive body respectively. The two bodies and the senior management perform their clearly defined duties respectively while maintaining mutual collaboration, as well as checks and balances, forming a scientific and efficient business decision-making mechanism. In 2025, the Company optimized the governance structure by establishing four specialized Board committees: the Audit Committee, the Nomination Committee, the Remuneration and Appraisal Committee, and the Strategy and ESG Committee. These committees fully leverage their professional expertise in the Company's operations and management. Notably, the Audit Committee assumes the supervisory functions stipulated under the *Company Law*. Each committee fulfills its distinct mandate, delivering multidimensional, high-caliber advice and strategic support that enhance the scientific rigor and effectiveness of corporate governance and strategic decision-making.

Corporate governance structure

OmniVision Integrated Circuits Group, Inc.

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Diversity and Independence of the Board of Directors

Board diversity enhances decision-making quality, mitigates risks, strengthens governance effectiveness, and bolsters corporate resilience—delivering tangible benefits for long-term sustainable growth. OmniVision Group recognizes board-level diversity—including gender diversity—as a critical enabler of our competitive advantage. During the Reporting Period, the Company formulated and published the *Board Diversity Policy,* which mandates the Nomination Committee to evaluate the composition of the Board in light of the Company's business model and operational needs, and to propose recommendations for optimization. This evaluation explicitly incorporates diverse perspectives, including but not limited to: gender, age, cultural and educational background, professional experience, skill sets, location- and industry-specific expertise, ethnicity, knowledge domains, and tenure. In addition, during the Reporting Period, the Company revised the *Working Rules of the Board Nomination Committee*. The revised rules explicitly assign the Nomination Committee responsibility for reviewing the *Board Diversity Policy*, setting measurable diversity objectives for the Board, and assessing progress against these targets. This enhancement further strengthens the Company's governance structure and supports standardized, transparent operations.

In addition, we believe that 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. During the Reporting Period, the Company revised the *Working Rules for Independent Directors* to continuously strengthen the authority of independent directors, and clarify specific criteria for independence to prevent material conflicts of interest. In addition, a dedicated section in support for the performance of duties was included to provide necessary working conditions and personnel resources for independent directors to fulfill their duties.

By the end of the Reporting Period

the Company's Board of Directors comprised

3 female directors

3 independent directors, both the Audit Committee and the Remuneration and Appraisal Committee were composed entirely of independent directors, fully ensuring the effective operation of the Board's specialized committees

OmniVision Integrated Circuits Group, Inc.

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Protection of Shareholders' Rights and Interests

OmniVision Group has established a robust information disclosure framework and, through regular and consistent communication, strives to provide investors with information that is truthful, accurate, and complete, thereby comprehensively safeguarding the legitimate rights and interests of all shareholders. During the Reporting Period, the Company revised the *Rules of Procedure for Shareholders' Meeting* and formulated the *Shareholder Communication Policy and the Procedures for Shareholder-Nominated Candidates to Stand for Election as Director*s, among other policies. These policies are established to reinforce shareholder protection mechanisms from multiple dimensions—including standardizing governance procedures, ensuring shareholders' right to information, and enhancing the compliance of director nomination processes.

During the Reporting Period, we actively communicated our corporate values and maintained strong investor relations through diversified and frequent investor engagement activities. These initiatives included, but were not limited to, regularly organizing earnings briefings, conference calls, in-person roadshows, hosting institutional investor site visits, participating in broker strategy conferences, and promptly responding to investor inquiries on the E-interactive platform of the Shanghai Stock Exchange.

Case	OmniVision Group 2024 annual and Q1 2025 earnings and cash dividend briefing

In June 2025, OmniVision Group held the earnings and cash dividend briefing for Year 2024 and the first quarter of 2025. The event was attended by senior management, including the General Manager, and combined an exhibition hall tour, on-site Q&A, and live online streaming to effectively broaden investor participation channels and help investors gain a more comprehensive and clearer understanding of the Company's value and future prospects.

OMNIVISION®

豪威集成电路(集团)股份有限公司

2024年度暨2025年第一季度业绩暨现金分红说明会

公司简称：豪威集团　　　公司代码：603501

支持平台：上证路演　|　2025年06月27日　上海证券交易所

2024 annual and Q1 2025 earnings and cash dividend briefing

The Company has long adhered to the principle of prioritizing shareholder returns and has established a "multiple dividends per year" mechanism to build a consistent, stable, and predictable shareholder return framework. In 2024, the Company implemented a profit distribution plan of RMB 2.20 (pre-tax) in cash dividends per 10 shares, resulting in a total cash dividend payout of RMB 264 million (pre-tax). For the interim 2025 profit distribution, the Company proposed a cash dividend of RMB 4.00 (pre-tax) per 10 shares, amounting to an estimated total cash dividend of approximately RMB 482 million (pre-tax). To optimize the equity structure, enhance net assets per share, and deliver long-term shareholder value, the Company, based on the actual operating performance and strategic development plans, canceled 11,213,200 shares held in the treasury share repurchase account on August 7, 2025, thereby creating reliable, long-term investment value for all shareholders.

OmniVision Integrated Circuits Group, Inc.

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Upholding Business Ethics

OmniVision Group strictly complies with applicable laws and regulations, including the *Company Law of the People's Republic of China,* the *Criminal Law of the People's Republic of China,* the *Anti-Unfair Competition Law of the People's Republic of China,* and the *Anti-Monopoly Law of the People's Republic of China.* The Company has established and rigorously enforces the *Code of Business Conduct and Ethics* and the *Anti-Bribery and Anti-Corruption Policy,* maintaining a "zero-tolerance" stance toward any form of corruption or bribery. During the Reporting Period, OmniVision Group had no concluded litigation cases involving corruption.

Governance

To ensure rigorous implementation of business ethics standards, OmniVision Group has established a company-wide supervision and enforcement system. The Company has established a comprehensive policy framework, including the *Code of Business Conduct and Ethics,* the *Anti-Bribery and Anti-Corruption Policy,* and the *Whistleblowing Policy*. These policies clearly set forth stringent requirements regarding the protection of trade secrets, social media usage, patent information confidentiality, management of conflicts of interest, anti-money laundering, anti-corruption, and anti-bribery, ensuring that all business activities strictly adhere to high standards of integrity. OmniVision Group conducts internal control work annually in accordance with the supporting regulations of the *Basic Internal Control Norms for Enterprises* and its internal control manual.

The Company has clearly defined the internal control responsibilities of the Board of Directors, the Audit Committee, 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. The Internal Audit Department, as the core responsible unit, oversees the execution and day-to-day management of business conduct and ethical compliance.

Segregation of internal control duties

Board of Directors
- Establish, improve and effectively implement internal controls and assess effectiveness in accordance with the corporate internal control system, and truthfully disclose the internal control assessment report.

Audit Committee
- Exercise the functions stipulated under the *Company Law* for the Board of Supervisors;
- Oversee and review management's operational performance, the accuracy of financial information, and the adequacy, reasonableness, and effectiveness of the Company's internal control systems on behalf of the Board of Directors;
- Confirm the Company's related parties, review and file related-party transactions, and report to the Board of Directors, to whom it is accountable.

Management
- Carry out daily operations of internal controls.

OmniVision Integrated Circuits Group, Inc.

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Strategy

The Company has formulated a business ethics strategy, establishing a solid foundation through regular, company-wide training on relevant policies. The Company has also extended business ethics requirements to suppliers and other business partners, introduced a trade compliance review mechanism, and improved the reporting and whistleblower protection systems—thereby achieving systematic management of business ethics issues.

Business Ethics Awareness and Communication

To reinforce employees' understanding of and commitment to integrity principles, the Company regularly organizes targeted training sessions on relevant policies for all employees and requires each employee to sign a commitment letter confirming that they have thoroughly read and fully understood key policies, including the *Code of Business Conduct and Ethics* and the *Whistleblowing Policy*. By the end of the Reporting Period, 100% of our employees had signed the commitment letter. In 2025, OmniVision Group further enhanced governance capabilities by engaging external professional resources to deliver specialized compliance governance training to directors and senior management.
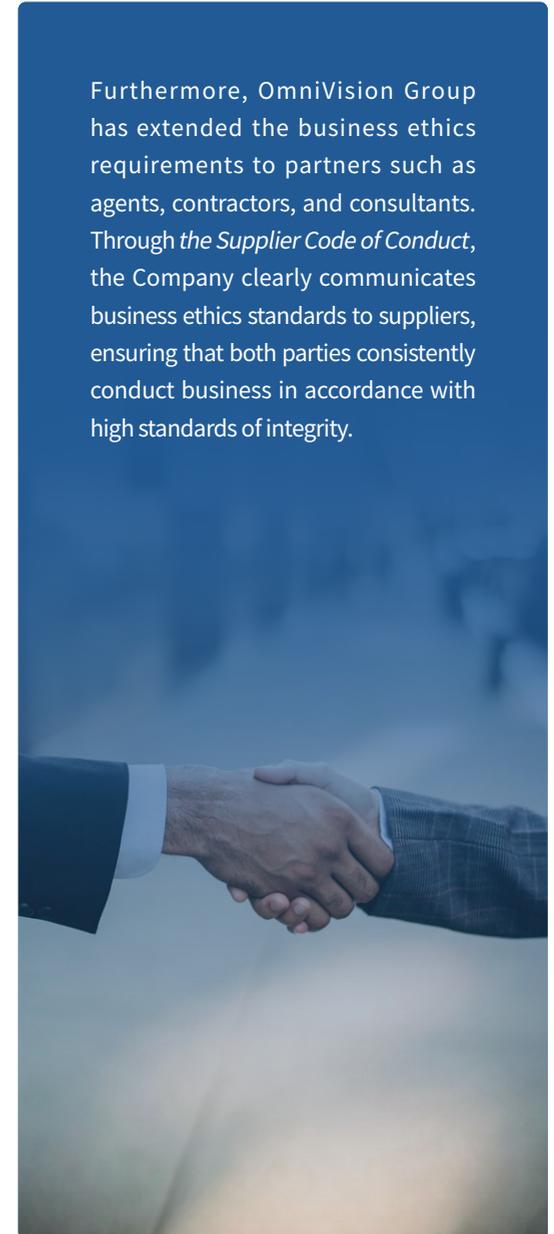
Case   **2025 business ethics training**

OmniVision Group conducts annual training on corporate governance for directors and all employees and is committed to following internationally recognized principles with respect to 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 *Public Communications Policy*, the *Whistleblowing Policy*, the *Information Security Policy*, the *Employment, Confidential Information, and Intellectual Property Agreement*, the *Anti-Money Laundering Policy*, the *Anti-Harassment Policy*, the *Generative AI Policy*, and the *Environmental, Social, and Governance (ESG) Strategy*.

Case   **Training for directors and senior management**

In June 2025, the Company engaged a third-party law firm to deliver specialized training to directors and senior management. The session covered key topics including the responsibilities of directors, senior executives, and relevant personnel of listed companies, the code of standards for securities transactions, the corporate governance code, and market misconduct. The training placed particular emphasis on critical business ethics issues such as anti-bribery, anti-corruption, anti-unfair competition, anti-money laundering, and anti-monopoly regulations. This initiative reinforced directors' and senior management's understanding of their integrity obligations and strengthened their awareness and proactive commitment to avoiding conflicts of interest and adhering to business ethics and compliance requirements in day-to-day decision-making.

Furthermore, OmniVision Group has extended the business ethics requirements to partners such as agents, contractors, and consultants. Through *the Supplier Code of Conduct*, the Company clearly communicates business ethics standards to suppliers, ensuring that both parties consistently conduct business in accordance with high standards of integrity.

OmniVision Integrated Circuits Group, Inc.

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Trade Compliance

To ensure the compliance of the global business, OmniVision Group 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 departments, and assisted by external lawyers", to ensure that our operations comply with export control and economic sanctions regulations. The Company has established long-term partnerships and a stable communication mechanism with specialized trade compliance lawyers, continuously seeking their professional advice on trade compliance issues to further improve its trade compliance management system.

Whistleblowing and Whistleblower Protection

To strengthen oversight throughout the entire lifecycle of business operations, during the Reporting Period, OmniVision Group revised the *Whistleblowing Policy*, providing detailed provisions on the scope of reportable concerns, reporting channels, and protections for whistleblowers. The policy clearly states that all reports will be treated seriously and subjected to confidential, prompt, and thorough investigations.

The Company has established a public reporting channel (whistleblower@ovt.com). After receiving any whistleblowing reports suspected of violations of business ethics, the Company's Internal Audit Department will arrange investigators who meet the professional 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. The Company places high importance on protecting whistleblowers and witnesses, and commits to strictly enforcing confidentiality protocols to safeguard their identities and prevent any form of harassment, blame, or retaliation.

Impacts, Risks, and Opportunities Management

The Company regularly conducts systematic assessments of key risk areas related to anti-bribery and anti-corruption and carries out targeted compliance reviews accordingly to continuously refine relevant policies and implement more detailed control measures. In addition, the Company's Internal Audit Department conducts annual specialized reviews and evaluations of complaints related to corruption or bribery, with the aim of systematically reducing the incidence of such risk events, thereby safeguarding the Company's reputation and integrity and ensuring lawful and compliant business operations. The Company has established a robust documentation and record-keeping mechanism, ensuring that all transactions and business activities are recorded in a standardized manner to provide reliable support and evidence for internal and external audits and investigations.
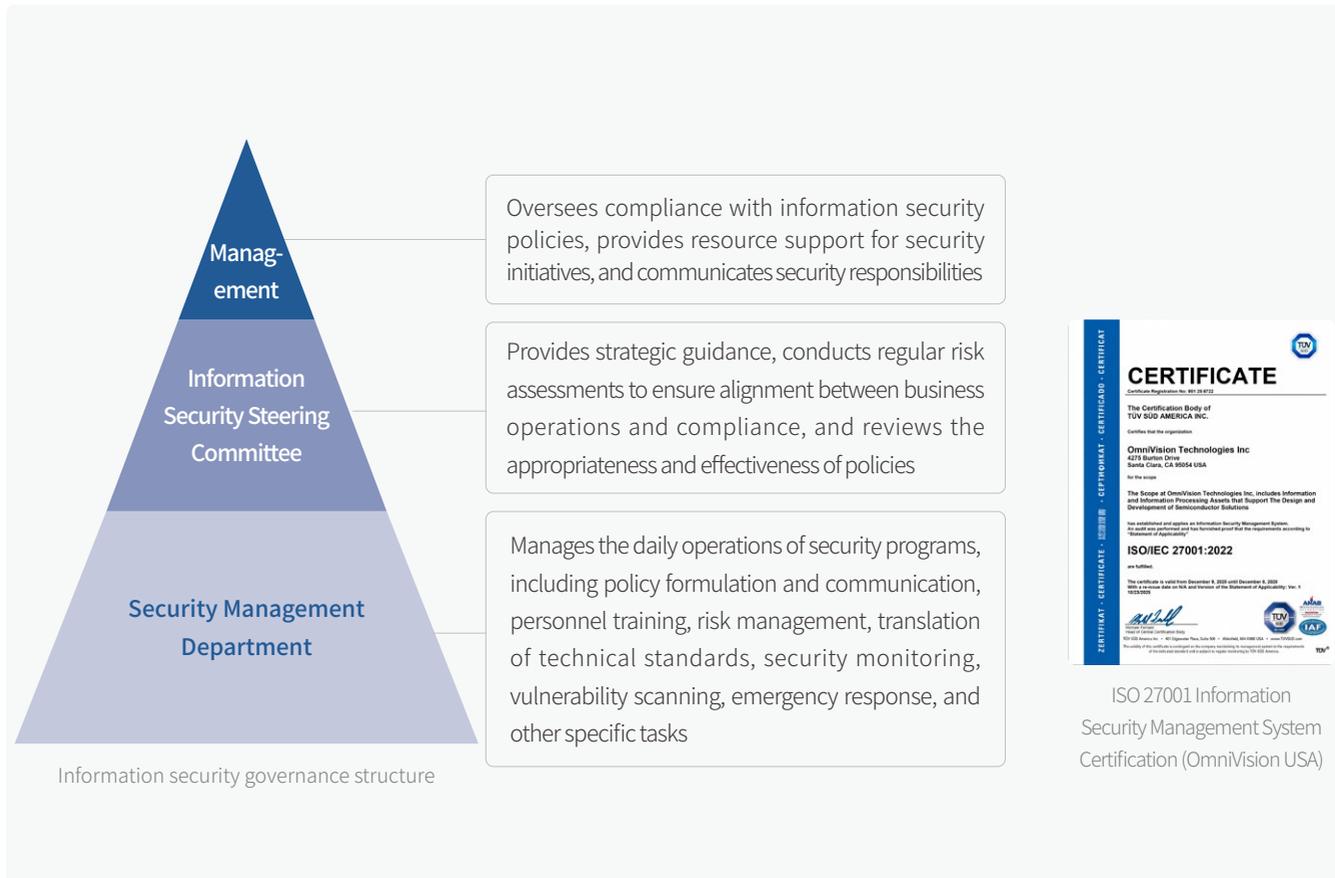
Indicators and Targets

Targets for 2025	2025 Targets Review
100% participation rate of employees in annual business ethics training courses	Achieved
100% completion rate of employees signing anti-bribery and anti-corruption-related agreements	Achieved
Zero violation of business ethics	Achieved
100% coverage in business ethics audit	Achieved

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Safeguarding Information Security

Information security stands as a critical line of defense for a company's steady operations and sustainable development. OmniVision Group is fully committed to complying with the *Cybersecurity Law of the People's Republic of China,* the *Data Security Law of the People's Republic of China,* the *Regulations on Protecting the Safety of Computer Information Systems of the People's Republic of China,* the *Management Rules for Multi-level Protection of Information Security*, and other relevant laws and regulations related to information security in the countries or regions where we operate. These measures provide a robust safeguard for the stable operation of business, the security of data assets, and sustainable development.

Governance

To continuously strengthen the information security management system, the Company has established a clear information security governance structure, creating a three-tier architecture comprising the "Management - Information Security Steering Committee - Security Management Department" to drive the implementation of a systematic governance mechanism. Through a three-tier meeting mechanism—bi-weekly security meetings, monthly ISO 27001 Steering Committee review meetings, and annual ISMS management review meetings—the Company achieves normalized information security supervision and oversight. Building on this foundation, key action plans such as strengthening threat detection capabilities and improving policy governance systems are systematically deployed. Additionally, OmniVision USA obtained its ISO 27001 Information Security Management System (ISMS) certification during the Reporting Period.

Management — Oversees compliance with information security policies, provides resource support for security initiatives, and communicates security responsibilities

Information Security Steering Committee — Provides strategic guidance, conducts regular risk assessments to ensure alignment between business operations and compliance, and reviews the appropriateness and effectiveness of policies

Security Management Department — Manages the daily operations of security programs, including policy formulation and communication, personnel training, risk management, translation of technical standards, security monitoring, vulnerability scanning, emergency response, and other specific tasks

Information security governance structure

ISO 27001 Information Security Management System Certification (OmniVision USA)

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Strategy

The Company formulates and executes comprehensive information security management measures, covering core areas such as cybersecurity enhancement, information leakage prevention mechanisms, emergency response to incidents, and enhancing security awareness across the Company. By deploying multiple technical measures—including network segmentation and access control, endpoint encryption, and document flow control—combined with response plans and regular drill procedures, the Company is committed to systematically building a defense-in-depth system. Simultaneously, the Company involves employees and suppliers as responsible parties, and through annual compliance training, onboarding security briefings, and incentive and disciplinary mechanisms, it continuously strengthens the Company's overall security culture.

Cybersecurity Protection

Cybersecurity serves as a critical pillar for safeguarding core data assets and ensuring business continuity. Through meticulous network segmentation and unified identity management, the Company has established a coordinated internal and external defense system to systematically protect network security. To implement this protective framework, the Company focused on optimizing multiple management measures across the two dimensions of network segmentation and access control during the Reporting Period.

Cybersecurity Protection Measures

Network Segmentation

- Segment the key internal systems from the external network. Sensitive data and systems are stored in trusted zones within our internal network. Implement VLAN partitioning based on sites and functions to isolate traffic in areas such as offices and data centers. External-facing applications and processes are placed in a Demilitarized Zone (DMZ). Access control policies are deployed across geographical locations to strictly manage data flows between sites, minimizing 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.

Network Access Control

- Deploy Cisco Identity Services Engine (ISE) to enforce Network Access Control (NAC). This enforces identity-based access controls, device authentication, and status assessments on wireless networks. Unauthorized or non-compliant devices are blocked from accessing the wireless network.

- Deploy Cisco ISE for monitoring wired network access, preparing for the enforcement of access restriction policies.

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Prevention of Information Leakage

To strengthen the line of defense for information security, OmniVision Group clarifies that both employees and suppliers bear responsibility for information security and must jointly fulfill their duty to safeguard it. 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 collaborating with suppliers, the Company also enters into information confidentiality agreements to define their confidentiality obligations, protecting the Company's trade secrets and sensitive information while jointly ensuring information security. To systematically enforce information security responsibilities and eliminate potential leakage pathways, the Company continues to advance the development of a comprehensive information leakage prevention system covering devices, documents, and systems.

Strengthening Device Management

- Expand the deployment of full-disk encryption for endpoint devices, identifying, testing, and remediating endpoints lacking encryption to prevent data leakage in the event of loss, theft, or unauthorized physical access to these devices.
- Implement centralized control and auditing of administrative access to network equipment to reduce the risk of data exposure due to configuration errors.

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. 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.
- Apply the log traceability function to monitor and track the circulation and approval progress of documents.

Robust Protection System

- Deploy 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.
- Develop a comprehensive patch management program to ensure that security patches for systems are applied in a timely manner.

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Rapid Response to Emergencies

To effectively address various potential information security incidents, OmniVision Group has established a Computer Security Incident Response Team (CSIRT) and clearly defined its organizational structure, member responsibilities, and division of labor within the framework of incident response policies and processes, ensuring orderly handling of emergency incidents. During the Reporting Period, the Company continued to strengthen its CSIRT development. With the establishment of the Information Security Department and an increase in the number of information security personnel, the scale of the CSIRT further expanded, effectively enhancing its emergency response capabilities.

CSIRT Leader
- 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.

CSIRT Members
- 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.

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

Company CSIRT organizational structure and functions

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We introduce Security Incident and Emergency Management Platform to enable real-time detection of network threats. Endpoints, networks and attack surfaces are monitored, identified, and analyzed in real time through the Managed Security Service Provider (MSSP). When MSSP detects suspicious activities, they will take steps to isolate the infected systems and remove malicious files or software to limit the scope of the impact. Upon receiving an incident report, the CSIRT immediately initiates incident detection and identification procedures, classifies it based on its severity, and initiates appropriate response procedures. 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 will step in to investigate the incident.

During the Reporting Period, OmniVision Group revised its *Incident Response Plan and Incident Response Policy* to align with the characteristics of different scenarios, and implemented response processes that comply with the ISO 27001 Information Security Management System certification standards. In accordance with the *Incident Response Plan*, the Company regularly conducts emergency drills, clearly defining drill objectives and scenario designs. The execution phase follows a standardized seven-stage process—preparation, detection, analysis, containment, eradication, recovery, and post-incident review—for practical simulation, with a focus on testing incident classification, role coordination, decision-making procedures, and the efficiency of executing contingency plans. Following each drill, the Company

conducts a comprehensive review, documents key findings, and prepares a summary report of lessons learned. Based on the evaluation results, improvement plans are developed to optimize emergency procedures, update contingency plans, and guide subsequent training. The effectiveness of the drills is quantitatively assessed through key metrics, such as the average analysis and resolution times. The overall process aims to enhance the team's response capabilities and strengthen the Company's security resilience through periodic testing and continuous optimization. To enhance CSIRT members' capabilities in incident handling, analysis and decision-making, the Company has provided them with targeted training courses and organized regular emergency response drills. These initiatives ensure that team members are well-versed in the incident response plan, their respective duties, and response processes.

Additionally, the Company has implemented a disaster recovery program that adopts a scientific architecture design to ensure the continuous and stable operation of critical business systems in the event of disruptions, minimizing losses from business interruptions. The Company regularly performs local backups for critical systems, with copies simultaneously stored off-site, and organizes recovery activities for critical systems annually to ensure the safe and reliable operation of these systems. Additionally, the Company has introduced a cloud backup solution, effectively reducing the risk of data loss and further strengthening data security safeguards, ensuring comprehensive preparedness for potential information security incidents and emergencies.

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Raising Information Security Awareness

Safeguarding information security relies on the cultivation and enhancement of awareness among all employees. OmniVision Group explicitly requires employees to complete annual compliance training, covering topics such as information security policies, data protection guidelines, and cybersecurity 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 annually conducts assessments of information security management work, recognizing and rewarding subsidiaries and individuals who outperform in information security. Employees who violate relevant policies are subject to corresponding penalties based on the severity of the violation. The Company continuously strengthens its scrutiny of suppliers' information security policies. Through rigorous review processes, we aim to ensure that suppliers adhere to security standards aligned with the Company's information security policies.

Case | Information security training program

In 2025, the Company successfully implemented a global information security training program by integrating diverse formats, including e-learning modules, phishing email simulation tests, informational briefings, and live instructor-led sessions. All employees completed mandatory video-based security awareness training sessions, with a duration of 10-15 minutes each; the IT team received specialized incident response training twice a year; additionally, the information security team participated in quarterly technical workshops, which included hands-on training for key security platforms. This systematic training initiative significantly raised security awareness across the Company, supported ISO 27001 compliance efforts, and comprehensively strengthened the organization's cybersecurity resilience.

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 Group'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 and vigilance regarding information security, and encourages employees to implement appropriate security measures in their work to protect the Company's data and information resources.

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Impacts, Risks, and Opportunities Management

The Company has established an Information Security Management System (ISMS) and optimized its policy framework in accordance with the ISO 27001 Information Security Management System standard. By integrating the risk management framework into the ISMS, the Company evaluates and manages cybersecurity risks, proactively strengthens asset protection, and minimizes potential security vulnerabilities. During the Reporting Period, the Company updated internal regulations and formulated or optimized a series of internal policies, including *the Information Security Policy, Information Security Governance Policy,* and *Information Security Risk Management Policy,* continuously enhancing the Company's information security management system.

During the Reporting Period, the Company continuously assessed the effectiveness of its information security controls through a structured and risk-oriented assurance program. This program integrates annual third-party independent audits (including internal and external penetration tests) and monthly internal vulnerability assessments, systematically identifying common vulnerabilities and improvement opportunities that align with industry expectations. The assessment results indicated no major security incidents or systemic failures. All identified issues were incorporated into the risk management process for tracking and prioritization, with remediation implemented through measures such as configuration hardening, patch updates, access control adjustments, and policy optimizations. Among these, medium- and high-risk items were resolved according to established timelines, while low-risk items were managed through risk acceptance or planned remediation approaches.

Indicators and Targets

During the Reporting Period, in accordance with its Information Security Management System and ESG governance commitments, the Company set a series of information security objectives and monitored their progress throughout the year. To drive the implementation of these objectives, the Company integrated diverse management measures deeply into daily operations, aiming to reduce the risk of information leakage, enhance emergency response capabilities for incidents, and raise employee awareness of information security, thereby achieving comprehensive protection of information assets. During the Reporting Period, the Company maintained a "zero-incident" record in information security.

Targets for 2025	Measures (Examples)	2025 Targets Review
Enhance the maturity of existing information security management system programs	- Log monitoring and security analysis - Converge and manage external attack surfaces - Improve corporate information security risk management - Apply threat intelligence capabilities - Strengthen the ability to respond to internal and external threats	Ongoing
Deploy new technologies and organizational security controls to strengthen data protection, access management, and employee awareness	- Network equipment management - Network access control - Security awareness program - Full-disk encryption for physical devices - Network security controls	Achieved
Monitor the performance of the information security management system and drive continuous improvement	Establish ongoing monitoring and review mechanisms	Achieved
Prevent and reduce information security incidents	- Proactive risk management - Continuous monitoring and enforcement of security controls	Achieved

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ESG Governance

ESG Governance Structure

OmniVision Group adheres to a responsible business philosophy, driving synergistic development between the enterprise and society through compliant operations and sustainable practices. In 2025, the Company optimized the ESG governance structure by renaming the Strategy Development Committee to the Strategy and ESG Committee, establishing a three-tier governance framework comprising the Board of Directors, the Strategy and ESG Committee, and the Strategy and ESG Working Group. Each tier has clearly defined roles and responsibilities, collectively overseeing, coordinating, and implementing all ESG-related matters to ensure the steady advancement of the Company's ESG strategy and objectives. OmniVision Group has formulated and disclosed the *Environment, Social Responsibility, and Governance Policy*, providing guidance for the Company's actions in environmental protection, social responsibility, and corporate governance. This ensures that while achieving our business objectives, we can effectively manage environmental and social risks, thereby building a secure foundation for long-term sustainable development.

Board of Directors

Strategy and ESG Committee

Strategy and ESG Working Group

The ESG governance structure of OmniVision Group

The Board of Directors assumes the full responsibility for the development and reporting of the Company's ESG strategies, including leading the identification, assessment, and determination of ESG-related risks and opportunities, managing and supervising sustainability-related impacts, risks and opportunities, and driving the establishment and enhancement of ESG risk management and internal control systems, and the formulation of ESG management policies, strategies, and objectives. The Board of Directors also reviews the Company's performance regularly against the targets and approves the disclosed information in the ESG report.

The Strategy and ESG Committee systematically undertakes the research of ESG goals and principles, supervision of their implementation, review of disclosure materials, identification of risks, development of mitigation strategies, and also inquires and inspects major ESG-related matters. The Committee submits proposals on all reviewed items to the Board of Directors for decision-making and regularly reports sustainability performance to the Board of Directors at least once a year, thereby ensuring the Company's development remains aligned with its strategic direction and sustainability commitments.

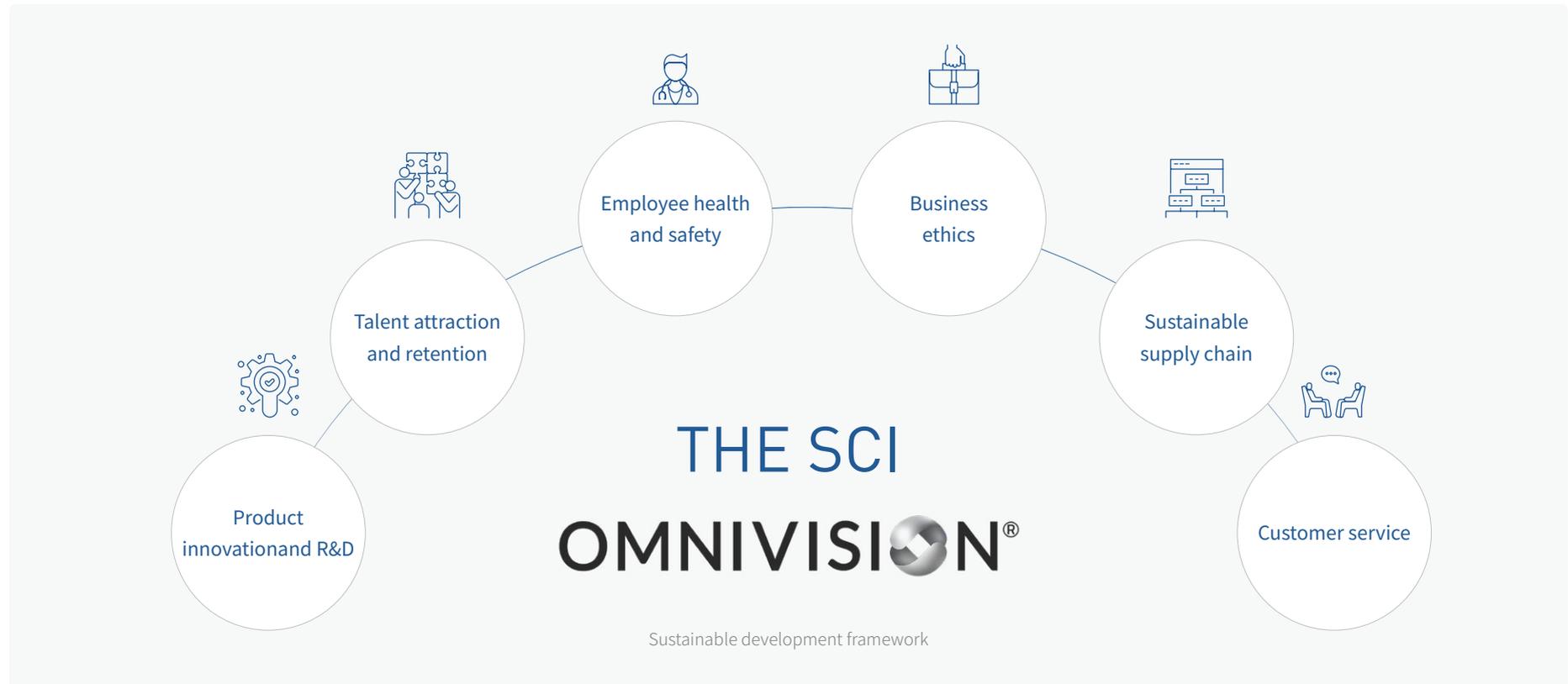The Strategy and ESG Working Group develops the ESG vision, objectives, and strategic framework; identifies and assesses ESG risks and revises compliance policies; reviews the ESG implications of major investment, financing, and asset-related projects; maintains stakeholder engagement and reputation management systems; and provides expert support and preparatory work for the Strategy and ESG Committee's decision-making processes.

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ESG Strategy

Building upon its core business operations, OmniVision Group integrates the concept of sustainable development into all aspects such as product research and development, production and operation, and customer service, and has systematically established a sustainable development framework and strategy system. Meanwhile, OmniVision Group has set clear goals and implemented a mechanism to regularly review and check the progress of goal achievement to ensure the effective and sustained implementation of the ESG strategy.
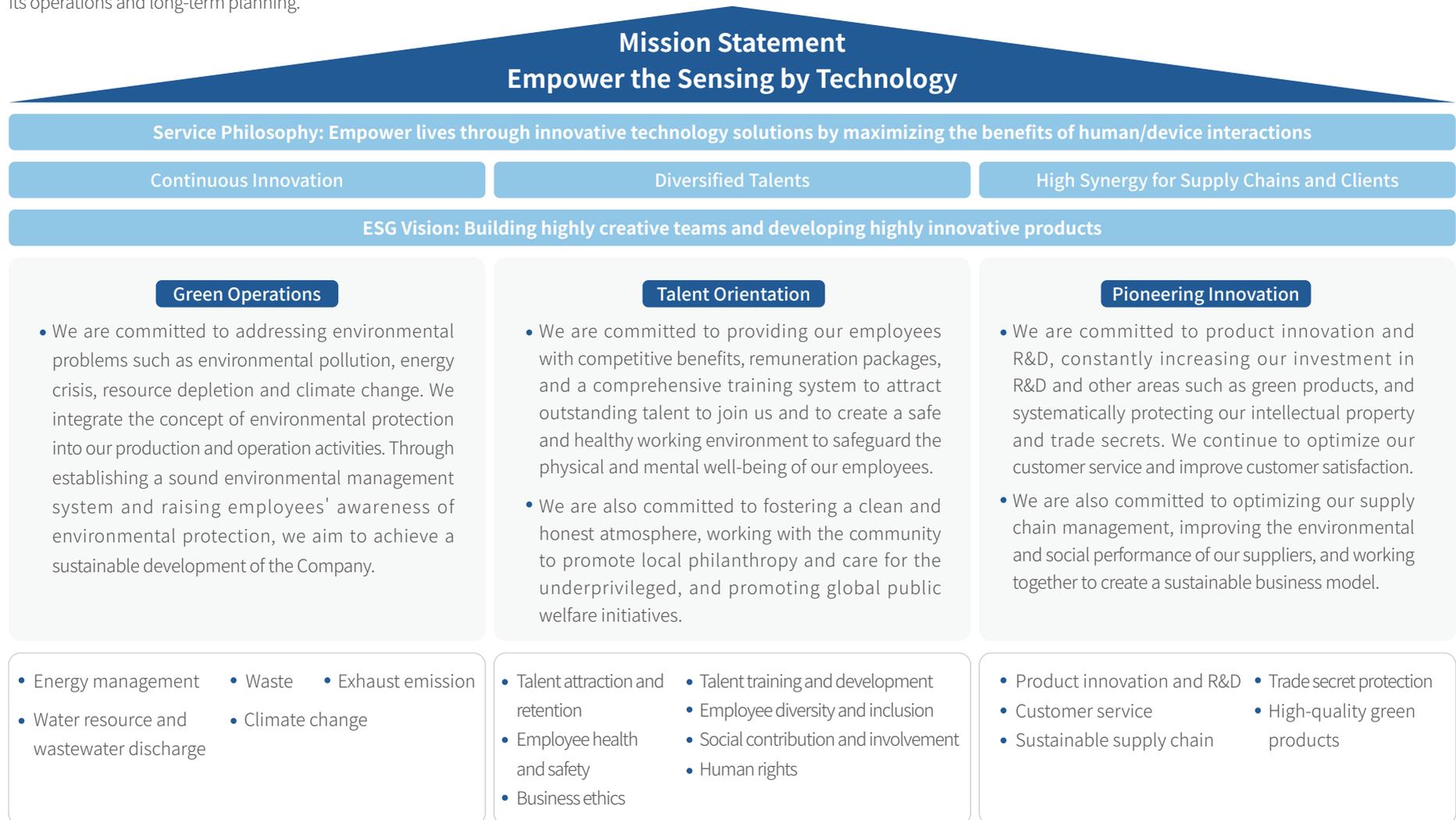
Sustainable development framework: THE SCI

To jointly build a sustainable industry ecosystem with our employees, customers, suppliers, partners and other stakeholders, OmniVision has established a framework for sustainable development – "THE SCI", where the T, H, E, S, C, I stand for "Talent Attraction and Retention", "Employee Health and Safety", "Business Ethics", "Sustainable Supply Chain", "Customer Service" and "Product Innovation and R&D" respectively. We use the six dimensions of "THE SCI" as the framework to comprehensively guide the Company's sustainable development practices.

Employee health and safety

Business ethics

Talent attraction and retention

Sustainable supply chain

Product innovationand R&D

Customer service

THE SCI

OMNIVISION®

Sustainable development framework

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Environmental, Social and Governance (ESG) strategy

OmniVision Group 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 and long-term planning.

Mission Statement
Empower the Sensing by Technology

Service Philosophy: Empower lives through innovative technology solutions by maximizing the benefits of human/device interactions

| Continuous Innovation | Diversified Talents | High Synergy for Supply Chains and Clients |

ESG Vision: Building highly creative teams and developing highly innovative products

Green Operations

- We are committed to addressing environmental problems such as environmental pollution, energy crisis, resource depletion and climate change. We integrate the concept of environmental protection into our production and operation activities. Through establishing a sound environmental management system and raising employees' awareness of environmental protection, we aim to achieve a sustainable development of the Company.

Talent Orientation

- We are committed to providing our employees with competitive benefits, remuneration packages, and a comprehensive training system to attract outstanding talent to join us and to create a safe and healthy working environment to safeguard the physical and mental well-being of our employees.

- We are also committed to fostering a clean and honest atmosphere, working with the community to promote local philanthropy and care for the underprivileged, and promoting global public welfare initiatives.

Pioneering Innovation

- We are committed to product innovation and R&D, constantly increasing our investment in R&D and other areas such as green products, and systematically protecting our intellectual property and trade secrets. We continue to optimize our customer service and improve customer satisfaction.

- We are also committed to optimizing our supply chain management, improving the environmental and social performance of our suppliers, and working together to create a sustainable business model.

Green Operations	Talent Orientation	Pioneering Innovation
• Energy management • Waste • Exhaust emission • Water resource and wastewater discharge • Climate change	• Talent attraction and retention • Talent training and development • Employee health and safety • Employee diversity and inclusion • Business ethics • Social contribution and involvement • Human rights	• Product innovation and R&D • Trade secret protection • Customer service • High-quality green products • Sustainable supply chain

ESG strategy

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ESG Performance-linked Senior Management Remuneration

To promote the implementation of its ESG strategy, OmniVision Group has established the *Administrative Measures for Remuneration and Performance of Senior Management* and integrated ESG-related issues 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 and effective achievement of our ESG goals.

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 may prudently determine, based on investigation results, whether to recover compensation other than the basic annual salary paid to relevant senior management—including performance bonuses and equity incentive proceeds—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 OmniVision Group to achieve sustainable development and a win-win outcome among multiple parties. The main stakeholders of OmniVision Group include the government, shareholders and investors, employees, customers, partners and suppliers, as well as the environment and the community. We have established targeted communication mechanisms according to the practical needs and developmental expectations of different stakeholders, and fulfilled our social responsibilities in an all-around and multi-dimensional manner. While promoting our own development, we achieve mutual benefit and win-win results with all parties.

Stakeholders	Expectations and requirements	Communication mechanism
Government	• Law and discipline observation • Tax payment by laws • Support for local development	• Daily management • Conferences • Supervision and inspection
Shareholders/ investors	• Return to shareholders • Information disclosure • Investor relations • Corporate governance • Risk control	• Shareholders' Meeting • Information disclosure • Activities promoting investor relations • Investor visits and inquiries
Employees	• Compensation and welfare • Occupational health and safety • Career development platform • Fair opportunity for promotion and development	• Daily employee communication • Employee training and assessment • Employee activities
Customers	• Innovative environmental products • Quality of service • Customer demands • Customer rights	• Customer satisfaction survey • Follow-up to daily communications • Product experience center • Industry conferences and forums
Suppliers	• Fulfilment of promises • Procurement in an equal, open, and fair manner • Win-win development • Corporate social responsibility issues	• Supplier management • Compliant procurement • Contract fulfilment
Environment	• Environmental protection • Ecological balance	• Reduction of emissions and wastes • Energy conservation and emission reduction
Community	• Improvement of community environment • Support for community welfare	• Visits to children with disabilities/in need • Green public welfare activities

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Double Materiality Assessment

The identification and assessment of material issues enable the Company to focus on key risks and opportunities, clarify the strategic direction for sustainable development and the priorities for resource allocation, and strengthen the foundation for advancing sustainable development governance. In 2025, OmniVision Group carried out a systematic identification and analysis of sustainability issues based on the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies— Sustainability Report (Trial)* and the *Guide No.4 for Self-Regulatory Supervision on Listed Companies of the SSE — Compilation of Sustainable Development Reports*, using the dual dimensions of financial materiality and impact materiality. The specific steps are as follows:

Step 1: Business context analysis

Through an analysis of the Company's operational activities and value chain, and taking account of macro policies, industry trends, and regulatory requirements, we systematically identify internal and external sustainability factors that may affect business operations and long-term development.

Step 2: Issues list development

Based on the 21 issues outlined in the SSE guidelines, and the industry characteristics and the Company's actual operations, as well as the mainstream ESG rating frameworks, we have developed a list of 21 sustainability issues covering the environmental, social, and governance dimensions.

Environment
- Response to climate change
- Environmental compliance management
- Pollutant emissions and waste management
- Energy and resource efficiency
- Circular economy and green products
- Ecosystem and biodiversity protection

Society
- Social contribution and engagement
- Rural revitalization
- Occupational health and safety
- Talent attraction and retention
- Diversity, equity, and inclusion
- Human rights and labor rights
- Talent training and development
- Sustainable supply chain
- Product innovation and quality
- Customer service
- Technology ethics
- Equal treatment to small and medium-sized enterprises

Governance
- Business ethics
- Data security and protection of trade secrets
- Stakeholder engagement

Sustainability issues list

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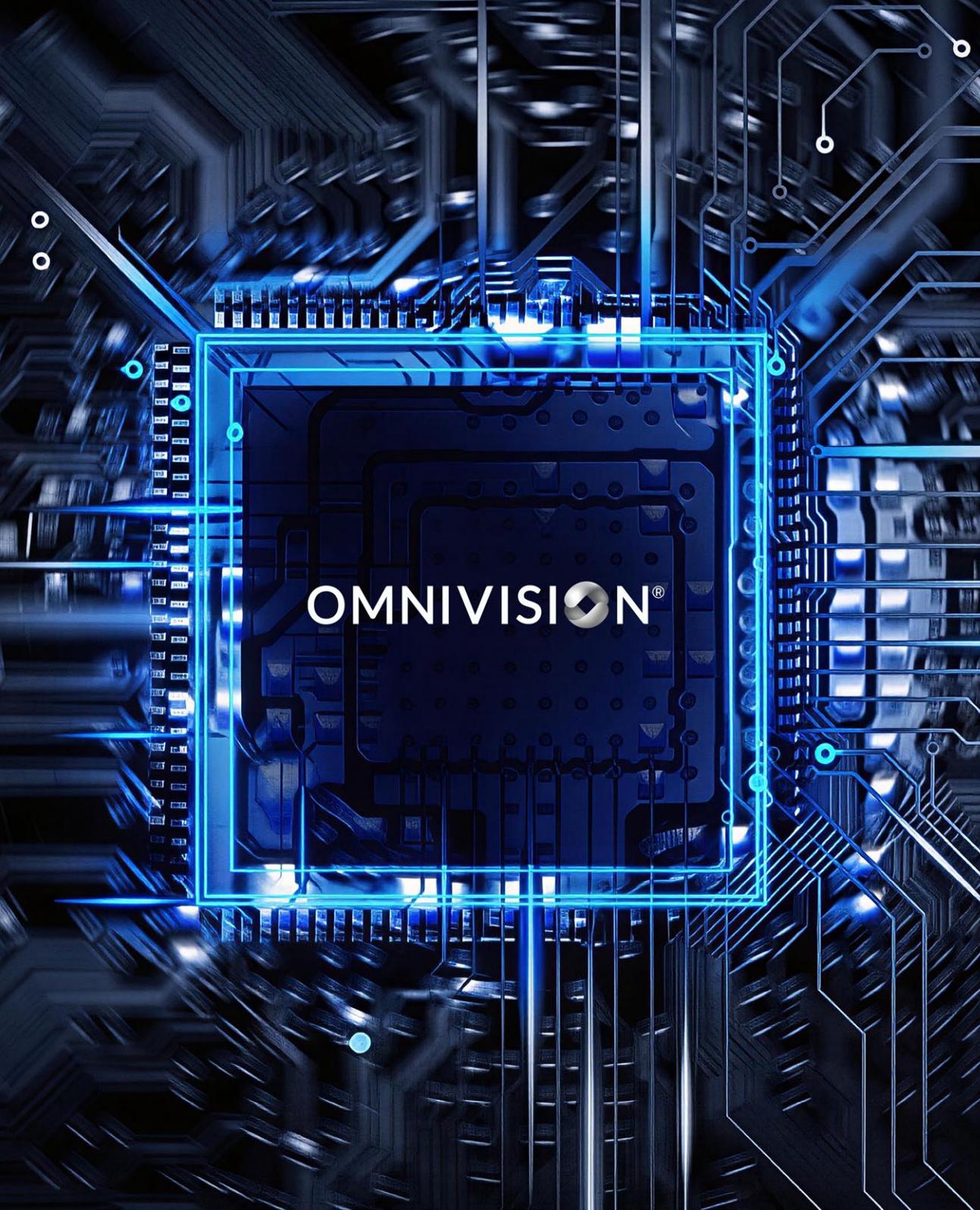
Step 3: Materiality assessment

For the above 21 issues, the Company conducted an assessment based on the impact materiality (the actual or potential impact on the economy, environment, and society) and financial materiality (the impact on the Company's financial performance and long-term value). By integrating results from stakeholder questionnaires and expert opinions, a double materiality perspective was formed for each issue.

Step 4: Issue review and confirmation

Based on the assessment outcomes and the Company's management capabilities, a materiality threshold was defined to develop a double materiality analysis matrix. This matrix was reviewed and approved by the Company's Strategy and ESG Working Group and the Strategy and ESG Committee. The matrix results show that five issues are material from both the financial and impact perspectives, while seven issues are material only in terms of impact. For each material issue, the Company has assigned responsible departments and systematically advanced management and improvement efforts through policy refinement, target setting and performance tracking.

Impact materiality

- Human rights and labor rights
- Talent training and development
- Occupational health and safety
- Diversity, equity, and inclusion
- Response to climate change
- Stakeholder engagement
- Talent attraction and retention

- Product innovation and quality
- Sustainable supply chain
- Customer service
- Data security and protection of trade secrets
- Business ethics

- Environmental compliance management
- Pollutant emissions and waste management
- Energy and resource efficiency
- Circular economy and green products
- Technology ethics
- Equal treatment to small and medium-sized enterprises
- Social contribution and engagement
- Rural revitalization
- Ecosystem and biodiversity protection

Financial materiality

Double materiality analysis matrix

Innovation Vanguard
for Cutting-Edge Products

For three decades, we have been dedicated to driving product innovation and technological progress. Our integrated image sensors and solutions are aimed to provide high-quality image and performance while remaining cost-effective. We have also built an end-to-end quality management system that spans market insight analysis, integrated circuit design, wafer manufacturing, and packaging and testing. With consistently reliable product performance and quality, we have earned the trust of customers around the world, continually accelerating the commercialization and the industrial application of our innovative technologies.

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Persistent Technological Innovation

Under the leadership of a team of experienced industry experts, OmniVision Group leverages a dynamic R&D system and a global innovation network to closely monitor market trends and deliver diversified green technology solutions. The Group is committed to a long-term research-driven strategy, continuously building its portfolio of proprietary intellectual property. Through an innovation mechanism, OmniVision Group translates technologies into products applicable to diverse scenarios, reinforcing its competitive position in the global market.

Governance

OmniVision Group is led by a team with deep expertise in the semiconductor industry, whose members have an average of over 20 years of relevant industry experience. Through a dynamic and iterative R&D system and an innovation team with a global perspective, we stay closely attuned to market and technological trends, delivering outstanding, green and diverse technology solutions and products that better meet the needs of our customers and end users.

OmniVision Group consistently upholds compliance as its foundation and institutional frameworks as its safeguard. 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 *Enterprise Intellectual Property Management,* the *Trademark Management Policy*, the *Enterprise Copyright Management System*, etc., to ensure systematic and well-regulated intellectual property management practices. OmniVision USA has formulated the *Technical Publication Policy* to strike a strategic balance between advancing technological disclosure and knowledge exchange and protecting intellectual property rights.

Strategy

The Company adopts a long-term R&D-driven innovation strategy. By refining our R&D model and sustaining investment, we systematically build and extend our technological leadership. In core fields, we continuously accumulate proprietary intellectual property and, through an efficient technology transfer mechanism, convert innovations into advanced product solutions that span multiple scenarios and industries. This enables us to steadily strengthen our technological voice and product competitiveness in the global market.

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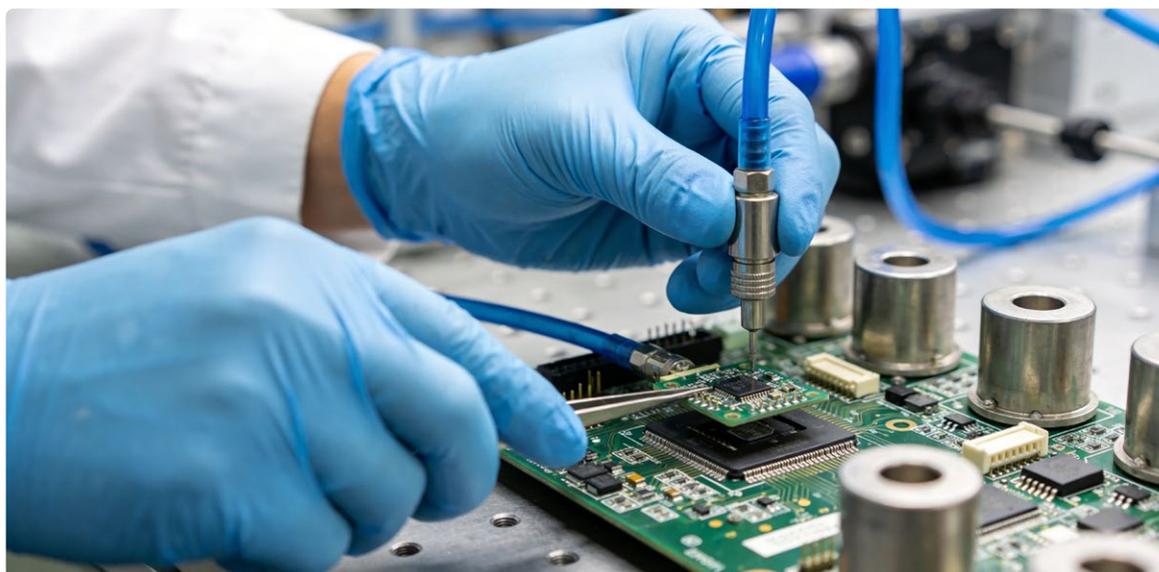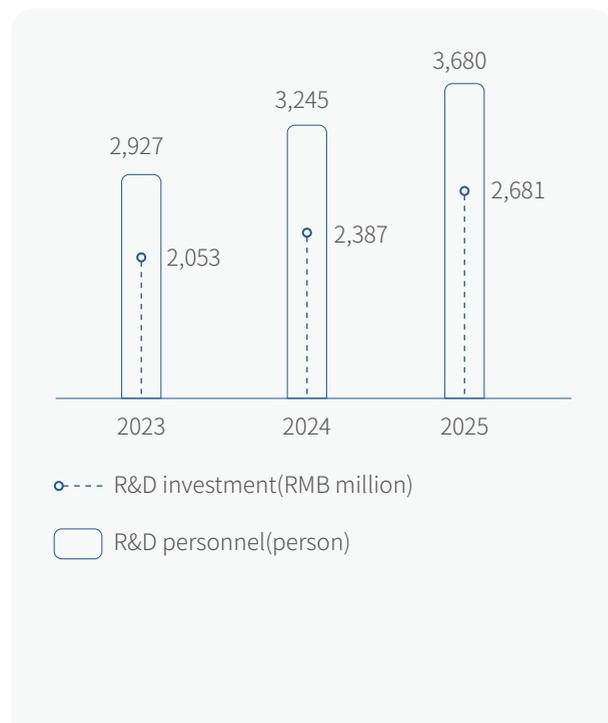
Laying a Solid Foundation for Innovation

Our adoption of the Fabless model significantly lowers our capital requirements and operating expenses, shortens time-to-market, and allows us to focus our resources on strengthening our core competitive advantages in R&D, technological innovation, and product design, thereby ensuring we remain at the forefront of the industry. 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.

We regard technology protection and talent development as key strategic priorities. By continuously strengthening the structure and stability of our R&D team, we aim to build a robust strategic foundation and a pipeline of talent for future growth. OmniVision Group integrates top-tier R&D capabilities across the globe, driven by leading technologies to deliver high-performance, innovative products to a broader range of global customers and end users. By the end of the Reporting Period, the Company's R&D personnel totaled 2,681, accounting for 43.52% of the workforce.

R&D investment serves as a critical foundation for technological innovation. We have been increasing R&D investment in various product lines to fully guarantee product upgrading and new product development, steadily enhancing the competitiveness of our products. During the Reporting Period, the R&D expenditure for the Company's semiconductor design and sales business amounted to approximately RMB 3.68 billion, accounting for 15.46% of the business revenue, representing a 13.38% increase compared to the previous year.

Benefiting from our innovative R&D mechanisms, exceptional R&D teams, and sustained resource commitments, by the end of the Reporting Period, OmniVision Group had 4,993 licensed patents (including 4,787 invention patents), 136 layout design registrations.

Chart: R&D investment and R&D personnel by year

- 2023: R&D investment 2,053; R&D personnel 2,927
- 2024: R&D investment 2,387; R&D personnel 3,245
- 2025: R&D investment 2,681; R&D personnel 3,680

o--- R&D investment(RMB million)

☐ R&D personnel(person)

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Core Technological Advantages

Through years of independent R&D and technological evolution, the Company has accumulated significant technological advantages in the fields of CMOS image sensor circuit design, packaging, digital image processing, and supporting software. As one of the first companies in the CMOS image sensor industry to commercialize BSI technology, the Company put PureCel® and PureCel®Plus technology into mass production products in 2013. Based on the smartphone market's demand for high pixel count, depth of field control, optical zoom, biometric identification and other application scenarios, the Company's core technologies, such as PureCel®, PureCel®Plus, and RGB-Ir, could provide smartphones with the industry's highest-quality still image capture and video performance. High image capture performance could also be guaranteed under low-light conditions. The image sensor equipped with the Company's HDR technology effectively removed artifacts and realized extremely high contrast scene reproduction.

In addition, the Company's accumulation of LED Flicker Mitigation (LFM) technology, global exposure technology, Nyxel® near-infrared (NIR) and ultra-low-light technology, etc. gave the Company a clear competitive advantage in the areas of high-end wide dynamic range image sensors for the automotive market, ultra-low-power solutions for the monitor market, NIR and low-light sensors for the monitor market, and global shutter sensors for emerging markets such as Smart glasses (XR Headsets, including AR/AI glasses). The Company's R&D team continued to improve its new silicon semiconductor architecture and process, breaking new records in quantum efficiency (QE).

The Company's newly launched TheiaCel® series of technologies addressed HDR performance challenges across various application scenarios through easy-to-implement solutions. Current HDR imaging technologies had entered a new phase where existing solutions were no longer sufficient to meet the industry's key needs. In response to this challenge, the Company provided a solution with its innovative TheiaCel® technology.

TheiaCel® technology, by integrating Lateral Overflow Integration Capacitor (LOFIC) technology with the Company's proprietary HDR technology, delivered outstanding image quality under any lighting conditions. The initial application of this technology focused on the automotive sector with a 2.1-micron pixel process, combined with DCG ™ HDR technology, significantly enhancing imaging performance in low-light environments and addressing the issue of LED light source flickering. In 2025, the Company's TheiaCel® product series was awarded the BIG Innovation Award by the Business Intelligence Group for its innovative breakthroughs in automotive HDR imaging, LED flicker mitigation, low-light performance, and high reliability, demonstrating the Company's technological leadership and industry influence in the field of automotive image sensors.

The CameraCubeChip® technology products developed by the Company could provide the full range of image sensing, processing and single-chip output functions. While fully guaranteeing low light sensitivity, the innovative combination of wafer-level optics and CMOS image sensors provided ultra-compact sensors suitable for equipment in the medical market, and excelled in the medical market in areas such as endoscopic applications and other medical devices.

The Company's proprietary liquid crystal on silicon (LCOS) display technology uses external LEDs or lasers as light sources to illuminate the surface, which reflects light to display or modulate information. With its high resolution, high light utilization, and low cost, this technology shows great potential for application across multiple fields. Through continuous investment in R&D and innovation, the Company has established a full industrial chain spanning from LCOS chip design and development to production, thereby emerging as the global technology leader and the largest manufacturing base in the LCOS industry. The Company's LCOS products feature a proprietary integrated driver design, offering advantages such as compact size, high pixel density, narrow pixel pitch, low power consumption, and excellent display quality. These products are already in mass production for applications including smart glasses (AR/XR/MR glasses), micro-projectors, automotive augmented reality head-up displays (AR HUDs), and wavelength selection switches (WSS) for all-optical communication transmission networks.

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- The Company's display driver chips integrate the LCD DDIC and Touch driver chip into one, effectively reducing module thickness, saving system area and optimizing supply chain costs. Leveraging mass production experience with leading smartphone brands, the Company has successfully launched new products supporting FHD/HD high frame rates. Based on patented technology, these chips provide enhancement solutions for richer image colors, contrast, and clarity, while simultaneously improving the touch signal-to-noise ratio and reducing the risks of false touches and failures. Through a sunken BUMP specification design, they better meet the demand for narrower bezels in smartphones. The product portfolio covers a full range of categories including small-to-medium sized consumer electronics, medium-sized IT terminals, and automotive electronics. OLED DDICs have been successfully introduced into mass production at leading panel manufacturers; TED chips, with their four major advantages of low power consumption, narrow backplane, low carbon emissions, and high cost-effectiveness, align with the trend toward lighter notebook computers; and automotive display driver chips have passed customer verification and been introduced.

- The Company's core technological capabilities in the discrete device sector are primarily reflected in its technical reserves in device structure and process flow. In the field of discrete devices, the Company has mastered multiple core patented technologies including Trench (deep trench), multi-layer epitaxy, back-side thinning, and chip flip-flop, building a comprehensive process platform that effectively addresses application challenges such as high integration and low power consumption. In the power management IC (PMIC) field, the Company has established a rigorous and scientific R&D system, achieving technological independence from the design source. It pioneered the development of a high frequency band, high rejection ratio (100K~1MHz, with a minimum PSRR reaching over 55dB) LDO, enabling import substitution of high-end models thanks to its low power consumption and outstanding performance. Building on this foundation, the Company is deeply deploying a dual-driven market strategy focusing on both consumer electronics and industrial applications, with automotive electronics positioned as its core second growth curve. Automotive-grade products strictly adhere to AEC-Q100 certification, high functional safety levels, and wide-temperature range reliability requirements. They are precisely positioned to meet the needs for high-speed signal transmission and power management in autonomous driving and cockpit scenarios, with multiple new products having passed verification by leading automakers and Tier 1 suppliers.

Global Shutter · Pure Cel® · PureCel®Plus · LED Flicker Mitigation · TED Chip · RGB-Ir · Nyxel® · TheiaCel™ · Camera CubeChip® · BSI · Stacked Architecture · Liquid Crystal on Silicon (LCOS)

CMOS image sensors, touch and display drivers, power management ICs and other core technologies have reached the international leading level

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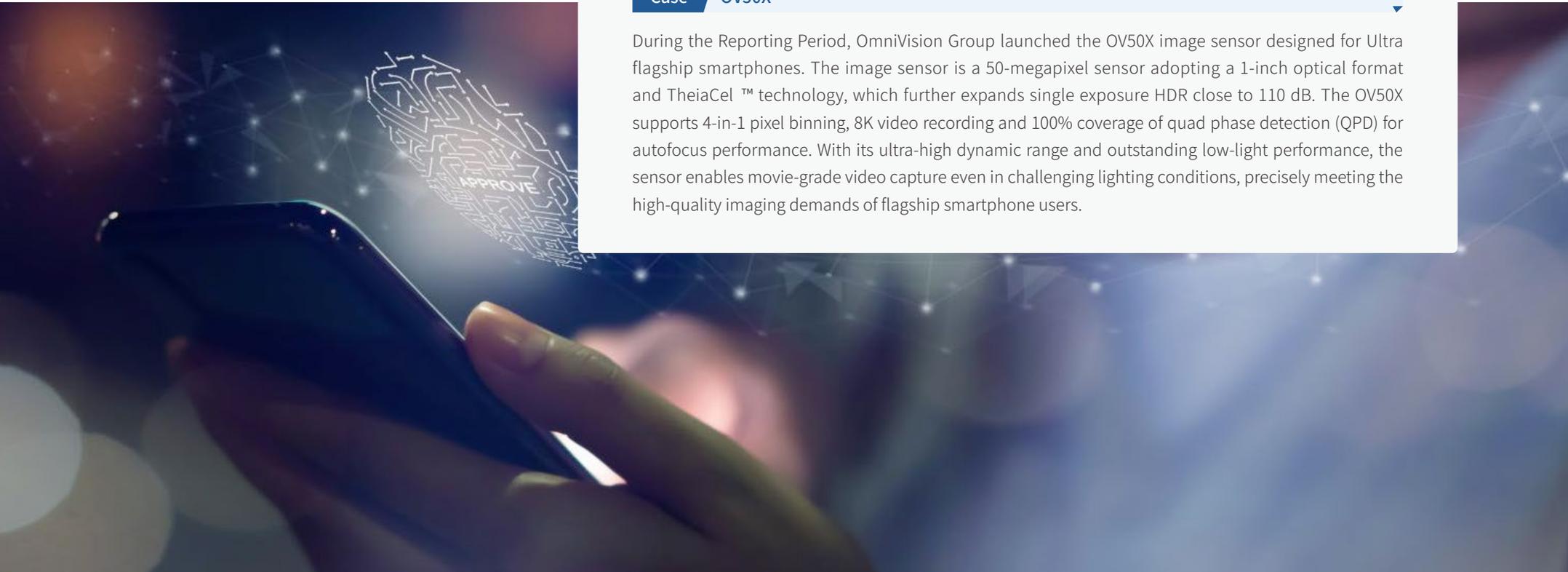35

Diverse Cutting-Edge Products

Our R&D projects are dedicated to developing advanced image sensor, display, and analog IC solutions for a wide range of applications and industries, particularly supporting smarter human-machine interaction in automotive, smartphone, medical, security, and emerging markets. During the Reporting Period, we continued to deepen our technological reforms and commercialization of advanced technological achievements, in an effort to expand our product portfolio in high-end application scenarios and launch cutting-edge products widely recognized by the industry and customers for their innovative performance.

Case / **OV50R CMOS Image Sensor**

In 2025, OmniVision Group launched the new TheiaCel® OV50R CMOS image sensor that is suitable for high-end main cameras. The OV50R, a 50-megapixel sensor with a 1.2-micron pixel and in a 1/1.3-inch optical format, is designed for consumer devices including high-end smartphones and action cameras. Our second-generation TheiaCel® technology further expands single exposure HDR to 110 dB and delivers excellent low-light performance. Compared to the previous generation, the new sensor delivers 20% lower power consumption. The OV50R supports 4-in-1 pixel binning and on-sensor crop zoom, enabling excellent image quality in challenging lighting conditions from day to night, and meeting the demand for superior video and photo capture around the clock.

Case / **OV50X**

During the Reporting Period, OmniVision Group launched the OV50X image sensor designed for Ultra flagship smartphones. The image sensor is a 50-megapixel sensor adopting a 1-inch optical format and TheiaCel ™ technology, which further expands single exposure HDR close to 110 dB. The OV50X supports 4-in-1 pixel binning, 8K video recording and 100% coverage of quad phase detection (QPD) for autofocus performance. With its ultra-high dynamic range and outstanding low-light performance, the sensor enables movie-grade video capture even in challenging lighting conditions, precisely meeting the high-quality imaging demands of flagship smartphone users.

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Impacts, Risks, and Opportunities Management

OmniVision Group has established a systematic intellectual property management process, fully integrating it into the Company's strategic planning and R&D management system. During the Reporting Period, the Company revised its *Patent Management Policy* to strengthen naming conventions and the overall intellectual property management framework. Focusing on full lifecycle patent management, the policy clarifies risk control measures across patent applications, commercialization, and protection. These measures include defining ownership rights for technical innovations, conducting patent novelty searches to mitigate infringement risks, and establishing dedicated teams to monitor and resolve patent disputes, thereby standardizing the Company's product innovation and patent management while safeguarding its intellectual property.

Furthermore, the Company advanced the upgrade of its intellectual property management system during the Reporting Period by systematically evaluating and testing the revised policies and operational procedures covering the entire patent process (including patent exploration, analysis, handling, and application). In addition, new external legal counsel management guidelines were established to standardize the use of external legal services. These measures improved the efficiency of intellectual property management and reinforced compliance risk controls. Meanwhile, to further enhance awareness of intellectual property protection and risk prevention across the entire organization, OmniVision USA also deployed its internal knowledge platform "IP Center" to systematically present key points and practical guidelines for intellectual property protection. This initiative effectively enhances employees' awareness and competencies in intellectual property safeguarding, building a dual-prong shield through both institutional safeguards and awareness to secure our innovative achievements.

Indicators and Targets

Targets for 2025	2025 Targets Review
Continue to invest in R&D and R&D team building	The Company invested RMB 3.68 billion
Expand the number of patents	The Company had 4,993 patents in total, with an increase of 137 patents over last year
Continue to develop green products	Developed green technology and products with high energy efficiency
Provide innovative products for the world's top brands	Provided better solutions for first-line brands in the fields of automotive, consumer electronics, security, medical, AR/VR, and other fields

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Green Product R&D

Amidst the widespread consensus on sustainable development across society, market demand for green products continues to demonstrate robust growth momentum. OmniVision Group actively capitalizes the developmental opportunities within clean technology sectors, consistently integrating eco-friendly principles as a pivotal element in product innovation. We have persistently delivered sustainable product solutions to the market, supporting the sustainable development of the industry ecosystem.

Practicing Green Design

We embed 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 | Lowest-power single-chip full-color sequential microdisplay for the latest generation smart glasses

In 2025, OmniVision Group launched the OP03021 LCOS panel, the industry's first single-chip liquid crystal on silicon (LCOS) small panel with ultra-low power for next-generation smart glasses. The panel delivers a 1632 x 1536 resolution at 90 Hz in a compact 0.26-inch optical format, enabling next-generation smart glasses to achieve higher resolution with a wider field of view (FoV). The OP03021 LCOS, with its smaller 3.0-micron pixel and integrated control, frame buffer memory, and MIPI receiver onto the silicon backplane, reduces the overall size and power consumption, enabling the industry to develop more lightweight, comfortable, and lower-carbon wearable products for all-day use.

OP03021 LCOS panel

Case | Millimeter wave radar power solution

During the reporting period, OmniVision Group released China's first automotive Millimeter Wave (MMW) Radar Power Solution with integrated CAN PHY and ASIL B functional safety support. The solution includes the OKX1010/OKX1100 system basis chip (SBC) and the ORX0211 low-voltage power supply IC (PMIC), which serve as the primary and secondary power supplies, respectively for MMW radar system. It is adaptable to various application scenarios such as corner radar and in-cabin radar. The solution offers both high integration and high flexibility, effectively simplifying circuit design, reducing costs, and improving efficiency. Its ultra-low power consumption and efficient power delivery design also help minimize energy consumption, supporting the green and low-carbon energy efficiency goals of onboard MMW radar systems.
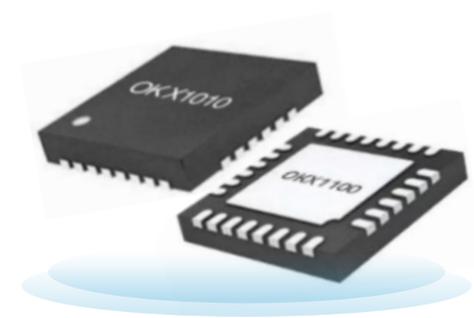
OKX1010/OKX1100 product introduction

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.

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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. OmniVision Group 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 traveling experience to end users.

| Case | OMX14x Series MCUs Certified for ISO 26262 ASIL B Functional Safety |

In 2025, OmniVision Group's automotive-grade MCU chip series, the OMX14x, successfully obtained ISO 26262:2018 ASIL B level certification. Based on the Arm Cortex-M4F core, this product is fully manufactured by suppliers within China, from wafer fabrication to packaging and testing, and has been widely adopted in automotive electronics, smart cockpits, and advanced driver-assistance systems (ADAS). In addition, OmniVision Group released the next-generation high-performance OMX2x4B MCU. Upgraded to the Arm® Cortex®-M7 core, it delivers enhanced performance, memory, and safety functionality. With a wide selection of package options and core configurations, the chip can be adapted to broader vehicle applications such as smart cockpits, body-domain controllers, and battery management systems. Looking ahead, OmniVision Group will continue to develop a range of automotive-grade chips that meet functional safety standards. While supporting the high-quality advancement of China's automotive chip industry, we aim to build reliable and secure "China Core" solutions.

Scene of the chip certification issuance

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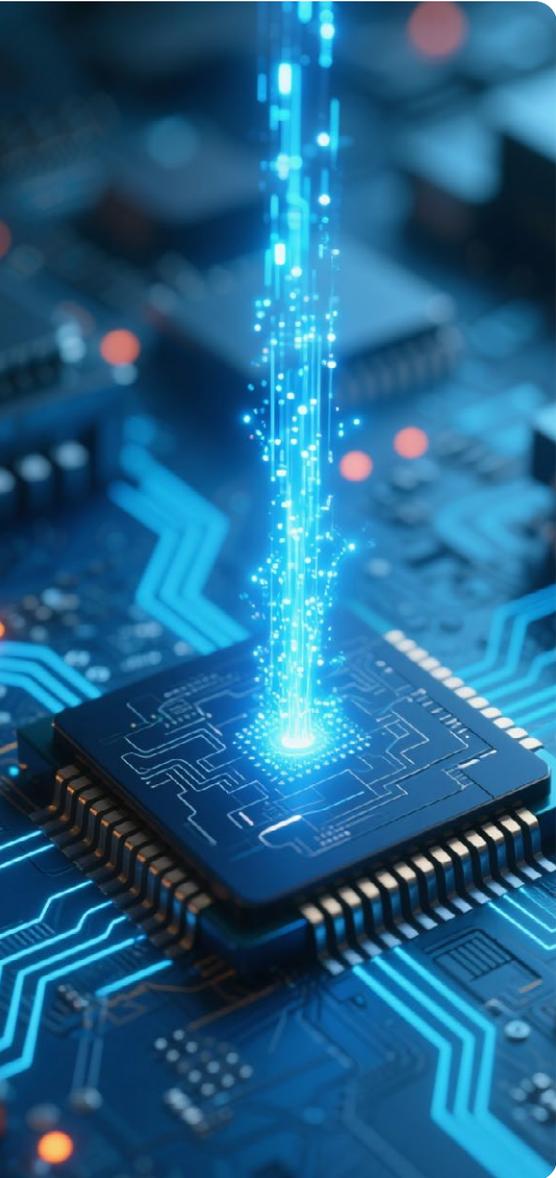
Case OX05C, the automotive industry's first global shutter HDR sensor for in-cabin driver and occupant monitoring systems
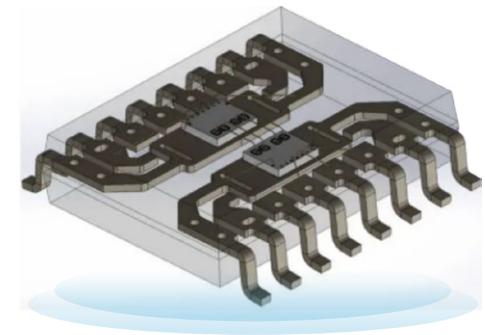
During the Reporting Period, OmniVision Group launched the automotive industry's first and only 5-megapixel back-side illuminated global shutter HDR sensor for in-cabin driver and occupant monitoring systems (DMS and OMS). Equipped with Nyxel® near-infrared technology, the OX05C delivers industry-leading low-light performance and quantum efficiency, integrates on-chip RGB-IR separation and cybersecurity features, and supports simultaneous driver occupant monitoring with a single camera. The product package is 30% smaller than its predecessor, offering upgraded lens compatibility at no additional cost and greater design flexibility. The OX05C also avoids infrared interference and greatly improves the RGB image quality. At AutoSens Europe, the OX05C demonstrated ultra-high-definition imaging and algorithm accuracy in challenging operating conditions. Providing core support for upgrading safety component for ADAS, the sensor has earned high recognition from ecosystem partners.

OX05C sensor

Case ORD110x chip enables 800V electric drive systems in new energy vehicles

During the Reporting Period, OmniVision Group launched the ORD110x high-voltage isolated gate driver chip, which is built to drive IGBT/SiC devices, and adaptive for 800V electric drive systems in new energy vehicles. Leveraging capacitive isolation technology, the chip supports motor control systems of up to 1500V, delivers a surge isolation voltage of 10kV, and operates reliably across a wide temperature range from -40° C to 125° C. Equipped with multiple protection features, it also integrates high-side analog voltage sampling and selectable dead-time protection levels, effectively mitigating potential operational risks. Validated through rigorous motor bench durability testing, the ORD110x delivers stable and reliable performance in real inverter systems. It provides a safe and highly integrated driver solution to support the high-voltage electric drive systems critical to new energy vehicles.

ORD110x

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Product Quality Assurance

We ensure product quality at every stage of the design and manufacturing process. OmniVision Group 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 our established quality approach of "provision of sophisticated solutions, high-quality products, and efficient services", we constantly improve the quality management system, and maintain finer-grained end-to-end quality control at all key links ranging from customer demand analysis to development design and then to packaging and testing. At the same time, the Company has implemented a systematic quality training and awareness-raising mechanisms to enhance employees' quality consciousness and professional skills, steadily fostering a quality culture that aligns with corporate development.

Governance

Committed to customer satisfaction, OmniVision Group is dedicated to delivering high-quality products to customers across various industries. The Company has formulated the *Quality & HSPM (Hazardous Substance Process Management) Manual* and adopted "provision of sophisticated solutions, high-quality products, and efficient services" as its quality and environmental policy. Additionally, we have established and have been refining our quality management framework. Under this framework, the Company's General Manager is responsible for the planning of the quality management system and the HSPM system, as well as setting the quality policy and objectives. The General Manager also appoints a Management Representative to oversee the establishment, implementation, and maintenance of the quality management and HSPM systems. Furthermore, specific quality-related responsibilities have been clearly assigned to functional departments such as R&D, Process Engineering, Application, Production Management, and Quality, ensuring each department contributes to the continuous improvement of the Company's quality and HSPM systems.

All subsidiaries within the Group have established quality management systems based on the ISO 9001 Quality Management System standard and the IATF 16949 Automotive Quality Management System standard, successfully obtaining ISO 9001 and IATF 16949 certifications. We ensure that our management system, from design and development to manufacturing, adheres to the requirements of IATF 16949. During the Reporting Period, we incorporated TDDI (Touch and Display Driver Integration) into our quality management system, further advancing the standardization of our quality management practices. In addition, OmniVision USA obtained ISO 13485 Medical Devices - Quality Management System Certificate, fully showcasing the Company's expertise and technical capability in the field of medical devices. During the Reporting Period, OmniVision USA obtained the ISO 21434 Road Vehicles - Cybersecurity Engineering certification, covering all the R&D teams around the world, and officially completed certification in February 2025. The ongoing implementation and refinement of these various system certifications signify a new level of standardization and normalization within the Company's quality management system.

ISO 9001 Quality Management System Certificate(OmniVision Group)

ISO 9001 Quality Management System Certificate(OmniVision Technologies Shanghai)

IATF 16949 Automotive Quality Management System Certificate (OmniVision 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)

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Strategy

OmniVision Group implements quality management throughout the entire product lifecycle, covering processes from customer needs research and integrated circuit design to wafer manufacturing, as well as integrated circuit packaging and testing. The Group has been optimizing its quality management system by establishing clear quality standards for itself and its supply chain partners, rigorously controlling hazardous substances, and promoting a culture of quality. Through high-standard controls, we drive quality improvement throughout the entire chain, striving to provide customers with superior products and advanced holistic solutions.

Production Process Flowchart

```
Customer  →  Integrated Circuit Design
   ↑                      ↓
Integrated Circuit  ←  Wafer Fabrication
Package Test
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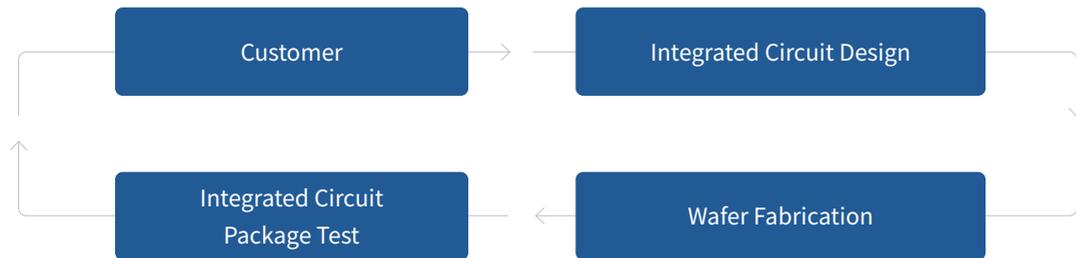

Customer Demand Analysis and IC Design

OmniVision Group has formulated and strictly implemented 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. Throughout the entire development cycle, the Company's relevant departments and teams maintain thorough communication with customers, engaging in multi-dimensional and in-depth discussions. This process transforms the Company's long-accumulated industry expertise into scientific and standardized design criteria, ensuring alignment with customer needs and securing the practical feasibility of design solutions. In 2025, by implementing various OPLs (One-Point Lessons), integrating customer review requirements, and introducing the "Chip ECO Risk Assessment Checklist" alongside increased test coverage during the design phase, the Company achieved a dual enhancement in its precision in responding to customer requirements and its internal quality error-proofing capabilities.

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Wafer Fabrication and Package Test

To ensure that the quality of delivered products comprehensively meets customer requirements, OmniVision Group implements stringent quality control throughout the entire process of wafer manufacturing, packaging, and testing. Utilizing multi-dimensional inspection methods such as reliability test, function test, and appearance inspection, we rigorously monitor product quality at every stage. Concurrently, the Company continuously strengthens its manufacturing and testing capabilities by incorporating design process specifications into wafer manufacturing, packaging, and acceptance criteria, introducing new standards for risk assessment and reliability acceptance. We also promote the implementation of Continuous Improvement Projects (CIP) across all factories, taking targeted measures such as mask revision for wafer scribe lines to effectively enhance wafer visual quality and significantly reduce production defect rates.

In terms of hardware support, the Company has established a Reliability (REL) and Failure Analysis (FA) laboratory covering a total area of 187 square meters at its Songjiang plant in Shanghai. The laboratory is equipped with 29 specialized instruments, fully capable of meeting the in-line reliability test needs for mass-produced items across the plant's six product lines. This enables timely and efficient monitoring of product reliability and provides professional technical support for quality control.

During the Reporting Period, to further reduce chip defect rates, the Company uniformly added High-Voltage Stress Test (HVS Test) items for both automotive and non-automotive product categories during the wafer testing and post-packaging testing phases. This test directly identifies chips with weaker performance, preventing defective products from reaching customers at the source and effectively safeguarding premium customer experience. Additionally, the Company advanced the upgrade of its quality control model by fully transitioning from manual control to system-based control. By increasing software engineer resources, continuously optimizing system functionality, and implementing regular reminder mechanisms, we achieved a systematic and streamlined upgrade in factory management, further enhancing the efficiency and accuracy of quality control.

Quality Control for Wafer Fabrication and Package Test

Wafer Fabrication

Function Test and Reliability Verification Test

Package Test

This includes final testing covering reliability test,function test, and appearance inspection

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Enhanced Hazardous Substances Control

In 2025, OmniVision Group implemented several new initiatives to enhance environmental control over hazardous substances in its products, comprehensively strengthening environmental compliance of products. For its core product series—including Camera Cube Chip, medical, and liquid crystal on silicon (LCOS)—the Company completed three key environmental tests: RoHS, HF, and REACH. Additionally, specialized environmental testing was conducted for certain customized products to precisely meet the specific compliance requirements of those customers. Furthermore, the Company integrated evaluation criteria related to hazardous substance management into its customer satisfaction survey system. By leveraging customer feedback to continuously calibrate control standards, OmniVision Group effectively ensures that its product quality and hazardous substance management are aligned with customer expectations and requirements.

For suppliers' management and control of hazardous substances, OmniVision Group has formulated the *Supplier Environmental Protection Agreement* and the *Environment Management System*

Manual to set out clear environmental compliance requirements for various types of materials provided by suppliers. The Group explicitly requires that all products provided by suppliers must comply with international environmental regulations, including the EU RoHS Directive, REACH regulations, and halogen-free (HF) standards. Additionally, suppliers must submit third-party test reports to ensure the authenticity and validity of relevant environmental data and information.

Upon identifying new regulatory requirements concerning environmentally restricted substances in 2025, the Company promptly updated its Declaration of Environmentally Restricted Substances and simultaneously issued notifications regarding changes in environmentally restricted substances to all suppliers, ensuring confirmation was obtained. This strengthened the line of defense for hazardous substance control at the source of the supply chain. During the Reporting Period, some medical product component suppliers were unable to participate in the compliance tests. To meet the environmental requirements of EU customers, the Company

introduced an additional testing process crafted to ensure holistic environmental compliance at the product level. Products are only released for shipment after passing these tests, ensuring full-chain environmental compliance through targeted control measures and effectively meeting the dual requirements of international customers and regulations.

We have fully integrated hazardous substance controls into our end-to-end supplier management process—covering onboarding, evaluation, and auditing. During assessments, we verify the absence of exceedances and review both the establishment and practical implementation of the supplier's Hazardous Substance Process Management (HSPM) system. In 2025, the Company further strengthened its internal audit requirements. During product audits, specific hazardous substance process management requirements were designated as key audit items, and targeted detailed inspections were conducted. 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

- Establishment of HSPM System
- Design development and change
- Raw material management
- Supplier management
- Fabrication process management
- Warehousing and logistics
- Exception management
- Education and training
- Documentation and record management
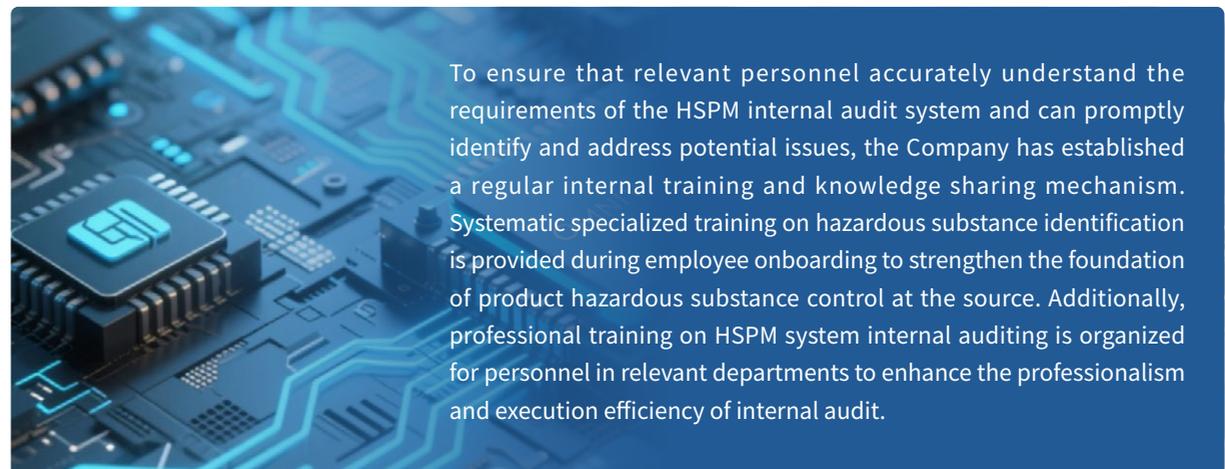
To ensure that relevant personnel accurately understand the requirements of the HSPM internal audit system and can promptly identify and address potential issues, the Company has established a regular internal training and knowledge sharing mechanism. Systematic specialized training on hazardous substance identification is provided during employee onboarding to strengthen the foundation of product hazardous substance control at the source. Additionally, professional training on HSPM system internal auditing is organized for personnel in relevant departments to enhance the professionalism and execution efficiency of internal audit.

OmniVision Integrated Circuits Group, Inc.

Responsible Governance   **Innovation Vanguard**   Win-Win Partnership   Green Operations   Talent Inclusion   Community Engagement   44

Fostering a Culture of Excellent Quality

OmniVision Group considers cultivating employees' quality management awareness and enhancing their professional capabilities as key components of its corporate quality management system. The Company regularly conducts specialized training on quality systems and quality awareness for new employees, solidifying the talent foundation for quality management. To fully motivate employees to take initiative in optimizing work efficiency and product quality, the Company has established the *Corporate Improvement Proposal Management Measures*, creating a robust continuous improvement mechanism. This mechanism is overseen by the Proposal Committee, which manages the entire process of annual improvement proposals—from planning and review to verification. Excellent proposals are awarded special bonuses and public recognition, and their outcomes are incorporated into promotion and annual performance evaluation systems. This effectively encourages company-wide participation in quality improvement, fostering a culture of continuous enhancement and systematically elevating the overall quality management level of the Company.

Case	2025 OmniVision quality improvement award campaign

In 2025, the Company launched the CIT Quality Action initiative, organizing teams across departments to thoroughly review regulations and procedures, identify potential gaps, and assess the need for optimization. During this campaign, 14 key projects were selected from six business units for implementation. Employees who successfully identified substantive issues were awarded special bonuses ranging from RMB200 to RMB2,000, based on the significance of their contributions. Furthermore, the Company actively encouraged engineers to deeply engage in various continuous improvement efforts, enabling precise identification of quality risks throughout the entire process and ensuring the effective implementation and sustainability of all improvement outcomes.

Impacts, Risks, and Opportunities Management

Product quality and safety management impact consumer rights, market order, and social safety. For OmniVision Group, these factors may lead to brand damage, legal risks, and market loss, but also present opportunities to build trust, expand market presence, and enhance competitiveness. We systematically manage related impacts, risks, and opportunities through mechanisms such as improved risk assessment, comprehensive quality control throughout the entire process, and defective product handling.

OmniVision Group has formulated and implemented the *Unqualified Products Control Procedure* to standardize the disposal process of non-conforming products. Upon identification of any non-conforming product, the Company promptly records the product information and simultaneously initiates the recall process. Based on the actual circumstances, targeted measures such as rework, repair, sorting, or return to the supplier are applied. Additionally, the Company maintains a dedicated non-conforming product warehouse to store items that cannot be reworked or returned, providing a sample basis for in-depth analysis of the root causes of non-conformities. This enables timely development and implementation of corrective actions, preventing the recurrence of similar issues at their source and continuously reducing the product defect rate. Furthermore, the Company routinely monitors overall product quality trends through data analysis to proactively identify and mitigate potential risks of non-conforming products. During the Reporting Period, no incidents requiring recalls of sold or delivered products due to safety and health reasons occurred.

Regarding the construction of the product traceability system, the Company embeds factory traceability codes into the chip's internal management system. Leveraging OTP unique identification coding, full production process records—from wafer manufacturing and wafer testing to packaging and final product testing—are made traceable for each individual chip. This traceability system aids in quickly identifying the core reasons for product non-conformities, precisely determining the production source and full-process processing information of problematic products, and efficiently formulating and implementing corrective and preventive actions. It significantly enhances the efficiency of handling product anomalies and the accuracy of root cause investigations.

OmniVision Integrated Circuits Group, Inc.

Responsible Governance | **Innovation Vanguard** | Win-Win Partnership | Green Operations | Talent Inclusion | Community Engagement

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Indicators and Targets

To ensure and continuously enhance product quality, OmniVision Group establishes annual overall quality objectives, which are systematically broken down and delegated to each responsible department, ensuring precise communication and effective execution of these goals. During the Reporting Period, the Company set annual targets for key quality metrics such as instrument testing and calibration rates, defective product rates, and project success rates, all of which were successfully met. Furthermore, the Group conducts regular annual internal quality audits, employing the PDCA (Plan-Do-Check-Act) cycle management approach combined with risk management principles to continually refine and optimize the quality system. This process enables timely identification and resolution of potential quality issues, effectively guaranteeing the stability, consistency, and reliability of our complete range of products and services.

OmniVision Group has established its Hazardous Substance Process Management (HSPM) system in accordance with the IECQ QC 080000 standard and has set annual hazardous substance control objectives. The Company has also implemented the *Environmentally Prohibited Substance Traceability Procedure*. Annually, as required by this procedure, comprehensive environmental compliance testing is conducted on all product categories involved in the assembly process that are subject to the *Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS)*, halogen restrictions, and the *Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)* of the European Union. This ensures strict adherence to regulatory standards for hazardous substance content in products and facilitates the steady achievement of annual hazardous substance management goals.

Target for 2025	2025 Target Review
Annual hazardous substance defective rate of 0%	Achieved

Win-Win Partnership
for Building Ecosystem Value Together

Guided by the vision of fostering win-win value chain collaboration, OmniVision Group continuously refines its supply chain management system, with a focus on delivering high-quality products to enhance customer satisfaction. By leveraging its steadily improved supplier lifecycle management framework, the Company embeds ESG requirements into processes such as supplier admission assessment, performance evaluation, and continuous improvement, thereby promoting the sustainable development of the supply chain. Simultaneously, the Company emphasizes optimizing customer service and support mechanisms. Through clear communication channels, structured feedback loops, and closed-loop improvement processes, we consistently enhance customer experience, enhance customer satisfaction, and contribute to the prosperity of the industry ecosystem.

03

OmniVision Integrated Circuits Group, Inc.

Responsible
Governance

Innovation
Vanguard

**Win-Win
Partnership**

Green
Operations

Talent
Inclusion

Community
Engagement

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Sustainable Supply Chain

Governance

In line with our business and product categories, OmniVision Group adopts a sustainable supply chain management mechanism based on cross-domain collaboration. We have assigned the sustainable development management responsibilities throughout the supply chain to the internal quality functional department, and engaged third-party professional service providers for collaborative management, jointly implementing lifecycle management of domestic and international suppliers. Through regular supplier compliance audits, ESG risk management, and other initiatives, we are committed to ensuring the sustainability and stability of our supply chain in global operations.

Strategy

OmniVision Group applies standardized, systematic management processes across the entire supplier lifecycle—from admission and assessment to capability development and phase-out, and continually refines relevant mechanisms and policies to strengthen the core competitiveness of the supply chain. We are committed to treating small and medium-sized enterprises (SMEs) equally, ensuring they receive fair opportunities and equitable treatment in supplier admission, procurement collaboration, and empowerment training, without discrimination compared to larger suppliers.

Supplier Admission

OmniVision Group continuously optimizes the processes for supplier admission and audit management. During the Reporting Period, the Company revised the Procedures for Recognition of New Suppliers and New Outsourced Products, clearly defining the responsibilities of various departments in reviewing and certifying qualified suppliers. This strengthens the basis for departmental oversight during admission, thereby establishing a clear and accountable supplier admission control framework. The admission process begins with the Company collecting and reviewing preliminary information from potential suppliers. Following this, suppliers must complete a sequential verification process, which includes a quality system review, an on-site audit, and the signing of a Quality Agreement. Only after the relevant departments have each conducted their respective specialized reviews and granted approval may the suppliers be included in the Company's list of qualified suppliers.

Supplier admission process

Collection of information on potential suppliers

Quality system survey

On-site audit

Inclusion on the qualified supplier list after approval

Review and approval of potential suppliers by departments

Signing of Quality Agreement

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Supplier Assessment and Phase-out

For qualified suppliers, OmniVision Group has established the Supplier Quality Management Procedures, which clearly defines supplier quality management standards, processes, and appraiser responsibilities to enhance the standardization of quality assessments. The Company implements tiered management of qualified suppliers, which serves as the basis for procurement strategies and improvement requirements. On a quarterly basis, comprehensive evaluations are conducted across dimensions including quality assurance capability, process and technical capability, production capacity and delivery service, pricing performance, and environmental protection. Suppliers are rated into four categories—A, B, C, and D. Suppliers with different ratings are subject to differentiated management measures, such as incremental procurement, supervised improvement, or disqualification.

Furthermore, the quarterly supplier evaluation results serve as key inputs for the annual audit plan. Suppliers rated as Category C for two consecutive quarters or those deemed unqualified in the previous year's assessment are included in the key audit list, where targeted on-site audits are conducted to verify their quality management systems and on-site implementation status for the year. Those suppliers are required to develop an improvement plan based on the audit results and implement it within the given time frame.

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 results, and complete all improvement measures within the given time frame.
Fairly qualified (80 ≤ total score < 90)	
Unqualified (Total score < 80)	Suppliers are required to submit an improvement plan immediately, which will be verified for effectiveness by the Company's Supplier Quality Engineers (SQEs). If the improvement measures prove ineffective, the Company will initiate a development plan for alternative suppliers.

Through on-site inspections by SQEs and the supplier management system, the Company tracks and validates the progress and effectiveness of corrective actions until all issues are resolved, achieving closed-loop management. This approach supports the efficient and stable operation of the supply chain.

On-site Inspections — Through on-site inspections, we are able to get a real time view of the factory production situation and check the suppliers' on-site implementation status.

SQE Daily Meetings — A mechanism of weekly, monthly, and quarterly business review meetings between the Company's SQEs and suppliers has been established. On these meetings, SQEs 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, and confirm the closed-loop management of issues.

We systematically conduct supplier capability assessments through diverse approaches, including periodic evaluations, monthly yield reports, and quarterly quality meetings. This enables precise identification of management weaknesses and provides targeted corrective recommendations, comprehensively empowering suppliers to optimize their quality control systems and enhance production and operational efficiency. Additionally, to incentivize steady improvements in quality management, the Company conducts an annual recognition program for qualified suppliers, selecting model suppliers with outstanding performance in quality control and awarding them corresponding quality honors. We share typical cases or cutting-edge technologies with all suppliers through letters, facilitating the sharing of best practices and technological achievements across the supply chain and supporting collective progress among suppliers.

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Responsible Governance   Innovation Vanguard   **Win-Win Partnership**   Green Operations   Talent Inclusion   Community Engagement   49

Impact, Risk, and Opportunity Management

OmniVision Group has established a comprehensive control mechanism to address the ESG impacts, potential risks, and development opportunities within its supply chain operations. By deeply integrating environmental and social responsibility management into the sustainable supply chain management system, the Company encourages suppliers to adopt environmentally friendly products and is committed to driving the sustainable development of the supply chain through its influence. The Company has developed and requires suppliers to sign documents such as the Supplier Code of Conduct, the Supplier Environmental Protection Agreement, and the Supplement to the Environmental Protection Agreement. Through those means, we ensure that suppliers understand our specific requirements in areas such as labor and human rights, health and safety, environment, ethics, and compliance, and conduct their business activities responsibly. 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 2025
Quality	ISO 9001 Quality Management System or IATF 16949 Vehicle Quality Management System	100%
Environment	ISO 14001 Environmental Management System	95.16%
	QC 080000 Hazardous Substance Process Management System	62.52%
Society	ISO 45001 Occupational Health and Safety Management System	79.03%

Note: The suppliers mentioned herein refer only to key outsourced manufacturing and service providers.

In addition, the Company has established a supplier self-assessment mechanism for social responsibility. This requires suppliers to regularly conduct self-assessment on core issues such as child labor, forced labor, occupational health and safety, and business ethics, and to report the results. The Company continuously monitors the self-assessment outcomes and urges suppliers to promptly formulate and implement corrective measures for any issues identified, thereby driving genuine fulfillment of social responsibilities. Meanwhile, the Company implements a "red-line" management requirement, setting the maximum "number of times of non-compliance" with environmental regulations. If a supplier experiences an environment-related incident (such as major environmental pollution or illegal discharges), it will be directly classified as an unqualified supplier. Through a combined approach of self-assessment, monitoring, and red-line constraints, the Company consistently tracks suppliers' environmental and social responsibility performance, supporting their enhancement of comprehensive sustainable development capabilities in environmental governance, social responsibility fulfillment, and business ethics conduct.

OmniVision Group also places significant emphasis on conflict minerals[1] risks and has established the Conflict Minerals Policy and the Conflict Minerals Control Procedure. Annually, the Company conducts supply chain investigations for suppliers whose products contain or whose manufacturing processes utilize tantalum, tin, tungsten and gold (collectively known as 3TG). This ensures that the mineral sources used in OmniVision Group products originate exclusively from smelters or countries certified by the Responsible Minerals Initiative (RMI). OmniVision Group firmly refuses to use conflict minerals that directly or indirectly originate from the Democratic Republic of the Congo or its neighboring countries.

[1] 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.

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New supplier admission

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

For suppliers whose products contain or whose manufacturing processes involve 3TG minerals, the Company annually conducts smelter information surveys using the Conflict Mineral Reporting Template (CMRT) released by the Responsible Minerals Initiative (RMI). This ensures that all mineral sources originate from smelters or countries certified by RMI. If a supplier is found to be using uncertified smelters, the Company will require corrective actions or the removal of such raw materials within a specified timeframe, and may terminate the partnership if necessary. This approach drives responsible sourcing and compliance management within the mineral supply chain.

During the Reporting Period

OmniVision Group had a total of

53 3TG suppliers

According to the investigation

100% of the 3TG mineral raw materials used by the Company were from RMI-certified smelters.

Indicators and Targets

Targets for 2025	2025 Targets Review
Fully implement due diligence investigation and management of conflict minerals, and require 100% of suppliers to abide by the conflict-free minerals policy	Achieved
Require suppliers to comply with the Supplier Code of Conduct	Primary suppliers have committed to complying with the Supplier Code of Conduct
Increase the supplier environmental and social management system certification coverage or supplier code of conduct signing rate, and improve the level of environmental and social risk management	Achieved

Note: The suppliers mentioned herein refer only to key outsourced manufacturing and service providers.

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High-quality Customer Service

Governance

OmniVision Group's Sales Department is responsible for leading customer service initiatives and is supported by an FAE team with deep expertise in products and applications. Based on customers' actual scenarios and technical requirements, the FAE team provides diversified application solution recommendations, helping customers shorten solution verification cycles and reduce R&D trial-and-error costs. Furthermore, we have established a comprehensive customer service policy system, including internal policies such as the *After-Sales Customer Complaint Process*, the *Customer Complaint Notification and Failure Analysis (FA) Process*, and the *Return Material Authorization (RMA) Process*. These define clear closed-loop guidelines for handling customer requests from receipt and response to resolution. Additionally, the *Customer Satisfaction Survey Process* has been implemented to accurately identify areas for improvement and optimization across the entire service chain, enabling the delivery of high-quality and efficient end-to-end service to customers.

Strategy

Enhancing Customer Service Capabilities

We continuously refine and upgrade customer service processes, and are dedicated to delivering more valuable professional service support to our customers. During the Reporting Period, we systematically enhanced the customer service framework across three stages: pre-sales, in-sales, and after-sales services.

Customer Service Processes

Pre-Sales Services

- We provide quotation, samples, documents, technology, product certification and other supports based on the needs of customers. During the Reporting Period, we established a customer profile database for documentation support, effectively reducing the time required to provide product, company, and supplier information, with overall service efficiency improving by approximately 20%. Additionally, a dedicated document library for key accounts was created, enabling precise retrieval and traceability of customer information. For sample support, we are able to print labels and affix labels to samples according to customer requirements during small-batch trial production and sample procurement, facilitating subsequent mass production for customers.
- The FAE team regularly compiles and summarizes frequently asked customer questions, developing standardized question lists and corresponding solution guides. This initiative reduces customer inquiry response times and delivers more efficient, timely pre-sales technical consultation.

In-Sales Services

- We provide order delivery and other supports based on the needs of customers. During the Reporting Period, we collaborated with suppliers to add Country of Origin (CCO) information to existing product labels, significantly improving customs clearance efficiency for shipments.
- For our sensor product line, we offer "ship now, pay later" services, advancing shipments by 1-2 days to enhance customer logistics experiences.
- We provide vendor-managed inventory (VMI) services to Tier-1 automotive customers around the world, delivering superior inventory management solutions.
- For specific customer requirements, we provide weekly delivery plan updates and enhance delivery experience through initiatives such as offering bonded zone services and VMI services.
- We have introduced loose packaging services and Combo Parts services for major customers to meet diverse order needs.

After-Sales Services

- We provide overall support for the exceptions of the products delivered or customers' additional requirements, such as testing and packaging.
- The Quality Department, Marketing Department, FAE team, and Sales Department collaborated to optimize and simplify the return and exchange processes to provide customers with worry-free after-sales services.

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To further enhance the professionalism of the service team, the Company has established a regular training mechanism for its front-end FAE and sales teams. During the Reporting Period, specialized training on customer management was conducted via an online learning platform. The training focused on key areas such as customer management and key account operation, providing guides on cultivating customer service awareness, formulating key customer service plans, managing customer profiles, and maintaining customer relationships. This effectively strengthened the front-end teams' customer service proficiency and practical business skills. At the same time, we carried 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.

In terms of responsible marketing, we carry out rigorous multi-tier reviews for all promotional materials and product specifications communicated to customers. We firmly prohibit false information, exaggerated description, misleading advertisements, and other inaccurate content, ensuring the authenticity, accuracy, and professionalism of the information conveyed to customers from all aspects. By doing so, we solidify the foundation for the customer service system with responsible marketing practices.

Optimizing Customer Service Experience

To facilitate a comprehensive understanding and experience of the Company's products and services among customers and relevant stakeholders, OmniVision Group has strategically built multiple specialized, scenario-based product experience centers in Beijing and Shanghai. These centers serve as market-facing platforms for customer showcase and engagement. In the product experience centers, we centrally showcase existing chip modules and demonstrate terminal chip application scenarios across domains such as mobile devices, cameras, automotive, and healthcare. This initiative highlights the technical strength and diverse practical value of our chip products, fostering a deeper and more comprehensive understanding among partners of the product application ecosystem.

During the Reporting Period

product experience centers of OmniVision Group received a total of

161 visits

adding up to

1,388 people

Product Experience Center in Beijing


Product Experience Center in Zhangjiang, Shanghai

Product Experience Center in Songjiang, Shanghai

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Impact, Risk, and Opportunity Management

OmniVision Group always places great importance on response to customer complaints. Through service optimization and closed-loop complaint management, we turn customer feedback into a critical opportunity for service improvement and quality enhancement, while preventing and controlling potential risks.

Customer Complaint Handling Process
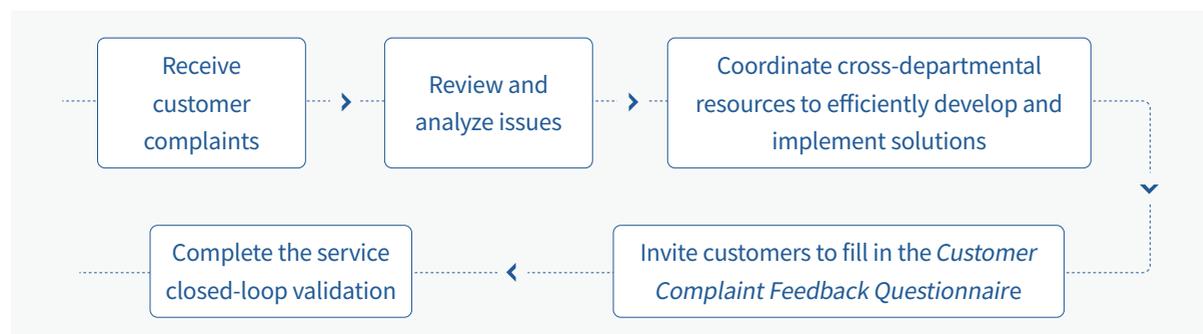
During the Reporting Period, we revised the *After-sales Customer Complaint Process* by introducing an escalation mechanism for customer complaints regarding automotive-grade products. In this update, we specified the parties responsible for complaints of varying severity, outlined the escalation pathways, and defined management requirements, thus ensuring more efficient response and solution to customer complaints on this front. To improve customer experience, the Company has strengthened the capabilities of the Customer Complaint Handling Team by involving employees from the System Application Engineering Department and taking other relevant measures. At the same time, we further standardized the process of handling customer application problems and encapsulation abnormalities, striving to cover all issues that customers may encounter and guarantee high-quality after-sales experience for customers. During the Reporting Period, we received 32 substantial product-related complaints, a decrease of 39% compared to 2024. Corresponding corrective actions were either implemented or planned, representing a closed-loop handling rate of 97.9%.

Moreover, to continuously track and increase customer satisfaction, OmniVision Group 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 analyze the reasons and develop rectifications. We will also track the progress to ensure that the customer's concerns are thoroughly 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 for systematic improvement.

Indicators and Targets

Target for 2025

Become a model company excellent in high-quality customer services by providing professional technical support and thoughtful services and enhancing product quality.

2025 Target Review

By providing customers with dedicated professional service teams, OmniVision Group continues to enhance product quality, technical support, and service response efficiency. This leads to ongoing optimization of service experience and steady improvement in customer satisfaction.

During the Reporting Period

we received

6 complaints regarding products and services

Corresponding corrective actions were either implemented or planned, representing a closed-loop handling rate of

100%

Green Operations
for a Low-Carbon Future

OmniVision Group always incorporates environmental protection and green and low-carbon concepts into all aspects of corporate operations. The Company continuously improves the environmental management system and strictly abides by environmental compliance requirements, so as to consolidate the foundation for compliant green operations. On this basis, the Company focuses on energy conservation, emission reduction, and low-carbon management to deepen green operations. Efforts are made to enhance resource utilization, address climate change, and contribute to low-carbon goals through pragmatic actions.

04

OmniVision Integrated Circuits Group, Inc.

Responsible Governance   Innovation Vanguard   Win-Win Partnership   **Green Operations**   Talent Inclusion   Community Engagement   55

Responding to Climate Change

OmniVision Group fully recognizes the profound impact of climate change on business operations and the broader upstream and downstream value chain. We actively respond to global trends on climate governance as well as the national strategic goal of "carbon peaking by 2030 and carbon neutrality by 2060". The Company continues to optimize its climate change management mechanisms and advance the identification of climate-related risks and opportunities. Meanwhile, we are progressing our carbon inventory, science-based target setting, energy conservation and carbon reduction initiatives. These concrete measures strengthen our adaptability to climate change and steadily enhance our overall climate resilience.

Governance

OmniVision Group has integrated climate change management responsibilities into the ESG governance framework. By establishing a layered management system with clearly defined authorities and responsibilities, the Company continuously strengthens internal climate governance, thereby improving the effectiveness of governance efforts.

Responsibilities of Climate Change Governance

The Board of Directors

As the highest governing body for climate-related issues, the Board develops relevant strategic plans and targets, and regularly tracks the progress. Every year, the Board receives reports from the Strategy and ESG Committee regarding climate risks and opportunities, and assesses, prioritizes, and manages material risks and opportunities. Moreover, the Board actively promotes the deep integration of the climate strategy with the Company's overall development strategy, ensure that climate-related factors are incorporated into the Company's overall strategy, major transaction decision-making, and risk management procedures, and weigh such factors where necessary.

Strategy and ESG Committee

The Strategy and ESG Committee identifies climate-related risks and opportunities and develops corresponding measures on an annual basis, and coordinates efforts of all departments to effectively implement key solutions. Every year, the Strategy and ESG Committee reports to the Board on climate-related issues, assisting the Board in overseeing the Group's progress in this regard.

Strategy and ESG Working Group

The Strategy and ESG Working Group undertakes the tasks associated with climate strategies and targets, strictly completes relevant assignments, and regularly reports climate-related performance to the Strategy and ESG Committee, facilitating the fulfillment of climate management requirements.

To guarantee Board members' performance in climate change management, we invited a third party to share knowledge on climate change regulations during the Reporting Period. This practice helped the Board understand the latest trends in climate-related risks and opportunities, thereby strengthening the Board's expertise in climate governance and capability for science-based decision-making.

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Strategy

OmniVision Group conducted comprehensive identification and assessment of the short-, medium-, and long-term climate change risks (including physical and transition risks) and opportunities during business operations. After the assessment, we prioritized these risks and opportunities based on their level of impact. According to the assessment results, among the eight climate-related risks, typhoons and policy and legal risks had a relatively higher impact on the Company. Among the four climate-related opportunities, market opportunities had a relatively higher impact. Given the high-risk threshold set by the Company, we did not identify any climate-related risks or opportunities during the Reporting Period that would significantly influence the existing businesses, financial position, and cash flows in the short or medium term.

Based on the assessment results, the Company further developed targeted solutions to climate change, so as to guarantee effective climate management. Taking into account our business plans and climate policies of the countries or regions where we operate, we defined short-term as one year, medium-term as two to five years, and long-term as over five years.

Type of Risks/ Opportunities	Name of Risks/ Opportunities	Description of Risks/Opportunities	Impact of Risks/Opportunities on Business			Stage in the Value Chain	Assessment of Financial Impact	Adaptation and Mitigation Measures
			Short-term	Medium-term	Long-term			
Physical risks	Acute risks — Floods and extreme precipitation / Typhoons	• Floods, extreme precipitation, and typhoons may: • Damage office/plant facilities, leading to a decrease in asset values and an increase in operating costs from repairing damaged assets. • Destroy transportation and logistics networks as well as power and communication facilities, leading to disruptions in supply chain and operation, and a subsequent lower revenue.	Low	Low	Low	Upstream Operation Downstream	Increase in operating costs Decrease in revenue	• We identify region-specific risks associated with extreme weather in the Chinese mainland based on the seasonal and regional characteristics of different places, and formulate standard operating procedures (SOPs) to ensure business sustainability. We conduct desktop exercises for the business sustainability SOPs every year, optimize the emergency response processes and personnel frameworks, and check the safety stock of response materials. • We have 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.
Chronic risks	Temperature change	• Temperature change may influence cooling and heating demands at locations where we operate, potentially increasing energy demands and raising maintenance costs and operating costs.	Low	Low	Medium	Operation	Increase in operating costs	• We replace old energy-consuming and cooling equipment with high-efficiency counterparts, and intensify the monitoring of energy consumption.
	Sea level change	• Sea level rise threatens to damage assets in coastal areas, thus increasing operating costs from repairing damaged assets.	Low	Low	Medium	Operation	Increase in operating costs	• We regularly monitor sea level rise trend and take it into consideration for infrastructure construction.

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Type of Risks/ Opportunities	Name of Risks/ Opportunities	Description of Risks/Opportunities	Impact of Risks/Opportunities on Business			Stage in the Value Chain	Assessment of Financial Impact	Adaptation and Mitigation Measures
			Short-term	Medium-term	Long-term			
Transition risks	Policy and legal risks	• Stricter requirements for carbon peaking and carbon neutrality, as well as higher standards of mandatory carbon emission reporting and environmental compliance may increase corporate investments in environmental protection equipment and raise compliance costs. Additionally, transformation is required for high-emission production processes. All of these factors will elevate operating costs.	Low	Medium	Medium	Operation	Increase in operating costs	• We keep abreast of the latest regulatory requirements, strengthen energy use management, promote the substitution of clean energy, and continuously reduce carbon emissions.
	Technical risks	• The R&D demand for energy-efficient semiconductor manufacturing processes and early retirement of high-emission production equipment will increase the R&D investment and the costs for updating production equipment.	Low	Medium	Medium	Operation	Increase in operating costs	• We pursue low-carbon iterative upgrades based on existing manufacturing processes, and actively encourage innovation in low-emission production processes.
	Market risks	• Customer preference is shifting towards green and low-carbon products. Failure to meet customer requirements in energy conservation, emission reduction, and other sustainability areas may lead to customer churn and a subsequent decline in revenue.	Medium	Medium	Medium	Operation Downstream	Decrease in revenue	• We maintain timely communication with customers and take the initiative to understand changes in their demand for low-carbon products.
	Reputation risks	• Delayed climate responses and non-transparent information disclosure may trigger negative feedback from investors, and affect brand reputation and financing capabilities, thus leading to an increase in operating and financing costs.	Low	Medium	Medium	Operation Downstream	Increase in operating costs	• We disclose information in a transparent way through the official website and ESG reports to timely respond to the concerns of stakeholders about the Company's climate performance.
Opportunities	Resource utilization	• Adoption of energy-efficient equipment, as well as water-saving and waste-recycling measures can directly reduce energy consumption, water use, and operating costs, thus achieving efficient resource utilization and cost control.	Low	Medium	Medium	Operation	Decrease in operating costs	• We promote resource reuse initiatives such as waste recycling and reclaimed water recovery to improve resource utilization efficiency. • We promote green office initiatives, raise employees' awareness of environmental protection, and guide all staff to take low-carbon and resource-saving practices in office.

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Type of Risks/ Opportunities	Name of Risks/ Opportunities	Description of Risks/Opportunities	Impact of Risks/Opportunities on Business			Stage in the Value Chain	Assessment of Financial Impact	Adaptation and Mitigation Measures
			Short-term	Medium-term	Long-term			
Opportunities	Energy source	• Adoption of renewable and low-emission energy resources helps reduce carbon emissions, lower the reliance on fossil fuels, and mitigate the risks due to fluctuating prices of traditional energy, so as to secure a stable supply of cost-effective energy.	Low	Medium	Medium	Operation	Decrease in operating costs	• We explore opportunities of utilizing photovoltaic power and other clean energy to optimize the Company's energy structure.
	Market	• Alignment with the increasing global demand for green, clean technologies and low-carbon products, expansion into the market of image sensors for new energy vehicles, and establishment of a green supply chain with partners help enlarge the market share, break new ground for revenue growth, and sharpen brand reputation and market competitiveness.	Medium	Medium	Medium	Upstream Operation Downstream	Increase in revenue	• We deepen the cooperation with partners along the value chain to develop low-carbon solutions and products.
	Resilience	• Installation of energy-efficient production facilities can enhance the stability of production and strengthen the resilience to climate risks, thus reducing the maintenance costs for long-term operation.	Low	Medium	Medium	Operation	Decrease in operating costs	• We consider environmental impact and energy efficiency at the beginning of equipment procurement, prioritize low-emission equipment, and phase in energy conservation and technological transformation projects.

Notes:

1. As a fabless semiconductor company, OmniVision Group does not hold any significant assets that are highly susceptible to climate-related physical or transition risks. During the Reporting Period, we did not identify any climate-related risks or opportunities that would significantly influence the existing businesses, financial position, and cash flows in the short or medium term. Therefore, following the "comply or explain principle" set out in Appendix D of the ESG Reporting Guide, we were not required to conduct quantitative analysis of climate-related transition risks, physical risks, or opportunities during the Reporting Period.

2. Since it was difficult to reliably quantify the expected financial impact at this stage, we applied "financial impact exemption" for the quantitative analysis of the expected financial impact of climate-related risks and opportunities during the Reporting Period. Therefore, the financial impact was disclosed on a qualitative basis.

3. Upon assessment, climate-related risks and opportunities had a limited impact on the Company's financial position, financial performance, cash flows, financing channels, cost of capital, business model (including resource allocation), and current operations. Therefore, the Company has not developed a climate-related transition plan. We are committed to continuously monitoring changes in internal and external environments and developing corresponding climate-related transition plans when necessary.

4. Upon assessment, it would entail unnecessary costs or efforts to obtain all reasonable and justifiable information for the climate scenario analysis at this stage. Therefore, we applied "reasonable data exemption" for the disclosure of climate scenario analysis during the Reporting Period. The Company is committed to enhancing climate resilience by advancing energy conservation and technological transformation, increasing the proportion of green energy use, and taking other green measures.

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Management of Impacts, Risks, and Opportunities

In response to the potential risks and opportunities resulting from climate change, OmniVision Group has included climate change management into the Company's overall risk management system. By identifying, assessing, addressing, and monitoring climate risks and opportunities, we comprehensively control climate risks and effectively tap into climate opportunities.

Climate Risk Management Process

Identify climate risks and opportunities

Referring to internal historical climate data and considering industry reports and expert opinions, we identify climate-related risks (including physical and transition risks) and opportunities, and compile a corresponding list.

Assess climate risks and opportunities

Based on the list of identified risks and opportunities, we assess their likelihood of occurrence and level of impact, and prioritize them using a risk-opportunity matrix. Additionally, we rank these risks and opportunities in light of their level of impact in relation to other types of risks and opportunities.

Address and monitor climate risks and opportunities

Taking into account the characteristics of business operations and the wider value chain, we develop targeted response measures for climate risks and opportunities, and regularly monitor the progress, so as to make timely adjustments.

Indicators and Targets

OmniVision Group actively manages the GHG emissions from its own operations and across the value chain, and is committed to advancing emission reduction throughout the value chain. In terms of organizational carbon footprint, the Company's subsidiary OmniVision USA submitted a commitment letter to the Science Based Targets initiative (SBTi) in 2023, pledging to achieve net-zero GHG emissions across the entire value chain by 2050, and we received approval of our science-based emissions reduction target by the SBTi in January 2025. As for product carbon footprint, OmniVision USA completed the carbon footprint accounting for the product OV10652 during the Reporting Period. By accurately identifying emission sources throughout production, we have laid a firm foundation for the refined emission reduction management of products. Looking ahead, OmniVision Group will deepen collaboration with stakeholders to drive the low-carbon transformation of the entire value chain for greener and more sustainable development.

SBTi Targets of OMNIVISION USA

Near-term Targets (by 2029)

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

Long-term Targets (by 2050)

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

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**Green
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The Company's GHG emissions and intensity in 2025 are as follows:

Key Performance Indicators	2025	2024	2023
Total GHG emissions (tCO$_2$e)	51,624.36	39,804.44	33,578.59
Scope 1 GHG emissions (tCO$_2$e)	792.66	700.09	613.38
Scope 2 GHG emissions (by region) (tCO$_2$e)	50,831.70	39,104.36	32,965.21
GHG emissions intensity (tCO$_2$e per capita)	8.38	7.40	7.00

Note：

1.The data of GHG emissions covers major operating sites such as the Shanghai Zhangjiang Park, Shanghai Songjiang Park, and the park in Silicon Valley, USA.

2.Content and category of GHG emissions collected in Scope 1 and Scope 2 include natural gas used for offices and factories (Scope 1) and purchased electricity (Scope 2). GHG accounting was carried out in accordance with the GHG Protocol and presented in CO2 equivalents. GHG emissions from purchased electricity in Scope 2 were calculated based on the latest regional average CO2 emission factor for electricity announced by the Ministry of Ecology and Environment. GHG emissions from purchased electricity from overseas sources were calculated using the electricity emission factor published by the International Energy Agency in 2025.

3.Due to the expansion of production capacity and the increase in equipment in 2025, the total GHG emissions and intensity showed a rise compared to 2024. In addition, the Company revised certain data relating to Scope 1 GHG emissions for 2024.

4.Since it would entail significant costs to obtain all reasonable and justifiable information for calculating the Scope 3 emissions data at this stage, we applied "Reasonable Information Relief" during the Reporting Period.

5.Since the Company did not identify any climate-related risks or opportunities that would have a material impact on operational decisions in the short and medium term, no separate capital expenditure, financing or investment arrangements were made for climate-related issues during the Reporting Period, and no material risks are expected to trigger significant adjustments to the values of assets and liabilities in the next fiscal year's related financial statements.

6.Since it would entail significant costs to obtain all reasonable and justifiable information for calculating across-industry and industry-specific climate disclosure indicators, we applied "Reasonable Information Relief" during the Reporting Period.

7.The Company has not yet established an internal carbon pricing mechanism, incorporated climate factors into the remuneration incentive system (for both directors and employees), or set quantitative climate management targets at the group level. Looking forward, the Group will optimize relevant disclosures and arrangements as needed taking into account the industry development and internal management capability building.

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Deepening Environmental Management

The Company strictly complies with environmental protection and compliance laws and regulations of the countries and regions where we operate, including 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 Environmental Pollution by Solid Waste*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, and the *Pollutant Discharge Standard for the Semiconductor Industry* (DB 31/374-2024). Besides, the Company has stipulated a series of internal management policies, including the Environmental Operation and *Waste Management Measures* and the *Regulations on the Management of Sewage, Waste Gas and Noise*. With these documents, we optimize the environmental compliance management mechanism, and mitigate the negative environmental impact of business activities from all aspects, upholding the green development philosophy with concrete actions. During the Reporting Period, the Company had no environmental violations.

To establish a unified and standardized Environmental, Health and Safety (EHS) management system that adapts to the operational conditions of all R&D and sales offices in the Chinese mainland and meets the Group's compliance requirements, we formulated and issued the Group EHS Manual during the Reporting Period. This manual specifies EHS management standards under various working scenarios and unifies EHS management requirements across the Company, thereby reinforcing the institutional foundation for quality and efficiency enhancement of EHS management. Furthermore, the Shanghai Zhangjiang Park updated the *Monitoring and Measurement Control Process* and the *Control Process for Corrective and Preventive Actions* during the Reporting Period. These updates highlighted the requirements for internal inspections across departments and optimized the response and rectification measures for non-compliant cases, thereby refining environmental management.

OmniVision Group'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 its subsidiary OmniVision Semiconductor (Shaoxing) is located. The three parks have obtained the ISO 14001 Environmental Management System Certification and successfully completed the annual surveillance audit during the Reporting Period. In addition to production parks, we have further extended our standardized environmental management system to sales offices. The Company's sales subsidiary, Hunan Silicon Internet of Things Technology Co., Ltd ("Silicon IoT"), has also passed the ISO 14001 Environmental Management System Certification and successfully completed the annual surveillance audit during the Reporting Period. This marks the extension of the Company's environmental management system from core production parks to sales offices. As such, we can continuously enhance the overall environmental governance and operational compliance.

OmniVision Semiconductor
ISO 14001 Environmental Management System Certification

OmniVision Optoelectronics
ISO 14001 Environmental Management System Certification

OmniVision Semiconductor (Shaoxing)
ISO 14001 Environmental Management System Certification

Silicon IoT
ISO 14001 Environmental Management System Certification

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Waste Management

OmniVision Group standardizes the management throughout waste classification, storage, and compliant disposal, and reinforces the compliance baseline for waste treatment with standardized controls. In production and operation, 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 and waste oil. We classify non-hazardous solid waste, and entrust qualified third parties to treat the waste in a centralized manner. For hazardous waste, the Company has developed an annual management plan and entrust 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 third-party suppliers to recycle the recyclable waste generated by the office. In light of earnest initiatives in solid waste reduction and waste recycling, OmniVision Semiconductor was awarded the titles of "Zero-Waste Factory" and "Green Factory" in Shanghai during the Reporting Period.

Hazardous Waste Management

During the Reporting Period, the Shanghai Zhangjiang Park formulated the SOP for Electronic Waste Disposal, regulating the scrapping and disposal process for electronic waste to ensure a safe, environmental, and compliant treatment.

Non-hazardous Solid Waste Management

During the Reporting Period, the Wafer-level Camera Module Workshop at the Shanghai Songjiang Park successfully achieved the target of reducing hazardous waste generation by 5% by optimizing the management and usage of cleanroom wipes,effectively mitigating the environmental management risks associated with hazardouswaste.

During the Reporting Period, the Shanghai Songjiang Park recycled 100% of bubblewrap, foam, and cardboard boxes used for raw material packaging, reducing packagingwaste and achieving efficient resource recycling.

During the Reporting Period, the Shanghai Songjiang Park removed surface-attachedmaterials for wafers not meeting delivery standards or with process anomalies bymeans of ashing and wet etching, restoring them to bare wafers for recycling and reuse.

Waste Management Measures of the Shanghai Songjiang Park and the Zhangjiang Park

Case | **Green restaurant management at the Shanghai Zhangjiang Park**

In 2025, the restaurant at the Shanghai Zhangjiang Park took systematic practices for green, low-carbon operations and waste reduction at the source. The restaurant introduced a weighing system for self-service to reduce food waste from over-taking. With reference to historical dining data and meal reservation information, it implemented refined control over ingredient procurement, thus effectively cutting down food waste and wet garbage at the source. Additionally, the restaurant replaced traditional single-use plastic products with substituted biodegradable food containers and utensils to reduce plastic waste. It also extensively took digital and paperless approaches such as electronic payment, digital menus, and e-invoice to minimize paper waste. By virtue of these sustainable operational practices, the restaurant at the Shanghai Zhangjiang Park was awarded the title of "Green Restaurant" in 2025, demonstrating its commitment to green dining and low-carbon development with concrete actions.

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Water Resource Management

OmniVision Group strictly adheres to the *Water Law of the People's Republic of China* and relevant laws and regulations in operating locations. The Company has established an efficient and complete wastewater treatment and water resource recycling system, which contributes to compliant wastewater discharge and water consumption reduction.

Case | **Water recycling initiatives at the Shanghai Songjiang Park**

During the Reporting Period, the Shanghai Songjiang Park promoted wastewater recycling, achieving an overall process water recycling rate of 68% and a total recycled wastewater volume of 240,656 tonnes. This recycling effort effectively reduced the park's consumption of fresh water resources.

Reuse of high-salt reverse osmosis (RO) wastewater	Reuse of cleaning wastewater	Reuse of cutting wastewater
RO concentrated water is a kind of saline organic wastewater with complex components and a relatively high content of hardly soluble substances. After applying RO membrane treatment, the Shanghai Songjiang Park achieved RO concentrated water recycling after treatment. During the Reporting Period, the volume of reused concentrated water reached 86,912 tonnes.	The Shanghai Songjiang Park collects general cleaning water, organic wastewater, cutting wastewater, and grinding wastewater discharged from workshops via pipelines. The wastewater is then treated through processes including ceramic membrane filtration, sand/carbon filtration, ultrafiltration, and RO membrane treatment before being directed to a reclaimed water tank. Water after treatment is subsequently used for the pure water system or cooling towers. During the Reporting Period, the volume of reused cleaning wastewater reached 112,954 tonnes.	The Shanghai Songjiang Park separately collects the RO water used for equipment cooling via dedicated pipelines and directly recycles it into the pure water system to minimize the demand for tap water. During the Reporting Period, the volume of reused cutting wastewater at the Shanghai Songjiang Park reached 40,790 tonnes.

For non-recyclable wastewater, we have designated a special area within the park to build a wastewater treatment plant. During the Reporting Period, we conducted refined wastewater treatment according to the *Pollutant Discharge Standard for the Semiconductor Industry* (DB 31/374-2024) and the *Integrated Wastewater Discharge Standard (DB31/199-2018)* issued by the Shanghai Municipality. Meanwhile, during the Reporting Period, the wastewater treatment plant at the Shanghai Zhangjiang Park introduced a tertiary sedimentation tank. This enhancement can remove insoluble particles such as suspended solids, sediment, and colloids from the wastewater, significantly improving the purification effectiveness and ensuring compliant wastewater discharge 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. During the Reporting Period, we did not have any water sourcing problems since the water we used was primarily supplied by the municipal water system.

Note: During the Reporting Period, neither OmniVision Group nor its holding subsidiaries were listed as enterprises subject to mandatory environmental information disclosure.

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Waste Gas Management

The Company attaches great importance to waste gas management during production and operation. We strive to comply with relevant national laws, regulations, and standards regarding waste gas emissions. The Company regularly entrusts qualified third-party testing organizations to perform all-around gas emission testing. We welcome oversight from all stakeholders to elevate the transparency of environmental management and data disclosure.

Furthermore, OmniVision Group rigorously implements various waste gas control measures. Through multiple treatment methods, we filter waste gas in an efficient manner. Gases meeting standards of emission are then emitted at the rooftop via dedicated pipelines, so as to mitigate the environmental impact in surrounding areas.

Waste Gas Treatment Measures at the Shanghai Songjiang Park

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%.

Standby Activated Carbon

The Shanghai Songjiang Park prepares backup activated carbon. In case of abnormal operating conditions such as malfunctions in the waste gas treatment system, the backup 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, the Shanghai Songjiang Park adds 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.

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Optimizing Resource Utilization

OmniVision Group integrates the efficient use of resources into its operations and green development strategy. The Company focuses on multiple dimensions, including enhancing energy efficiency, optimizing the energy structure, and advocating green office, to achieve the core targets of resource saving and efficient utilization.

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 optimize energy management. OmniVision Semiconductor and OmniVision Optoelectronics, subsidiaries in the Shanghai Songjiang Park, have passed the ISO 50001 Energy Management System Certification, and completed the annual surveillance audit during the Reporting Period, further promoting the regulation and standardization of energy management.

The Company's energy structure is dominated by electricity, and the Shanghai Songjiang Park and Shanghai Zhangjiang Park are major energy consumers of the Company. To improve electricity utilization, the Shanghai Songjiang Park and Shanghai Zhangjiang Park took a range of equipment upgrade and transformation initiatives for energy conservation during the Reporting Period. These initiatives were aimed at continuously reducing per capita electricity consumption and enhancing the overall energy efficiency at the parks. In 2025, Shanghai Songjiang Park invested RMB 841,000 to energy-saving retrofits, realizing a total electricity saving of 1,533.65 MWh, which equals a greenhouse gas emissions reduction of 721 tCO_2e.

OmniVision Semiconductor
ISO 50001 Energy Management System
Certification

OmniVision Optoelectronics
ISO 50001 Energy Management System
Certification

Energy-saving Measures at the Shanghai Zhangjiang Park

Elimination of High-energy-consuming Equipment

During the Reporting Period, the Shanghai Zhangjiang Park focused on the management of major energy-consuming equipment by gradually replacing and phasing out high-energy-consuming devices. For example, the park replaced power water pumps that had been in service for many years in batches, eliminated worn-out high-energy-consuming motor pumps, and installed new-type energy-efficient water pumps. These measures helped lower annual energy consumption by approximately 55 MWh.

Energy-saving Retrofitting of Equipment

During the Reporting Period, the Shanghai Zhangjiang Park carried out energy-saving retrofitting of energy-consuming equipment in cooling and heating systems, saving electricity of nearly 60 MWh.

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Energy-saving Measures at the Shanghai Songjiang Park

Optimization of the CDA system

During the Reporting Period, the Shanghai Songjiang Park optimized the dew point standards, dehumidification processes, and connectivity approaches of the Compressed Dry Air (CDA) system, thereby upgrading the system for lower energy consumption. The optimization helped save electricity of approximately 3.2 MWh every day.

Lighting Upgrade in Locker Rooms

During the Reporting Period, the Shanghai Songjiang Park completed an all-round lighting upgrade in locker rooms by removing traditional, inefficient lighting fixtures and replacing them with energy-efficient LED lights. These measures reduced the electricity consumption of the lighting system, achieving annual electricity saving of approximately 11 MWh.

Improvement of the FFU Operation Mode in Cleaning Rooms

During the Reporting Period, the FFU operation mode in cleaning rooms was systematically improved. By reducing the speed of the FFU, the park achieved annual electricity saving of approximately 54 MWh.

Optimizing Energy Structure

While enhancing energy efficiency, we actively develop solutions to clean energy application. In addition to established energy consumption targets, we continuously explore the potential for energy conservation and carbon reduction at our parks. In this way, we aim to push forward the low-carbon transformation of the energy structure. The Shanghai Zhangjiang Park plans to add a new photovoltaic installed capacity of 600 kW in 2026, with an estimated annual power generation of approximately 630 MWh.

Case | **Deployment of clean energy**

During the Reporting Period, the Shanghai Songjiang Park fully harnessed the energy-saving and carbon-reduction benefits of clean energy by installing rooftop photovoltaic facilities every year. As of the end of the Reporting Period, the total installed photovoltaic capacity of the park reached 1,910 kW, with an annual power generation of approximately 2,162 MWh, which equals a greenhouse gas emission reduction of 1,016 tCO_2e. Furthermore, the photovoltaic power generation system installed at the Shaoxing Plant at the end of 2023 has a total installed capacity of 400 kW. In 2025, the photovoltaic power generation reached approximately 527 MWh, which equals a greenhouse gas emission reduction of 290 tCO_2e.

Rooftop Photovoltaic Power Generation System

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Advocating Green Office

The Company upholds the concept of green office. We improve the green office operation system from all aspects by saving lighting electricity, optimizing resource allocation, and advocating green business travel and commuting.

Energy-saving and Water-saving Transformation

- In public areas like stair wells, energy-efficient LED lamps with sound-control functionality have been installed, which can turn on when people come and turn off when people leave, lowering energy consumption at the source.
- By installing motion-sensor faucet at the wash basin, we have refined water consumption management with intelligent sensing technologies. We have also installed water-splash-proof fixtures on the sides of wash basins to reduce water waste from splashing.

Allocation of Office Resources and Space

- Based on the operational conditions of each office, we coordinate idle resources such as office furniture and equipment to avoid resource waste due to redundant procurement.
- Our R&D and sales offices in the Chinese mainland have also undergone space optimization and consolidation. This has not only improved space utilization, but also enhanced the green office effect of energy conservation and emission reduction.

Advocating Green Commuting

- Electric vehicle chargers have been installed at the Shanghai Zhangjiang Park, Shanghai Songjiang Park, and Zhejiang Shaoxing Park to encourage green and sustainable commuting among employees.
- Shuttle buses in the Company's parks across the Chinese mainland are all electric vehicles. This further reduces the GHG emissions from the consumption of fossil fuels such as gasoline and diesel.
- We encourage flexible adjustments to meeting formats to reduce unnecessary business travel and minimize carbon emissions from such trips wherever possible.

The Company has posted energy and water conservation reminders on each floor and actively organizes series of Environmental Protection Week activities. By doing so, we encourage all employees to act as advocates, practitioners, and overseers of environmental protection, and to safeguard our planet hand in hand.

Case | **The "One-hour Lights-out" campaign**

Since April 2025, OmniVision Group has been promoting the "One-hour Lights-out" special campaign for energy conservation across all offices and parks in the Chinese mainland. We turn off the lighting in public areas during lunch breaks on each workday. This initiative effectively reduces the energy consumption from non-essential office lighting, fosters energy-saving habits among employees, and builds an ecosystem of green office with full participation.

Poster of "One-hour Lights-out" campaign

Case | **The Environmental Protection Week campaign themed "Recycling for Green Development"**

In April 2025, OmniVision Group launched a green recycling campaign themed "Recycling for Green Development". Upholding the Group's environmental policy of "optimizing resources, reducing pollution and waste, making continuous improvements, protecting the environment, and complying with regulations", this campaign mobilized employees to donate used books and clothing to support resource recycling and reuse. Among these efforts, the Shanghai office collected over 200 used books and nearly 80 kg of old clothing, equivalent to a carbon emissions reduction of 424 kg. During the campaign, employees signed "My Pact with the Earth", pledging to using personal cups, substituting reusable bags for plastic ones, avoiding disposable utensils, and practicing waste sorting. As such, we worked to integrate green and eco-friendly concepts into daily life. Under the slogan of "making small changes for a green future", we raise employees' sense of responsibility in environmental protection and enhance their engagement in this cause, aiming to make all staff practitioners of green development.
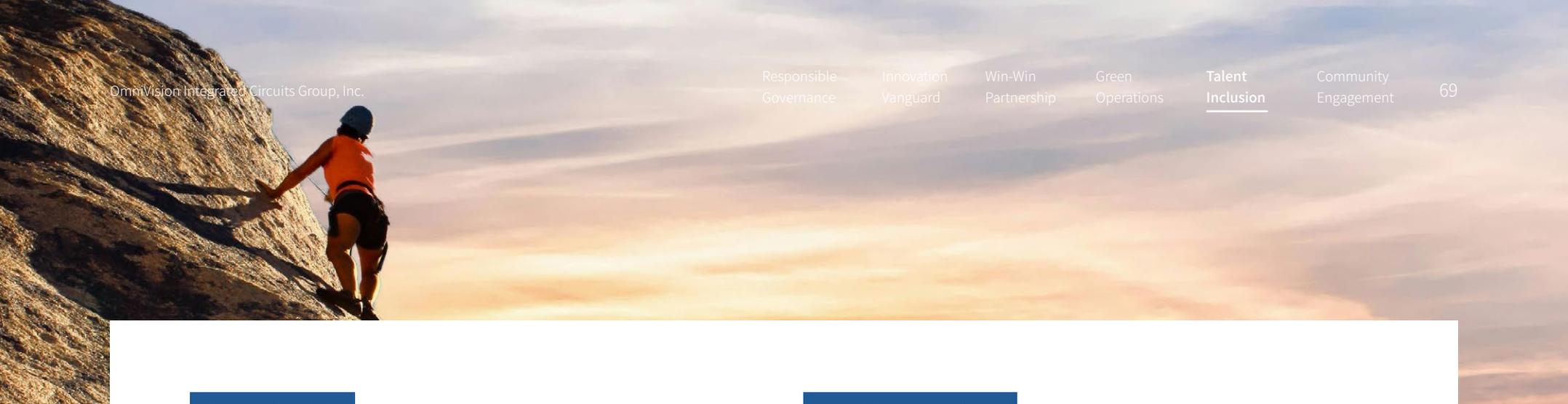

Poster of the "Recycling for Green Development" campaign

Talent Inclusion
for a Supportive Workplace

OmniVision Group consistently fosters the principle of "Talent Orientation" in its operations, striving to create a diverse, equal, inclusive, and vibrant workplace globally. Through the systematic development of institutional structure and people-centric management practices, we comprehensively safeguard employees' rights and interests, fostering an inclusive workplace and attracting exceptional talent as a key means to strengthen our talent reserve. The Company cultivates employee growth through dual-channel career development for management and technical professionals, along with a structured training and development system, enabling value co-creation for both individuals and the organization. Furthermore, we offer competitive remuneration and benefits, multi-dimensional employee communication mechanisms, extensive employee care initiatives, as well as robust safety management systems and occupational health protection measures, fostering a collaborative and supportive organizational culture that injects sustainable talent momentum into the Company's long-term, stable development.

05

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Targets for 2025

2025 Targets Review

Offer competitive remuneration packages

We conducted regular market surveys in all regions to provide employees with competitive remuneration in the industry and implemented the equity incentive plan. During the Reporting Period, the Board of Directors approved the exercise of stock options for the second exercise period under the *2023 First Phase Stock Option Incentive Plan* and *the 2023 Second Phase Stock Option Incentive Plan* for eligible incentive recipients.

Maintain effective communications to foster and enhance employees' sense of belonging

We set up a multi-channel communications mechanism to understand the status of each employee and regularly conducted employee satisfaction and dedication surveys, as well as global newsletters and emails from the CEO/President to continuously enlighten and inspire our employees in all global offices.

Organize team-building activities to enrich the employee experience

We held various activities such as club activities, newcomer welcome activities, and birthday parties to further balance employees' work and life.

Maintain collaboration and innovation to attract and retain talent

We created a diversified, equal, and inclusive workplace with broad career paths and a sound incentive mechanism for employees.

Carry out comprehensive training to improve employees' professional skills

We further explored internal and external training resources and provided training programs for employees by position level and category. During the Reporting Period, training sessions for current employees were enthusiastically attended and well-received.

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Protecting Employees' Rights and Interests

Safeguarding Employee Well-being

As a responsible employer operating globally, OmniVision Group is committed to safeguarding the legitimate rights and interests of every employee through strict adherence to international standards and local laws. 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*, the *Provisions on the Prohibition of Using Child Labor* and the *Fair Labor Standards Act*.

OmniVision Group has formulated and 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 documents establish an advanced and reasonable human resource management system that explicitly addresses discrimination, child labor, forced labor, forced overtime, human rights, freedom of association and collective bargaining. In addition, OmniVision Group regularly maintains close attention to developments in laws, regulations, and policies in all regions where it operates, and promptly updates its internal human-resource-related provisions and mechanisms. This ensures that the Company upholds a high standard of compliance and operational integrity across its global operations. To effectively safeguard labor compliance and workers' rights, the Company has established a systematic recruitment review and employment due diligence mechanism, conducting regular checks on recruitment channels, contract processes, and employment records to prevent risks related to child labor and forced labor. If child labor is identified and verified, we will immediately terminate the employment contract, arrange for the individual's return to their place of origin, and ensure they are placed under the care of their parents or other legal guardians. 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.

Furthermore, during the Reporting Period, we continuously improved company policies such as the *Anti-Harassment Policy*, integrating harassment prevention training into the institutional system at least on an annual basis. We actively took 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. 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 internal training system. The training was delivered to all employees, achieving a 100% course completion rate.

Annual Corporate Governance Training including Harassment and workplace safety

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Creating an Inclusive Workplace

OmniVision Group regards diverse perspectives and experiences as valuable assets for business growth and is committed to building an inclusive workplace that respects diverse backgrounds, where every employee feels valued. We have developed and implemented the *Employee Diversity Policy*, establishing principled guidelines for incorporating diversity into recruitment practices, workplace conduct, human resources planning and monitoring, training, as well as feedback and whistleblowing mechanisms. This framework aims to create an inclusive work environment that respects individual differences. Additionally, our *Human Resources Management Procedure* explicitly prohibits employment discrimination, ensuring that hiring and transfers are not influenced by race, age, disability, religion, gender, family background, political stance, sexual orientation, military service, or any other protected characteristic. All employees are to be treated with equality and fairness.

At the same time, we tailor our diversity-promoting initiatives to local conditions, ensuring this principle is consistently integrated across all our global operations. As of the end of the Reporting Period, female executives account for 25.58% of the management team.

By the end of the Reporting Period

The proportion of women in the Company's senior management reached

25.58 %

United States	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. This transparency highlights our practices and progress in workplace diversity and inclusion.
Taiwan China	We actively recruit young talent and contribute to offering equal opportunities through campus recruitment and internship programs. During the Reporting Period, our human resources and technical teams visited National Tsing Hua University (Taiwan, China), engaging in face-to-face interactions with thousands of students. This recruitment event also generated increased attention on our social media platforms, with follower growth exceeding 15%.
Singapore	In our recruitment process, we strictly adhere to the principle of job relevance, collecting only personal information directly necessary for assessing job competence. Information unrelated to job performance, such as gender or nationality, is explicitly excluded, systematically ensuring fairness and objectivity in the selection process.
Japan	In talent recruitment, we provide abundant employment opportunities for individuals from different countries. Additionally, in February 2025, we honored 19 employees for their long-term contributions. Among them, 17 had worked for over 5 years, while one employee had served for more than 10 years and another for over 15 years. Japan has also hosted a Culture Awareness training program to promote an understanding and respect for cultural differences.
Belgium	Throughout the recruitment process, we consistently uphold a competency-based approach, evaluating candidates primarily on their professional qualifications and job-related capabilities. There was no information related to gender, religion or nationality requested during the interview process until necessary for relevant work-pass processing.
Chinese mainland	During the Reporting Period, we conducted various training activities, such as the "Cross-Cultural Communication Workshop", to deeply embed the principles of equality and diversity into the mindset of our employees.

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Case: | **Cross-cultural communication workshop**

During the Reporting Period, we conducted a Cross-Cultural Communication Workshop to help employees enhance their cross-cultural understanding and communication skills in a globalized workplace. Focusing on areas such as identifying cultural differences, adapting to diverse work habits, avoiding misunderstandings, and building effective collaborative relationships, we engaged participants in discussions on deep cultural understanding, flexible adaptation, and the integration of multiple perspectives in cross-cultural contexts.

The workshop provided a detailed analysis of common challenges in workplace cross-cultural communication, including differences in verbal and non-verbal expressions, decision-making habits, and work rhythms. It also addressed region-specific cultural scenarios of the United States, Europe, Japan, Singapore, and Chinese Taiwan, offering practical response strategies and methods. Additionally, the course covered general workplace communication conventions in cross-cultural context, such as business writing styles and video conferencing strategies, enabling employees to establish smoother and more productive working relationships in multinational and cross-regional team collaborations.

Cross-cultural communication workshop

Attracting Outstanding Talent

Talent recruitment is a crucial component of OmniVision Group's talent reserve development. We have established standardized recruitment policies and mechanisms to attract exceptional industry professionals and continuously enhance recruitment effectiveness through the development and upgrading of digital systems. Moreover, we have built diverse recruitment channels, recruiting a wide range of excellent talent suitable for open positions through campus recruitment, social recruitment, staff referrals, recruitment specialists, employee transfers between offices, overseas talent introduction and other channels. These efforts strengthen the Company's talent pool and build sustainable industry competitiveness.

In response to intense competition and evolving talent demands, OmniVision Group takes a strategically forward thinking and collaborative approach to continuously expand multi-level, sustainable partnerships with top universities at home and abroad. Through structured university-enterprise collaboration mechanisms, we meticulously identify and cultivate high-potential talent, fostering their development and growth. During the Reporting Period, the Company comprehensively upgraded its recruitment system, leveraging digital technology to significantly improve communication efficiency between the human resources department and candidates. Additionally, we optimized campus recruitment promotion processes and conducted campus recruitment activities at prestigious institutions such as Huazhong University of Science and Technology (Chinese mainland), National Tsing Hua University (Taiwan, China), University of Science and Technology of China (Chinese mainland), National University of Singapore (SG), Nanyang Technological University (SG), and KU Leuven (Belgium), ensuring precise delivery of recruitment information to students in relevant departments and disciplines. Furthermore, the Company opened some regional laboratories and offices, inviting students from various universities to visit, providing high-potential student candidates with opportunities to learn about the industry and strengthening engagement and connection with young talent.

In addition, our technical management regularly delivers speeches at local universities and technical conferences which enlighten students and attendees on OmniVision Group's continuous innovation and contribution to the image sensor industry. During the reporting period, we delivered a presentation at KU Leuven in Belgium, focusing on the theme "The Power of Hardware: Where the Physical and Virtual Worlds Converge." We introduced nearly a hundred students to OmniVision Group's cutting-edge image sensor technologies. The session provided students with deep insights into cutting-edge applications at the intersection of hardware and the digital world.

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Case | **Comprehensive upgrade of OmniVision's recruitment system in 2025** ▼

During the Reporting Period, we carried out a comprehensive upgrade of the human resources recruitment system, aiming to attract, screen, and manage talent more efficiently through digital and refined management tools. The upgraded system forms a modular framework covering the entire recruitment process, including functions such as foundational data management, recruitment workflow, job information management, position requisition form (PRF) process data management, talent sourcing, talent management, candidate management, management, offer approval form (OAF) and recruitment-related reporting. By optimizing recruitment workflows, the system realized structured integration of PRF data with talent information, allowing for more precise matching of job requirements with candidate capabilities. Additionally, the digital management of the talent pool significantly enhanced the collaborative efficiency of the human resources department, providing real-time data support for talent planning and decision-making. This upgrade leveraged digital tools to reshape the entire recruitment process, aiming to continuously improve organizational effectiveness through exceptional job-hunting experience and precise, efficient recruitment operations, thereby building a long-term, robust competitive edge in the talent landscape.

Case | **Japan Ph.D. internship program** ▼

In 2025, the Company continued to enhance its Ph.D. internship program in Japan through collaboration with top academic institutions. During the one-month internship period, first-year Ph.D. students from the university, under the one-on-one guidance of a senior team member, gained in-depth practical experience with technical tools and accumulated valuable insights through learning leadership behaviors and engaging in career development discussions. At the conclusion of the internship, the students delivered a final presentation to department heads from Circuit Integration and Systems, Process Integration, and Human Resources, receiving high praise from the leadership for their professional performance and rapid growth.

During the Reporting Period, three outstanding interns joined the Japan team full-time through this program. We are confident that through close collaboration with senior technical and managerial personnel, such specialized internships will continue to cultivate high-potential talent for the industry and infuse vitality into the organization's future technological development.

Japan internship program

Case | **Autumn campus recruitment presentation at National Tsing Hua University (Taiwan, China)** ▼

In September 2025, OmniVision Group actively participated in the autumn campus recruitment fair held at National Tsing Hua University (Taiwan, China). Our recruitment team engaged in extensive and in-depth face-to-face interactions with thousands of students in attendance. The presentation provided a detailed introduction to the Company's technological advancements, corporate culture, and career development pathways, offering young students a clear view of the Company's growth prospects and talent philosophy. It also vividly introduced various career opportunities, including internships and full-time positions, providing a valuable platform for outstanding students aspiring to enter the semiconductor industry to learn from a leading company experts in the field.

Autumn campus recruitment presentation at National Tsing Hua University (Taiwan, China)

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Fostering Employee Growth

OmniVision Group is committed to fostering a strategic partnership between talent and the organization that promotes mutual advancement and shared success amidst evolving times. 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. Simultaneously, we continuously refine our training systems and learning resource platforms, empowering employees to expand their capabilities while maintaining close alignment with business strategies, thereby fostering a win-win scenario for both individual value and corporate development.

Career Development

With respect to career development, OmniVision Group 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 Group'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

OmniVision Group has established a systematic talent assessment and organizational review mechanism. Through iterative improvements to evaluation models and a multi-dimensional competency assessment system, we are dedicated to accurately identifying high-potential and key talent, building high-performance teams, ensuring organizational resilience and adaptability in dynamic environments, and facilitating a two-way alignment between business needs and employee growth. This approach provides a scientific basis for the precise allocation of subsequent investments in talent development and incentive resources. 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, OmniVision actively integrated human resources across the globe, completing multiple local or global talent transfers between 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.

Career development celebration

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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. In 2025, we updated and optimized the training course evaluation framework within the *Training Management Procedures Documents* by streamlining questions to improve completion efficiency and strengthening the relevance of content to practical work, thereby continuously enhancing training outcomes. On this basis, 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. We conducted a total of 120 employee training sessions across all our global operating locations, with annual training expenditures exceeding RMB 480,000 in Chinese mainland.

Diverse 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. Our 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 as well as regular satisfaction surveys. This enabled the Company to provide comprehensive support for fresh graduates' growth and to continuously track their professional development. OmniVision USA also introduced specialized training courses tailored to the local cultural context, such as "Navigating Difficult Conversations" and "Workplace Communication Skills", systematically enhancing employees' interpersonal communication abilities, psychological resilience, and career well-being. Taiwan（China）, Japan, Singapore, and European teams have all conducted targeted training programs that are tailored to local conditions and their respective operational contexts.

Leadership

- Through specialized training programs such as the "Falcon Program" and "Talent Reserve Development", we provide comprehensive training for the entire leadership team, ranging from management trainees and newly appointed managers to middle-level leaders.

- During the Reporting Period, we further deepened and solidified our leadership training system by adding more sessions and refining content to precisely meet the development needs of managers at all levels. Key initiatives included the "Talent Reserve Development" training for middle managers, the "2025 New Manager Program - Falcon Growth Camp", and the "Expert Lecture", continuously strengthening organizational leadership capabilities and the depth of talent reserves.

General Knowledge

- In the area of general knowledge enhancement, we established a demand-driven course development mechanism, continuously enhancing the training content system through a dual-track approach that integrates external high-quality resources and internal trainer-led development. In 2025, we introduced new practical courses such as Effective Meeting Management, Upward Communication, and Problem Analysis and Resolution, providing practical tools and methodological support for diverse workplace scenarios.

- Through specialized training programs like the "Eyas Training Camp", we focus on general skills such as workplace communication and collaboration, offering intensive empowerment to help newcomers quickly adapt to their roles.

Professional Knowledge

- During the Reporting Period, we continued to strengthen the development of the professional course system. In 2025, we introduced seven new professional training courses, covering advanced technical topics such as Automotive Functional Safety Training and MOSFET Process Introduction.

- In 2025, we further deepened the internal sharing and consolidation of professional knowledge by organizing the Company's Micro-Lesson Competition. This initiative promotes learning through competition and application through learning, encouraging employees to transform their individual professional expertise and experience into replicable, shareable in-house insights.

Training programs focused on three core capabilities

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Case	New manager program - Falcon Growth Camp

During the Reporting Period, the Company helped 42 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	Fresh graduates program - Eyas Training Camp

In 2025, OmniVision Group organized the Eyas Training Camp for fresh graduates. To facilitate a smooth transition from campus to the workplace, the company held a six-day "Fresh Graduate Training Camp," focusing on cultural integration, professional skill enhancement, and mentorship. This year, a peer sharing session featuring experienced colleagues was added to the program, effectively helping newcomers adapt to the work environment. During the reporting period, 71 fresh graduates graduated from the training camp.

Case	Deepening "Expert Lecture" series courses with thematic seminar

The Company continues to deepen talent cultivation in specialized fields by inviting senior technical experts to conduct a series of thematic courses within the "Expert Lecture" series, aligned with internal professional training needs. This year, focusing on product market trends, foundational processes, and key industry knowledge, multiple thematic courses were offered, including OmniVision Group touch & display (OTD), market and product trends, metal-oxide-semiconductor field-effect transistor (MOSFET) process introduction, automotive functional safety, new product introduction (NPI) testing processes, and automotive-grade reliability. During the Reporting Period, five topics have been covered, with additional courses such as layout fundamentals and subversion (SVN) operations scheduled. Each topic was delivered in one session, with a cumulative attendance of 589 participants. The current average participant rating stands at 4.59 out of 5, effectively contributing to the enhancement of employees' professional expertise and business capabilities.

Comprehensive Support System

To build a sustainable talent cultivation system that empowers employees on an ongoing basis, we formulate annual training plans dynamically based on a two-dimension survey on strategic needs and employee development. We employ a blended learning model that combines online and offline learning channels, integrating systematic classroom learning, well-structured discussions, and closed-loop practise. In this way, we continuously get employees more involved, help them apply what they learn, and enhance the impact of training on business performance.

At the same time, we have developed a professional internal trainer team, complemented by corresponding training and incentive mechanisms. In addition to supporting lecturers in continuously developing practice-oriented internal courses, we have also established regular course review and iteration processes to improve teaching quality and the efficiency of knowledge accumulation within the Company. What's more, while introducing external instructors and resources, the Company also encourages employees to pursue advanced studies through continuing education. To this end, the Case is committed to building an all-around training support system that encompasses policies, resources and operations, to enhance employees' personal capabilities, and fuel the Company's innovative development.

Case	Norwegian language support programme

In 2025, the Company continued its efforts to carry out the language integration support program in Oslo, Norway, by providing long-term sponsorship for foreign employees to attend Norwegian language courses. This program helps employees acquire the language skills they need and integrate properly into the local culture. This program was launched at the establishment of the office in 2012. The course content aligns with the language proficiency required for permanent residency in Norway and aims to support the long-term retention and local integration of international employees. In 2025, many employees continuously improved their language skills through systematic training and practical application in this program and integrated more deeply into local teams and communities, demonstrating the Company's long-term commitment to employee development and cross-cultural adaptation.

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Internal and external training and development resources

Internal Lecturer Mechanism

The Company continues to expand the team of internal lecturers through a variety of incentives. The Company continuously motivates the lecturer team and fosters their sense of belonging by offering holiday gifts and awarding outstanding instructor annually. Moreover, we regularly organize lecturer exchange and targeted empowerment activities to further strengthen the proficiency and internal cohesion of the lecturer team.

By the end of the Reporting Period, we had a total of 118 internal lecturers and 18 new internal lecturer courses, bringing the total to 293 courses.

Introducing External Training Resources

We actively integrate external professional training resources by partnering with leading institutions and experts in the industry. Together, we deliver systematic, modular trainings focused on topics such as management enhancement and general skills.

Our course offerings span multiple dimensions, including strategic thinking, team management, effective communication and work efficiency. These courses are designed to systematically enhance employees' overall competences and practical abilities, providing sustained impetus for their career development.

On-the-Job Training/Continuing Education

The Company actively collects and sorts out various information on on-the-job education every year and regularly publishes it on internal platforms, facilitating employees to improve their academic qualifications.

We provide one-stop support, from policy interpretation to enrollment assistance, for our employees. In addition, we have established a scholarship for academic advancement to encourage continuous learning.

During the Reporting Period, we further refined the training evaluation questionnaire by conducting comprehensive assessments on trainees' satisfaction, learning effect, and knowledge application, continuously improving training programs. Meanwhile, we had established a continuous feedback and optimization mechanism based on evaluation data. We regularly iterated course content and teaching modes to ensure that training sessions are closely aligned with employee growth needs and business development goals. In this way, employees' practical skills and overall competence were effectively enhanced through each learning session.

Reaction level evaluation

Evaluate trainees' satisfaction

Learning level evaluation

Determine trainees' learning outcomes

Behavior level evaluation

Examine trainees' knowledge application

Three levels of evaluation

Regular offline experience-sharing among internal lecturers

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Employee Benefits and Care

Employee care and retention play a key role in maintaining the Company's competitiveness. Adhering to a "people-oriented" principle, we continuously improve the compensation and benefits package, and refine the performance incentive and two-way communication mechanisms in an effort to create a fair, transparent and competitive talent development environment. At the same time, through a variety of employee activities and continuously optimized welfare facilities, we foster an open, inclusive and collaborative atmosphere across the Company, effectively enhancing employees' sense of belonging and happiness, as well as cooperation and efficiency.

Compensation and Benefits

OmniVision Group has built a systematic performance evaluation framework and diverse incentive mechanisms, providing employees with market-competitive compensation. We have implemented a well-designed employee equity incentive plan, which effectively contributes to the core team's enthusiasm through long-term value sharing and enhances our ability to attract and retain key talents. Furthermore, we have established a policy matching and application support mechanism, actively assisting employees in accessing and applying for various governmental talent subsidies and special awards. By doing so, we can leverage external policy resources to further expand employee development opportunities and safeguard their comprehensive rights and interests. In 2025, OmniVision Group also increased its Invention Award to improve the recognition of the technical efforts our inventors invest, reflecting our continued commitment to fostering a culture where innovation thrives. By encouraging employees to submit their concepts, we not only protect our competitive advantage but also open the door to potential patents, product innovations, and industry leadership.

Employee equity incentive plan

During the Reporting Period, the Company completed the exercise procedures for the stock options in the second 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, formulated and implemented the 2025 Stock Option Incentive Plan.

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*, clearly classifying the evaluation into monthly goal tracking and annual comprehensive assessment. Moreover, we have established a two-way feedback and result appeal mechanism to ensure the objectivity, fairness, and transparency of the evaluation process. The results of performance evaluations are widely applied to key human resource-related decisions such as bonus distribution, salary adjustment, promotion, and personal development planning, forming a closed-loop management system. 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, better direct their efforts, and set targeted goals for self-improvement.

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The Company has established a dedicated employee committee responsible for organizing team-building activities and annual surveys to effectively address employee concerns. Additionally, we advance the design and implementation of region-specific strategies under our global employee benefits framework, to ensure that all initiatives align with local practices while supporting the Company's overall human resources strategy.

In Belgium

We have established a normalized industry benchmarking mechanism, regularly comparing our compensation structure and additional statutory benefits against the local market to maintain competitive pay.

In Norway

The Company focuses on performance-driven profit-sharing, recognizing long-term service milestones (5, 10, 15, 20 years) with anniversary awards.

In the U.S., China, Chinese Taiwan, Japan and Singapore

The Company regularly engages external professional organizations to review and update local salaries to ensure their consistency and competitiveness with relevant local market practices.

To support employees' work-life balance, we continuously improve the leave management system and fully implement and optimize various paid leave policies. Since 2025, the Company has further increased the days of paid holidays for all employees to allow them to take rest and relaxation or spend more time with their families during the year-end shutdown. This arrangement will continue in 2026, enhancing the flexibility and predictability of employee leave while ensuring business continuity. At the same time, we 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 conducted a special benefits survey to collect employees' preferences and suggestions for improving the medical insurance plan. The feedback has been directly incorporated into the optimization of the 2026 health benefits plan to ensure that the benefits align with employees' real needs.

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 Company further clarified the guidelines for the global work-from-home policy, allowing employees to work remotely on Fridays or Mondays (except for business units that are not eligible due to local practices and business needs) to better balance family and work. This practice increases employees' productivity and satisfaction while supporting business sustainability and retention and attraction of talents.

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Employee Communication

By establishing a multi-dimensional communication system, OmniVision Group has fostered a sound atmosphere of collaboration within the Company. During the Reporting Period, we revised the *Human Resources Management Procedure*, clarifying the special clause of "Communication between HR and Employees". The revision has defined the content, form and objectives of daily communication, further strengthening the mechanism for normalized and structured communication between HR and employees on work status, career development and personal feedback. By doing so, we can ensure the depth and effectiveness of internal communication at the institutional level.

OmniVision Group is committed to cultivating a collaborative internal communication atmosphere and has established a multi-dimensional communication system. By doing so, the Company aims to highlight the significance of employees to the Company's success in an effort to enhance employees' health and well-being, foster employees' sense of pride and boost team spirit across the Company.

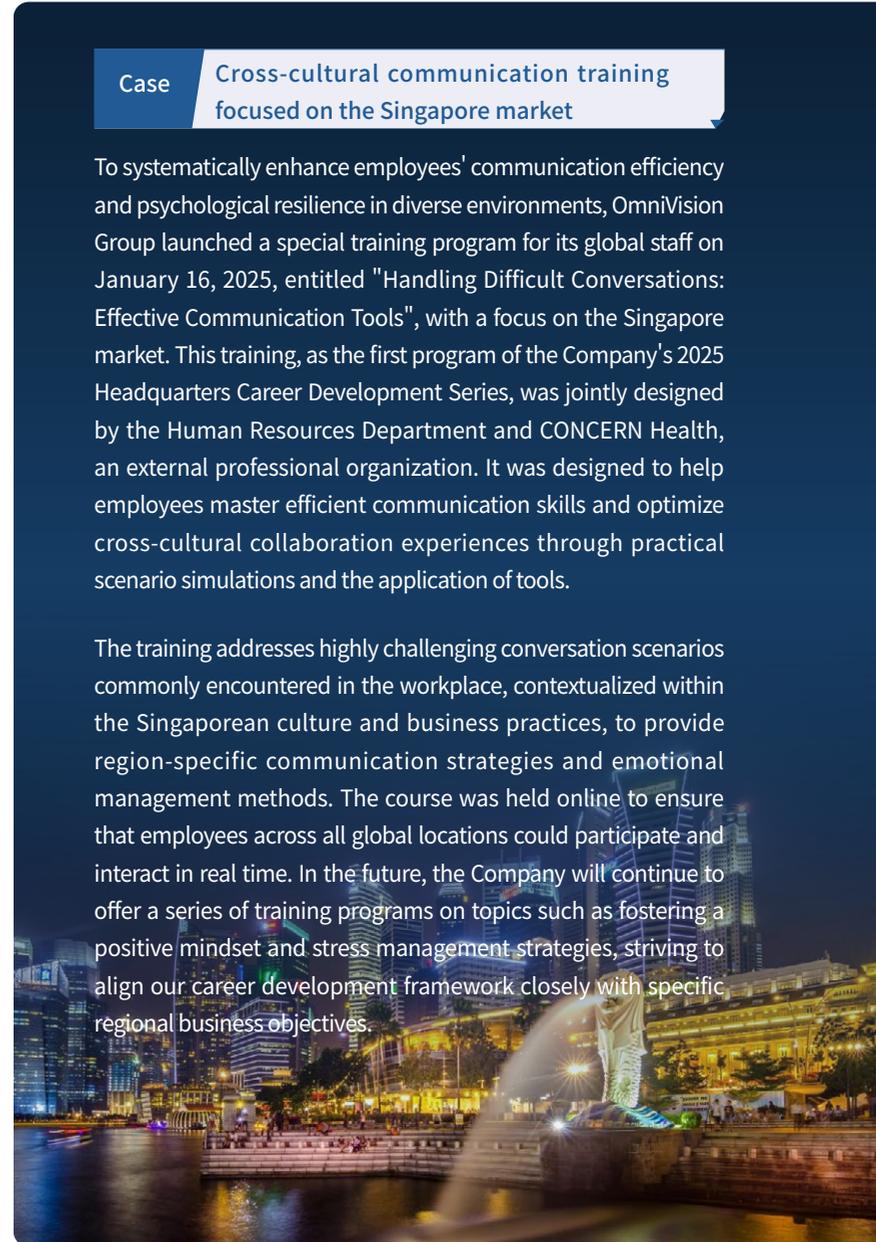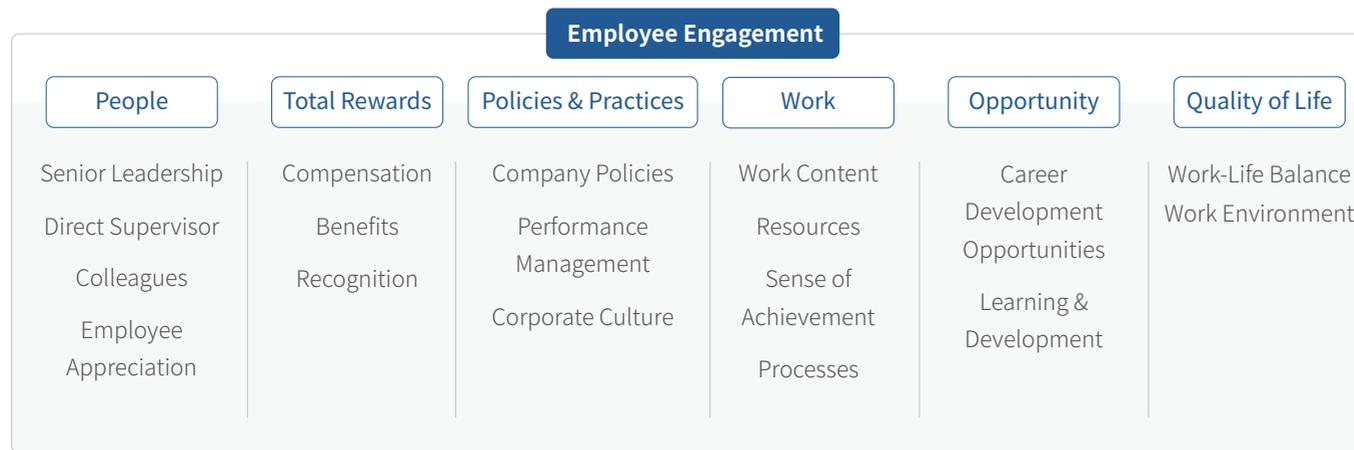|	
Annual All-Hands Meeting	We hold an annual All-Hands Meeting to communicate our strategic outlook, the latest updates and key decisions with all employees.
Multiple feedback channels	In addition to traditional channels such as interviews, meetings and suggestion boxes, we launched OV-Link, an employee interactive platform, which features functional modules such as "Advice and Suggestion", "Business Consultation" and "Complaint and Reporting". Through this platform, we encourage employees to submit suggestions on technological innovation, system processes, working environment, etc., driving continuous improvements to corporate governance with continual feedback from frontline employees.
1:1 talks with new hires	We have "1:1 talks" with all newly-hired fresh graduates to understand the challenges they face in a timely manner. By doing so, we help them gain a deep understanding of the Company's culture and quickly adapt to the working environment, facilitating their transition from campus to the workplace.
Quarterly newsletters	Our quarterly newsletter, *OVT Connections*, remains a key channel for keeping our employees informed, inspired and connected with each other and across our global network.

Case — **Cross-cultural communication training focused on the Singapore market**

To systematically enhance employees' communication efficiency and psychological resilience in diverse environments, OmniVision Group launched a special training program for its global staff on January 16, 2025, entitled "Handling Difficult Conversations: Effective Communication Tools", with a focus on the Singapore market. This training, as the first program of the Company's 2025 Headquarters Career Development Series, was jointly designed by the Human Resources Department and CONCERN Health, an external professional organization. It was designed to help employees master efficient communication skills and optimize cross-cultural collaboration experiences through practical scenario simulations and the application of tools.

The training addresses highly challenging conversation scenarios commonly encountered in the workplace, contextualized within the Singaporean culture and business practices, to provide region-specific communication strategies and emotional management methods. The course was held online to ensure that employees across all global locations could participate and interact in real time. In the future, the Company will continue to offer a series of training programs on topics such as fostering a positive mindset and stress management strategies, striving to align our career development framework closely with specific regional business objectives.

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To better meet the needs of employees and improve the overall operational efficiency and management effectiveness, OmniVision Group regularly conducts employee satisfaction and dedication surveys. In November 2025, we completed a dedication survey covering all employees of OmniVision Group in three aspects: "Say", "Stay" and "Strive". The survey covered five dimensions, including job, work relationships, opportunities, total compensation, policy operation and work quality. Through the survey, we actively listened to the real thoughts and suggestions of employees. Based on the survey results, we summarized six key factors that drive engagement from the employees' perspective, and took corresponding improvement measures based on their feedback.

Employee Engagement

People	Total Rewards	Policies & Practices	Work	Opportunity	Quality of Life
Senior Leadership	Compensation	Company Policies	Work Content	Career Development Opportunities	Work-Life Balance
Direct Supervisor	Benefits	Performance Management	Resources		Work Environment
Colleagues	Recognition	Corporate Culture	Sense of Achievement	Learning & Development	
Employee Appreciation			Processes		

Results of the survey on employee incentive factors

We treat retention as an ongoing and systematic endeavor. In the United States, 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 Timebound (SMART). Through this systematic approach, we have achieved dynamic monitoring and scientific management of talent mobility indicators, allowing us to progressively develop a data-driven, outcome-focused talent retention system. This has provided sustained momentum for fostering a highly engaged, high-performing organizational culture.

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Employee Care

OmniVision Group has established a comprehensive employee care system covering physical and mental well-being as well as career development. We provide full-cycle support for employees, ranging from workplace environment and psychological health to career growth and work-life balance, thereby continuously enhancing organizational cohesion and employee well-being.
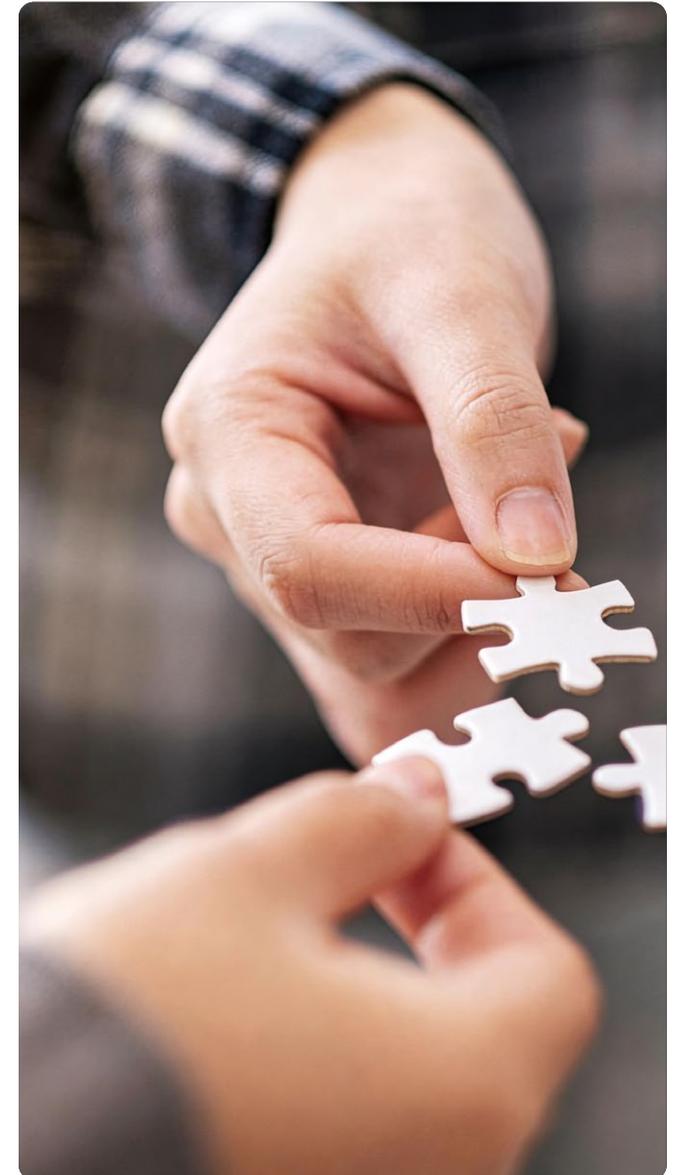
The Company is committed to creating a safe and healthy work environment. Beyond the regular cleaning, dusting, and disinfection of air conditioning and fresh air system ductwork in our owned campuses and leased offices to ensure indoor air quality during operation, we have also upgraded and renovated the fresh air systems in Wuhan and Beijing, further optimizing the indoor environment to provide employees with better health safeguards.

In Changsha, we secured the use of free equipment and a table tennis court within the office building of our park, enabling employees to engage in ball sports activities. In Beijing, we actively negotiated with relevant government departments to coordinate the provision of additional talent apartments, thereby reducing employees' housing burden and commute time while improving their living environment. In Shanghai, we optimally upgraded the existing nursing room, and in Beijing, we renovated office space to add a new nursing room, allowing breastfeeding mothers to work with greater peace of mind.

The company focuses on employees' pain points and urgent needs, translating this care into concrete actions. Considering the sustained high temperatures in the summer of 2025, the company organized special care activities such as the "Cool Summer Care" initiative, conveying thoughtfulness and warmth to employees through details of their work and life. During traditional festivals, the company also enriched employees' off-hours lives and enhanced cultural belonging by hosting festive celebrations.

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Regarding the management of its owned canteens, the group has been implementing measures to meet employees' growing demands for healthy dining and safe meals, striving to create a "Healthy Canteen." The core principles are: fresher ingredients, more consistent flavours, stricter supervision, and a better overall dining experience.

Focusing on the "Five-Dimensional Drive" to Build a "Healthy Canteen"

Food Safety / Zero Incidents	**Catering Model** / Zero pre-cooked	**Ingredient Stability** / Traceable	**Taste Consistency** / Zero deviation	**Supervision & Management** / High efficiency
Full-chain risk control to ensure employees dine with confidence	**Locking in the "wok hei" (authentic taste of fresh cooking) to serve employees fresh meals**	**Direct source control to provide employees with natural ingredients**	**Consistent flavors to satisfy employees' taste preferences**	**Agile response to ensure employees dine with satisfaction**
• Four-level control: Daily supervision / Weekly investigation / Monthly traceability / Quarterly inspection – each link is monitored. • Professional empowerment: Food Safety Director courses ensure 100% of management personnel are trained and certified before assuming their roles.	• On-site cooking advancement: 100% on-site cooking at Shaoxing and Zhangjiang sites; 35% at Songjiang site, enhancing quality. • Stall renewal: Keeping pace with social dining trends and regularly updating offerings.	• Traceability control: Suppliers must report ingredient sources; 100% traceability is maintained. • Menu review: Advance review of menus to strictly control the frequency of semi-processed ingredient usage. • Warehouse spot checks: Unannounced, photo-documented inspections to verify contracted ingredients.	• Chef access: Chefs must pass taste tests to be certified; daily taste evaluations and trial meals for new dishes. • Standardized operations: Centralized distribution of core ingredients and seasonings; standardized cooking procedures.	• Weekly review meetings: Regular supplier meetings to promptly close out any identified issues. • Routine Inspections: Follow-up Reviews to Ensure Standard Implementation • Feedback channel: Administrative response within 24 hours, ensuring timely replies.

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Responsible Governance | Innovation Vanguard | Win-Win Partnership | Green Operations | **Talent Inclusion** | Community Engagement

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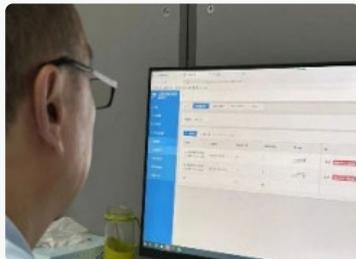
In addition to caring for employees' physical and mental well-being, the company also pays attention to their property security and community stability. Group companies across the board have kept up with the latest developments, actively collaborating with communities and relevant government departments to coordinate anti-fraud public education for employees in various regions. These efforts have yielded significant results.

Take the Songjiang Campus as an example: flexibly operating various channels to conduct multi-dimensional anti-fraud reminders and safeguard employees' property security.

Company-wide Awareness Campaign

Anti-fraud reminders and prevention of "telecommunications and internet" fraud are promoted through multiple channels, including sending company-wide emails, pushing messages via company and department WeChat groups, and posting case studies on notice boards in employee rest areas, to safeguard employees' property security.

Induction Training for New Employees

Fraud prevention education is incorporated into the new employee orientation program. This includes explaining key prevention points, urging new employees to download and register on the "National Anti-Fraud Center" APP, and signing the *Twelve Key Reminders from Public Security Authorities and Staying Away from Telecom and Network Fraud* agreement.

Dormitory Anti-fraud Promotion

Online WeChat Groups: Employees are added to dormitory WeChat groups upon check-in. Anti-fraud reminders, videos, or case studies are pushed approximately every two weeks.

Offline Notice Boards & Corridors: Fraud alert case studies are updated monthly on notice boards. Police station contact numbers are prominently posted in corridors for easy employee access in case of need.

Police-Community Collaboration: Police stations and property management have a collaborative mechanism. Upon receiving suspected fraud alerts, both parties promptly visit the employee for verification, conducting on-site persuasion and education.

Posting Case Studies and Anti-Fraud APP Instructions on Dormitory Notice Boards

Promotion via Dormitory Group Chat

Case Study Sharing via Email Push

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The Company has launched a multi-scenario Employee Assistance Program (EAP) that is available 24/7. The EAP program, available in China, Chinese Taiwan and the U.S., provides a 24-hour psychological service hotline for all employees, offering one-on-one psychological counseling services regarding career development, personal growth and work-life balance. During the Reporting Period, the Company officially opened its first employee decompression room, providing employees with a space for stress release, relaxation therapy, emotion regulation, and energy recovery, in order to help them alleviate work pressure and improve their overall state. Additionally, a series of online and offline seminars were conducted on topics such as intimate relationships and stress management. These sessions, extended through complementary activities like book clubs, were designed to help employees alleviate stress, handle interpersonal relationships and maintain a positive attitude and growth-oriented thinking.

Case	Employee decompression room at OV Songjiang

The Employee Decompression Room became operational at OV Songjiang on May 26, 2025, providing employees with a dedicated space for stress release, relaxation therapy, emotion regulation, and energy recovery. By the end of the Reporting Period, the room had recorded a total of 5,661 employee visits, corresponding to an average of approximately 217 weekly uses. It has since become a valued facility for employees seeking to regulate state and enhance work efficiency.

Based on user feedback and observed needs, we continuously upgrade stress-relief facilities and supplies and introduce seasonal interactive activities periodically to ensure the support provided remains relevant, varied, and empathetic. Through the operation of this dedicated space, the Company sustains its commitment to employee mental and physical health, helping individuals maintain a positive and resilient state amid daily work demands, thereby enabling more focused, efficient, and innovative contributions.

Employee Decompression Room at OV Songjiang

Mental health lectures

Offline psychological salon

EAP-related activities

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Employee Activities

To enhance the richness of employees' work life, the Company has organized a diverse range of activities designed to satisfy employees' needs for social interaction, entertainment, and well-being, creating a vibrant and cohesive corporate environment. Currently, the company has established clubs for basketball, badminton, yoga, reading, soccer, cycling, and book clubs. It encourages participation in sports activities such as basketball, soccer, and cycling through these company clubs. Employees also can engage with fellow employees through photo contests, choir and seasonal activities. Moreover, we host on-boarding welcome parties and birthday parties to alleviate employees' stress, enhance team cohesion and overall vitality.

| Case | 2025 Employee Photography Contest - Capturing the Beauty of Sports |

During the Reporting Period, to promote sustained healthy and positive lifestyles, the Company organized the 2025 Employee Photography Contest themed "Capturing the Beauty of Sports". This initiative encouraged employees to capture their energy, emotions and memorable moments in sports through their cameras, creating a visual narrative that embodies our collective spirit.

Following online public voting and evaluation by professional photographers, 26 pieces of photography were finally selected for awards. Among them, *Skiing* received a Special Award, while *Sunset of Youth*, *One Shot to Fame*, and *Butterfly Waves* were awarded First Prize. The winning works were displayed on the Company's internal platforms, arousing widespread resonance and positive feedback among employees. The activity not only enhanced employees' recognition of a healthy lifestyle but also visualized the corporate culture through storytelling, helping to sustain an energetic and cohesive organizational atmosphere.

Winning works of the photography contest

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In recognition of the diverse needs and cultural backgrounds of our global workforce, international offices organize activities tailored to local contexts. For instance, the Norway (Oslo) office hosted a festive Christmas Sweater Competition during the holiday season, inviting employees to showcase their creativity through handmade designs, with winners selected by team vote. During the reporting period, Team Belgium held a celebratory lunch to mark the completion of a successful project. At the event, the team enjoyed delicious food and engaged in lively discussions about related cultures.

In 2025, OmniVision Group again proudly celebrated employee anniversary milestones in many of its local offices – remarkable achievements made possible by the innovation, dedication, and teamwork of our global employees. To mark these special occasions, teams from around the globe joined in celebration – capturing moments of connection, pride, and joy.

OmniVision Group celebrates employee anniversary milestones

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These localized engagements not only honored regional traditions but also strengthened team interaction and fostered a sense of belonging, reflecting the Company's broader commitment to an inclusive culture and meaningful connections across all OmniVision Group global teams.

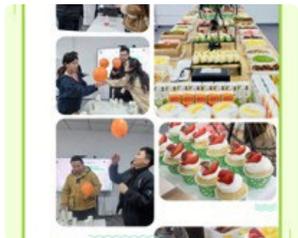Beijing-Tianjin annual conference

Environmental awareness week

Photography skill lecture

Photography activity

On-boarding welcome party and birthday party

Shanghai Zhangjiang Campus Family Activity: Hand in Hand, Wonderful Chip Experience

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Shanghai Songjiang Campus Outdoor Camping Activity: Chase the Autumn Fireworks

Family Day in Chinese Taiwan

Xishan hiking activity
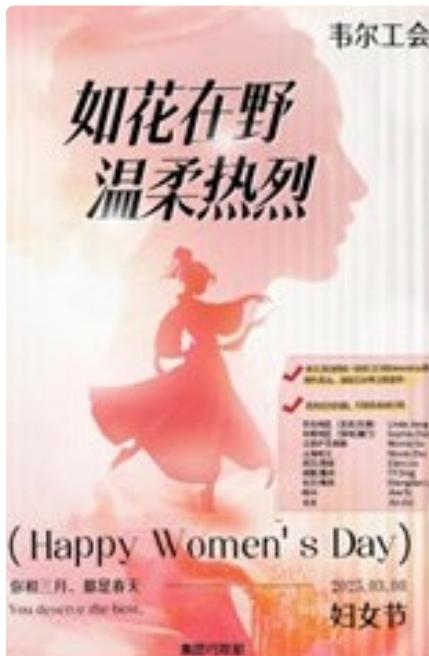
Group & Trade Union Jointly Organized "In the Wild, Like Flowers—Gentle Yet Passionate" Event: Customized emails with each female employee's name were sent, delivering nearly a thousand heartfelt gestures to every individual.

Christmas sweater competition at Norway Office

Christmas & Thanksgiving meetings at OV Singapore

Photography tour at Jingdezhen

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Safeguarding Occupational Health and Safety

Health and safety are cornerstones of employee well-being. OmniVision Group is committed to establishing a comprehensive and well-structured occupational health and safety management system, creating a safe, hygienic, and healthy work environment to protect the physical and mental well-being of our employees. Furthermore, to enhance employees' safety awareness and skills, we regularly organize various emergency drills and training sessions. These initiatives deepen employees' understanding of safety protocols, aiming to mitigate the potential impact of unexpected incidents and laying a solid foundation for fostering a safer and healthier workplace.

Targets for 2025	2025 Targets Review
Number of major accidents for each BU is 0; reduce workplace injury rate by 10%	• There were no major accidents in each BU; workplace injury rate reduced by 15%
Encourage employees' voluntary participation in health promotion activities	• Specialized activities such as sports safety courses, workplace health and emergency care lectures, and ergonomics workshops were conducted to enhance employees' self-protection skills and first-aid capabilities
Continue to arrange employee safety training programs with an attendance rate ≥ 85%	• 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
The correction rate of hazard tracking team in safety checks will reach 97%	• The correction rate of hazard tracking in safety checks reached 98% in the reporting period

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Ensuring Workplace Safety

OmniVision Group places a high priority on ensuring workplace safety by systematically developing and continuously refining a comprehensive safety governance framework across its global operations. We strictly adhere to the *Work Safety Law of the People's Republic of China* and all applicable local laws and regulations in each jurisdiction where we operate. Through the establishment and implementation of internal systems, such as the *Safety Inspection Management Regulations*, we translate compliance requirements into actionable and verifiable management practices. Additionally, the company maintains a dedicated Environment, Health, and Safety (EHS) department focused on workplace safety management to ensure the health and safety of our employees are fully safeguarded.

Workplace safety is a prerequisite for the stable development of enterprises and a crucial guarantee for employees' personal safety and physical health. To this end, we have established a dedicated Emergency Response Team (ERT). Through a tripartite control mechanism involving standardized process development, systematic maintenance of facilities and equipment, and periodic safety inspections, we achieve comprehensive prevention and closed-loop management of safety risks, thereby effectively ensuring the safety and stability of daily operations and production activities. Additionally, during the reporting period, we organized multiple emergency drills and launched safety-themed month activities. These initiatives effectively validated the scientific soundness and operability of emergency plans, enhanced employees' safety awareness and emergency response capabilities, and reinforced the foundation for workplace safety.

Build a safety emergency response team

- **Enhance the Emergency System Framework:** Develop specialized contingency plans such as *Fire Emergency Plan* and establish emergency response procedures that cover all types of unexpected incidents.

- **Establish Cross-Departmental Coordination Mechanisms:** Form an emergency response team comprising members from various business departments, conduct regular joint drills, and improve collaborative handling capabilities.

- **Strengthen Real-Time Monitoring and Early Warning:** The plant's central control room operates on a 24/7 duty schedule, providing continuous real-time monitoring and early warning alerts for key systems including power and environmental controls.

Work safety policy

Compliance with laws and regulations | Prevention-oriented | Enhanced supervision | People-centered | Scientific management | Injury prevention

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Responsible Governance   Innovation Vanguard   Win-Win Partnership   Green Operations   **Talent Inclusion**   Community Engagement   92

Maintain work safety facilities

- **Clarify Facility Inspection Standards:** Establish key safety inspection points and periodic check requirements for various facilities, and regularly maintain firefighting equipment, emergency evacuation signs, and other related infrastructure.

- **Fulfill Mandatory Testing Obligations:** Conduct annual inspections for special equipment, lightning protection tests, fire safety annual inspections, and renew relevant licenses and certifications as scheduled.

- **Ensure Availability of Emergency Supplies:** Equip sites with self-contained breathing apparatus, chemical protective suits, walkie-talkies, and other specialized gear, and implement regular inventory checks and update mechanisms.

Regulate work safety process

- **Strict End-to-End Control of Hazardous Chemicals:** Standardized management is implemented for the storage, labeling, usage, and disposal of chemicals, with a traceability mechanism established through detailed records.

- **Standardized Approval for High-Risk Operations:** For activities such as fire operation and crane operation, closed-loop management is applied, encompassing work permits, on-site supervision, and completion acceptance protocols.

Three-dimensional intelligent security network

By organically integrating personnel protection, technical protection, and physical protection, the self-owned industrial parks have established a comprehensive, multi-dimensional intelligent security network. This provides a robust guarantee for the safe production of the enterprise, fully demonstrating the company's modern and standardized management level. Taking the Songjiang Park as an example:

- **Implementation of Park-Wide Intelligent Surveillance:** Over 800 high-definition cameras and 27 monitoring screens are deployed in the Songjiang Park, enabling 24/7 full-coverage monitoring and intelligent behavior analysis capabilities.

- **Enhancement of Personnel and Physical Protection Coordination:** A 24-hour security patrol system is established, combined with electronic patrol tracking and biometric access control systems, to ensure controlled access to key areas.

- **Improvement of Infrastructure Reliability:** Real-time monitoring of temperature, humidity, and electrical parameters is conducted through the computer room environmental monitoring system, ensuring the stable operation of IT facilities.

- **Ongoing Professional Training:** Weekly training sessions on physical fitness, firefighting, and emergency drills are organized for the security team to continuously enhance their practical response capabilities.

Implement regular work safety inspections

- **Establish a Multi-level Inspection Mechanism:** Implement daily fire safety inspections, monthly EHS-specific inspections, pre-holiday safety comprehensive checks, and cross-departmental mutual inspections.

- **Promote Closed-loop Management of Hazards:** Maintain a register of identified hazards, track their rectification until resolution, and ensure that issues are fully addressed. Conduct Thematic Training for Continuous Improvement: Organize specialized training sessions to address common issues and drive ongoing management optimization. During the reporting period, the company continued to deepen its safety management system by organizing specialized training on safety management and emergency response for on-site managers across all locations in mid-2025. Participants also visited the Zhangjiang self-owned park for practical exchanges. Through this training and benchmarking initiative, all regions actively adopted best practices, optimized spatial layouts in key areas such as laboratories, implemented 6S site management, systematically identified and addressed safety risks related to facilities, operational protocols, and environmental order, thereby further enhancing the standardization and consistency of safety management across the company.

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Fire Drills

During the reporting period, the company organized fire drills to help employees familiarize themselves with evacuation routes, master the use of fire extinguishing equipment, and conduct hands-on training such as wearing fire-resistant clothing, air respirators, and carrying oxygen cylinders. These activities comprehensively enhanced fire safety awareness. Additionally, we conducted laboratory fire safety sandbox drills for all research and development offices in Chinese Mainland, further strengthening departmental safety awareness and improving employees' independent ability to participate in safety management and emergency response.

Fire Drill Activities

Specialized Drills

During the reporting period, to enhance emergency response capabilities, the company conducted a series of specialized emergency drills, including chemical leakage, full-plant evacuation, confined space operations, and elevator accidents. Furthermore, during the reporting period, our operational sites actively participated in specialized drills and exercises organized by local communities, such as firefighting coordination and public health incident collaborative response. This fulfilled our corporate citizenship responsibility for emergency collaboration. By participating in these regional emergency coordination initiatives, we not only improved our coordination efficiency with external rescue forces but also enhanced the overall risk resilience of the communities where we operate. This further solidified the symbiotic relationship between the enterprise and the community.
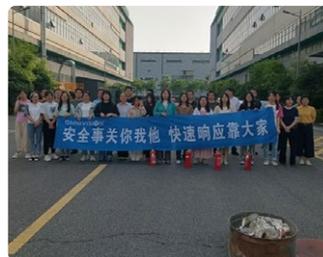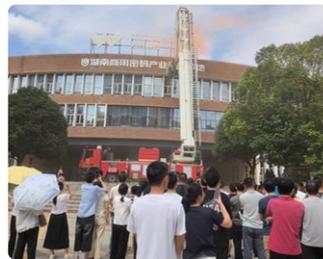
Emergency Incident Drills

Safety-themed month activities

For contractors, lessees, and construction parties entering the company's park, OmniVision Group has established and continuously optimized systems such as the *Contractor Management Regulations* to strengthen the standardized management of related parties. During the reporting period, we revised the *Contractor Management Regulations*, further clarifying the details for signing the safety production responsibility agreements, and reinforced the management responsibilities of internal procurement departments regarding the EHS performance of contractors. This standardized management approach helps enhance safety performance.

OmniVision Integrated Circuits Group, Inc.

Responsible Governance   Innovation Vanguard   Win-Win Partnership   Green Operations   **Talent Inclusion**   Community Engagement   94

Safeguarding Occupational Health

OmniVision Group strictly adheres to *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. Leveraging the company's Environment, Health, and Safety (EHS) Committee, we have formulated and implemented *the EHS Committee Management Regulations* to systematically advance the establishment and implementation of the occupational health and safety management system. Additionally, 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. Subsidiaries of the company, including OmniVision Semiconductor and OmniVision Optoelectronics, have obtained ISO 45001 Occupational Health and Safety Management System certification.

Occupational Health Protection Measures

Risk Identification

- Pre-evaluate occupational hazards of new projects, and identify existing occupational hazards for new processes and new chemicals
- Regularly invite third-party organizations to conduct occupational health and safety assessments

Risk Control

- Post warning signs for occupational disease hazards in designated workplace areas.
- Conduct pre-placement, periodic, and post-placement occupational health examinations for employees exposed to occupational hazards, and establish and maintain individualized "one-person-one-file" occupational health monitoring records.
- Organize regular occupational health and safety training for all employees, and provide specialized hazard protection and emergency response training for roles involving chemical handling and other specific operations.
- Ensure adequate provision and proper management of personal protective equipment for positions with potential occupational hazards, including respirators, protective clothing, specialized gloves, and acid/alkali-resistant work shoes.

Risk Prevention

- Equip production sites with standard emergency rescue facilities and accident ventilation systems.
- Display safety evacuation maps in prominent locations within office areas.
- Provide first aid kits to ensure emergency response capabilities during unexpected situations.

To enhance employees' first-aid skills and awareness of life safety protection, during the reporting period, we organized an annual workplace health and emergency first-aid training. Under the guidance of experts, employees practiced cardiopulmonary resuscitation (CPR), the use of automated external defibrillators (AED), and the Heimlich maneuver, and learned emergency response methods for common sudden incidents such as heatstroke and drowning. Additionally, we conducted a tabletop exercise on handling food poisoning incidents to ensure rapid and effective response in real situations, thereby strengthening the workplace safety defense line.

First-Aid Training Lectures and Practical Operations

Community Engagement
for a Harmonious Society

OmniVision Group consistently regards giving back to society as one of the key responsibilities of its operations. In 2025, we further deepened our related practices by engaging in diverse volunteer services and providing sustained funding to local community organizations across our premises around the world, actively fostering a more inclusive and harmonious social environment. We firmly believe that the value of an enterprise lies not only in its commercial achievements but also in the positive changes it brings to society.

06

OmniVision Integrated Circuits Group, Inc.

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Innovation Vanguard

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Community Engagement

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Caring for Vulnerable Groups

OmniVision Group continues to carry out public welfare initiatives, including in-kind donations, financial support, and volunteer services, addressing the livelihood and development needs of vulnerable groups. Through these actions, the Company demonstrates its commitment to social responsibility and humanistic care by giving back to society in tangible ways. During the Reporting Period, we deepened our collaboration with multiple public welfare organizations at home and abroad, providing ongoing material support and emotional companionship to vulnerable groups in society.

Case | **Volunteer activity at Shanghai Huge Grace Disabled Children Welfare Center** ▼

For eight consecutive years, the Company has provided targeted support to the Shanghai Huge Grace Disabled Children Welfare Center (hereinafter referred to as "Huge Grace Welfare Center"). In June 2025, OmniVision continued its charitable initiative under the theme "Heal with Love", extending care to children with disabilities and autism at Huge Grace Welfare Center. This event attracted 201 employees to participate, collecting cash donations of RMB 14,994.15 in total. Additionally, the Company allocated a special public welfare fund of RMB 23,000 to be used together with the raised funds for this charitable project. Furthermore, we organized nine volunteers to visit Huge Grace Welfare Center in person. The volunteers led the children in interactive public welfare craft activities and donated compassionate supplies such as rice and cooking oil, providing multifaceted support for special-needs children through long-term commitment and practical actions.

Volunteer activity at Huge Grace Welfare Center

Case | **"Second Harvest" food relief initiative** ▼

Established in 1974, Second Harvest of Silicon Valley is one of the largest and longest-running food bank networks in the Silicon Valley region of the United States. In 2025, we partnered with Second Harvest to provide tangible support to families facing food insecurity. Our employee volunteers visited its distribution center on multiple occasions to participate in food sorting and packaging efforts. Additionally, we actively organized and responded to year-end fundraising campaigns initiated by the organization, taking concrete actions to help families in need access sufficient food.

"Second Harvest" food relief initiative

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Engaging in Public Welfare Education

OmniVision Group remains committed to promoting educational equity by offering diverse support channels to illuminate hope and pave the way for growth among disadvantaged students. During the Reporting Period, we enriched reading resources and broadened academic horizons for these students through book donations. Through financial assistance, we alleviated economic pressures on disadvantaged students, enabling them to focus wholeheartedly on their studies. With multidimensional support initiatives, we have infused corporate energy into the advancement of educational equity.

Case	Children's book donation program

Under the theme "Sharing Children's Books, Sharing Love", the Children's Book Donation Program is designed to support children's reading development in rural primary schools located in educationally underserved areas by collecting pre-owned children's books and purchasing new books through donated funds. In June 2025, the Company donated 500 children's books and four bookshelves to Zhouzhai Primary School in Shunhe Town, Yongqiao District, Suzhou City, Anhui Province, and 976 children's books to Lianhe Primary School in Tangyu Town, Mei County, Baoji City, Shaanxi Province. These book donations effectively address the shortage of reading resources in rural primary schools, reflecting the Company's commitment to supporting rural education and contributing to rural revitalization.

Children's Book Donation Program

Case	Educational assistance activity in Miaozhong Village, Chongming

OmniVision Group has long focused on supporting underprivileged students, striving to achieve equal access to educational resources, removing practical barriers to their academic journeys, and boosting their growth and development. In November 2025, continuing our public welfare tradition, we revisited Miaozhong Village in Chongming District, Shanghai, to provide assistance to five outstanding underprivileged students. Volunteers had face-to-face conversations with the children, gaining a detailed understanding of their study progress and life. Through this educational support initiative, the Company provided a total of RMB 15,000 in scholarships and winter care supplies worth RMB 3,000, alleviating the students' financial pressures from both monetary and livelihood perspectives, enabling them to pursue their studies with greater peace of mind.

Educational assistance activity in Miaozhong Village, Chongming

Appendix

Key Performance Indicators

Environmental

Emissions	Unit	2025
Total non-hazardous waste	Tonne	1,643.45
Non-hazardous waste density	Tonne per capita	0.27
Total hazardous waste	Tonne	280.09
Hazardous waste density	Tonne per capita	0.05
Wastewater	Tonne	111,851.31
Exhaust gas (VOCs)	Tonne	0.36

Use of Resources	Unit	2025
Total energy consumption	MWh	112,818.40
Direct energy consumption	MWh	3,924.84
Indirect energy consumption	MWh	108,893.56

Use of Resources	Unit	2025
Energy consumption intensity	MWh per capita	18.31
Water consumption	Tonne	364,251.53
Water consumption intensity	Tonne per capita	59.13
Natural gas consumption	MWh	3,924.84
Electricity consumption	MWh	108,893.56
Clean energy consumption (Electricity)	MWh	2,688.89
Purchased electricity	MWh	106,204.67
Packaging material consumption	Tonne	140.55
Packaging material consumption intensity	Tonne per capita	0.02

Social

Employment		Unit	2025
Total number of employees		Person	6,160
By gender	Male	Person	3,217
	Female	Person	2,943
By age group	30 years old and below	Person	2,141
	31 to 40 years old	Person	2,336
	41 to 50 years old	Person	1,217
	51 to 60 years old	Person	381
	61 years old and above	Person	85
By location	Chinese Mainland, Hong Kong and Macao	Person	4,826
	Chinese Taiwan	Person	284
	European Union	Person	115
	Asia Pacific (excluding China)	Person	398
	The United States	Person	537
By job level	Senior managers	Person	39
	Middle managers	Person	327
	Frontline staff	Person	5,794

Employment		Unit	2025
By employment type	Full-time employees	Person	5,965
	Part-time employees	Person	39
	Labor dispatch workers	Person	137
	Temporary employees	Person	19

Employee turnover rate		Unit	2025
Employee turnover		%	5.34
By gender	Male	%	3.78
	Female	%	1.56
By age group	30 years old and below	%	2.27
	31 to 40 years old	%	1.44
	41 to 50 years old	%	1.06
	51 to 60 years old	%	0.40
	61 years old and above	%	0.17

Employee turnover rate		Unit	2025
By location	Chinese Mainland, Hong Kong and Macao	%	2.55
	Chinese Taiwan	%	0.45
	European Union	%	0.23
	Asia Pacific (excluding Chinese Mainland, and Chinese TaiwanChina)	%	0.80
	The United States	%	1.32
By job level	Senior managers	%	0.03
	Middle managers	%	0.31
	Frontline staff	%	4.99

Employee training		Unit	2025
By gender	Ratio of male employees participating in training	%	64.24
	Ratio of female employees participating in training	%	35.76
By gender	Average training hours for male employees	Hour	15.58
	Average training hours for female employees	Hour	13.49
By job level	Ratio of senior managers trained	%	0.64
	Ratio of middle managers trained	%	5.45
	Ratio of frontline staff trained	%	93.91

Employee training		Unit	2025
By job level	Average training hours for senior managers	Hour	6.33
	Average training hours for middle managers	Hour	6.04
	Average training hours for frontline staff	Hour	15.12

Health and safety		Unit	2025
Work-related injuries and fatalities	Number of recordable and confirmed work-related employee injuries	Person	11
	Lost days due to work-related injuries	Day	475
	Number of work-related employee fatalities	Person	0

Supply chain management		Unit	2025
Total number of suppliers		Supplier	62
By location	China (including Hong Kong, Macao, and Taiwan regions)	Supplier	57
	Overseas	Supplier	5

Product quality and customer service	Unit	2025
Percentage of total products sold or shipped subject to recalls for safety and health reasons	%	0
Number of complaints received regarding products and services	Complaint	6

Governance

Social Welfare		Unit	2025
Investment in public welfare, charity and volunteer activities	Capital invested in public welfare, charity and volunteer activities	RMB '0,000	5.55
	Number of personnel engaged in public welfare, charity and volunteer activities	Person	390
	Hours invested in public welfare, charity and volunteer activities	Hour	422

Anti-corruption	Unit	2025
Percentage of directors who received anti-commercial bribery and anti-corruption training	%	100
Percentage of management personnel who received anti-commercial bribery and anti-corruption training	%	100
Percentage of employees who received anti-commercial bribery and anti-corruption training	%	100
Number of concluded litigation cases involving corruption	Case	0

Note:

1.Environmental data covers major operating sites such as the Shanghai Zhangjiang Park, Shanghai Songjiang Park, and the park in Silicon Valley, USA.

2.Due to the expansion of production capacity and the increase in equipment in 2025, the energy consumption, and the total GHG emissions and intensity showed a rise compared to 2024.

3.Turnover rate calculation formula = Number of resignations $\times$ 2 / (Total number of employees at the beginning of the year + Total number of employees at the end of the year) $\times$ 100%.

4.Training participation ratio = Number of employees in the category who received training during the reporting period / Total number of employees who received training

5.Average Training Hours per Employee Calculation: = (Total Training Hours for Employees in a Specific Category During the Reporting Period) $\div$ (Total Number of Employees in That Category).

6.The scope of trained employees includes full-time employees, part-time employees, labor dispatch workers, temporary employees.

7.The statistical data for work-related injury cases cover those recognized by the human resources and social security bureau within the specified time frame. In 2023 and 2024, there were zero fatalities resulting from work-related incidents. The work-related injuries reported during this period were primarily due to traffic accidents during commutes. For injuries occurring during operational activities, the company has implemented measures such as process optimization, enhanced safety operation training, and supervision to prevent the recurrence of similar incidents.

8.The number of suppliers herein refer only to key outsourced manufacturing and service providers.

9.The percentage of employees who have received anti-bribery and anti-corruption training is calculated based on the full-time employee population.

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Among the topics specified in the *SSE Sustainability Reporting Guidelines*, the topics of "Ecosystem and biodiversity protection", "Equal treatment of small and medium-sized enterprises", "Rural revitalization" and "Technology ethics" have limited impacts on the Company's business as well as the external economy, environment and society. Therefore, they are not disclosed and responded to in detail in this Report.

Feedback from Readers

Thank you for reading *the 2025 Environmental, Social and Governance Report of OmniVision Group*. 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 OmniVision Group in any of the following ways:

Email:Will_ESG@ovt.com

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

1. Your overall opinion on this Report:

☐ Very good   ☐ Good   ☐ Average   ☐ Bad   ☐ Very Poor

2. Your rating for OmniVision Group's fulfilment of social and environmental responsibility:

Social Responsibility	☐ Very good	☐ Good	☐ Average	☐ Bad	☐ Very Poor
Environmental Responsibility	☐ Very good	☐ Good	☐ Average	☐ Bad	☐ Very Poor

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

☐ Very good   ☐ Good   ☐ Average

☐ Bad   ☐ Very Poor

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

Clarity	☐ Very good	☐ Good	☐ Average	☐ Bad	☐ Very Poor
Accuracy	☐ Very good	☐ Good	☐ Average	☐ Bad	☐ Very Poor
Completeness	☐ Very good	☐ Good	☐ Average	☐ Bad	☐ Very Poor

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

☐ Yes   ☐ Average   ☐ No

6. Other opinions or suggestions about OmniVision Group's work and the Report:

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