

Role in Sustainability - Responsible Procurement

As the international community pays more attention to product safety and environmental safety and health issues, any disruption in any link of the supply chain may affect the provision of final products or services. Therefore, ensuring the stability of supply is vital to the long-term interests of the Company and its shareholders, and also shows the importance of supply chain management.

100%

Signing rate of the VisEra Supplier Code of Conduct for suppliers with a transaction volume of more than NT\$1 million in new transactions in the current year and the previous year

7 consecutive years

of commendation from Hsinchu City Government for outstanding performance in green procurement

60.1%

Percentage of local procurement of raw materials

4.1 Sustainable Supply Chain Management

Sustainable Supply Chain Management

Suppliers are our most important strategic partners. In addition to providing customers with products that meet their expectations, we invite suppliers to jointly practice corporate social responsibility and pay attention to environmental and social values.

Target Setting	Results in 2025	2026 Target	2028 Target	2030 Target
Completion rate of the "VisEra Supplier Code of Conduct" signature for Tier 1 suppliers	✓ Completion rate 100% Target Completion rate 100%	Completion rate 100%	Completion rate 100%	Completion rate 100%
Response rate of critical suppliers to the sustainability management self-assessment questionnaire	✓ Response rate 100% Target Response rate 100%	Response rate 100%	Response rate 100%	Response rate 100%

Local Procurement and Green Procurement

VisEra continues to promote local procurement to improve production efficiency, reduce carbon emissions from transportation processes, and assist in enhancing the sustainable development of local industries.

Decentralized procurement and increase the proportion of local raw material procurement	↑ Reached 60.1% Target 60%	Reached 58% Note	Reached 58% Note	Reached 60% Note
--	--	--	--	--

Conflict Minerals Management

Do not use raw metals from mines that are mined illegally or under harsh working conditions

Suppliers perform responsible mineral due diligence and use of compliant minerals	✓ Usage rate 100% Target Usage rate 100%	Usage rate 100%	Usage rate 100%	Usage rate 100%
--	--	------------------------	------------------------	------------------------

↑ Exceeded ✓ Achieved — Missed Target

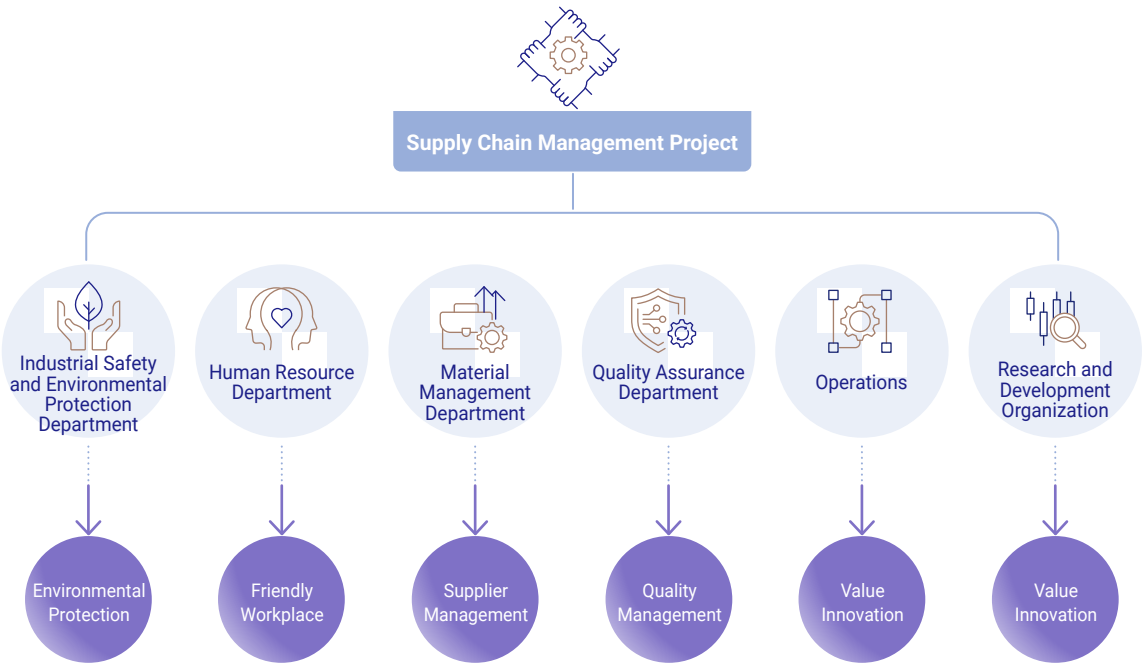
Note: The downward adjustment of the target is mainly due to the expectation that semiconductor materials required for new projects will be manufactured abroad, which leads to changes in the overall procurement structure; therefore, the localized supply target has been adjusted.

Communication Channels : Material Management DepartmentESG@viseratech.com

VisEra is committed to establishing good business and ethical codes of conduct, practicing the core values of integrity, strengthening and improving the sustainable management performance of suppliers, forming a positive cycle, and expanding the sustainable influence of suppliers. We have formulated the following strategies:

- 1.Strengthening supply chain resilience:** Introduce the ISO 22301 Business Continuity Management System (BCMS) to enhance supply chain resilience to reduce supply chain disruption risks.
- 2.Enhance sustainable supply chain capabilities:** Suppliers are required to follow the “Supplier Code of Conduct” as the basis for their actions, improve labor human rights, safety and health, environmental protection, business ethics and management system performance, and continuously reduce the risk of operational interruption.

VisEra’s supplier management structure is planned with the Materials Department as the responsible unit for the supply chain. Communication meetings are held regularly every year to coordinate various departments to implement strategies and goals such as supplier green environmental protection, friendly workplace, supplier management, quality management and value innovation, so as to strive for excellence and practice sustainable management in the three aspects of environment, society and economy. In order to implement the evaluation of new supplier cooperation and ensure that the cooperation relationship with suppliers is fair, transparent and in line with ethical standards, VisEra requires suppliers to sign VisEra’s professional ethics and supplier code of conduct compliance statement. To enhance improvements and achieve sustainable management in environmental, social and economic aspects, VisEra established the Supplier Review Board (SRB) in 2022. As a principle, it holds supplier regular review meetings to rule on the invalidation of new suppliers or existing suppliers for the purpose of improving supplier management.



4.1.1 Sustainable Supply Chain Management

VisEra regards suppliers as the most important strategic partners. In addition to providing products that meet customer expectations, we invite suppliers to jointly fulfill corporate social responsibility while supporting environmental protection and social values. VisEra’s suppliers include nine major procurement categories: direct materials, indirect materials, equipment and components, facility engineering, outsourcing, waste treatment, labor service providers, cleaning agents, and commodities. There were 618 suppliers in transactions in 2025. We identify tier 1 suppliers and key suppliers based on the procurement amount and the importance of the products and implement corresponding management measures to reduce supplier risks.

Supplier Tier	Definition	Number of Companies	Management Measures
Tier 1 Suppliers	Those with direct transactions that exceed NT\$1 million.	268	- Sign the “VisEra Supplier Code of Conduct”. - Encourage Tier 1 suppliers to require their upstream suppliers, contractors, and service providers to adopt the code for management practices.
Key Suppliers	Those suppliers that meet criteria for the top 80% of annual procurement expenditures or irreplaceable products or services, and being labor-intensive contracting firms that the RBA focuses on.	95	- Sign the “VisEra Supplier Code of Conduct”. - Encourage critical suppliers to request their upstream suppliers, contractors, and service providers to implement management in accordance with the standard. - Regular evaluations and audits are carried out for direct raw material suppliers and outsourced contractors. - Conduct sustainability self-assessment questionnaires and determine the annual audit list based on results and internal discussions. - For key medium or high-risk suppliers identified through the sustainable risk assessment, the supplier review meeting shall adopt a resolution to implement audits and improvement counseling.

Convene two material preparation meetings each week for key materials such as photoresists and target materials, and implement continuous review of the quantity of raw material inventory with related personnel based on the customer demand volume. Photoresist materials generally involved joint development, leading to a centralized supplier base. To mitigate the material supply interruption risks, we ensure that the suppliers have backup plants. Meanwhile, primary target material suppliers are relatively diversified with backup plants in place. There has not been any shortage in supplies or interruptions that impacted production at the Company in the last three years or in the most recent period. VisEra’s direct raw materials are primarily coated onto chip products during the manufacturing process and do not need to be recycled. Therefore, there are no investments or plans for technologies for recycling materials. Other raw materials such as tetramethylammonium hydroxide (TMAH), isopropyl alcohol (IPA), and solvents are disposed as waste or recycled according to waste management practices after use.

In terms of supplier management practices, the Company has gradually implemented cooperation with suppliers through four major strategic projects: new supplier assessment, supplier evaluation, continuous improvement management and supplier communication platform, to create a supply chain goal that emphasizes environmental protection, labor human rights, safety, social responsibility and sustainable development.

Supplier Management Item

New Supplier Assessment



Implementation Methods

- All new suppliers are required to sign the “Compliance Statement for the Code of Professional Ethics and Supplier Code of Conduct” and we survey the labor, health and safety, environmental protection, ethics and management systems of the suppliers to ensure suppliers fulfill their social responsibility commitments.
- We conduct investigations on new suppliers of direct materials and production machines. The scope of investigation includes company operations, financial status, factory operations, and related certifications obtainment. Suppliers can only be registered in the Company’s system and become part of VisEra’s supply chain only after the written review and approval from relevant company departments.



Achievements

- In 2025, we acquired 52 new suppliers and 100% of them signed the “Compliance Statement for the Code of Professional Ethics and Supplier Code of Conduct”.
- In 2025, we completed the review and approval from the procurement, quality assurance, engineering, and EHS units for 1 new suppliers of production machinery of direct raw material they joined VisEra’s supply chain. The completion rate was 100%.

Supplier Evaluation



Implementation Methods

- ISO 9001 certification is necessary for the suppliers of direct materials and contractors.
- Suppliers of key direct materials (including contractors) are regularly evaluated by relevant company departments through the QCDST (quality, cost, delivery, service, and technology) supplier rating mechanisms. And also communicate with suppliers regarding the evaluation results.
- In 2025, we issued sustainability self-evaluation questionnaires to 100% of the key suppliers and suppliers of specific products or services. The questionnaire incorporates the five sections of the RBA Code of Conduct including Labor, Health and Safety, Environment, Business Ethics, and Management System and can be used to examine the suppliers’ level of participation and achievements in social responsibility. We conducted risk identification based on the results of the questionnaire, and identified suppliers of high concern for the annual supplier audit list. We aim to reduce risk levels through audits, assistance, and improvement programs.



Achievements

- 100% of direct raw material suppliers and outsourcers are ISO 9001 certified and continue to maintain the validity of their certificates.
- We completed the QCDST evaluation for suppliers of key direct material (including contractors) in 2025 and distributed the evaluation results to suppliers. For positive feedback (e.g., support for delivery ahead of schedule, new technology development, and supply of new products), we expressed our gratitude. For negative feedback (e.g., quality anomaly events or error in shipping information or quantity), supplier had achieved our expectations via the discussion in regular meeting between relevant company departments and suppliers.
- In 2025, a total of 94 sustainability self-evaluation questionnaires were distributed to suppliers of raw materials, contractors, suppliers of machinery and parts, and facility engineering and service providers. The response rate was 100%. After the identification, no suppliers were found to be of high concern. Together with relevant company departments, 12 suppliers were selected to schedule the 2025 supplier audit plan based on considerations such as the importance of direct raw materials, RBA requirements, and occupational safety risks.
- According to the Company’s Procurement Process Management Regulations, the number of non-qualified suppliers audited that year was zero.

Continuous Improvement Management

Implementation Methods

- We perform audits of suppliers of direct materials each year. Onsite audits of suppliers are conducted by the relevant company departments. We provide assistance to suppliers to improve the audit results and weaknesses, and continue to follow up.
- For suppliers that cannot attain targets, consider the impact on operations and bearable risks and continue to implement improvements, reduce the transaction volume, or terminate transactions.

Achievements

- In 2025, we conducted onsite audits of 12 suppliers of direct/indirect raw materials, photo-masks, facility engineering, equipment, and labor services. We promoted the Supplier Code of Conduct to them. We used the Supplier Quality System Questionnaire, Supplier Contractor ESH Assessment Table, and Supplier Sustainability Self-Evaluation Questionnaire to conduct audits based on the supplier's category and attributes.
- In the audit process, we classified violations of procedures and regulations as finding, while areas for improvement are listed as suggestions. Finding accounted for 17.4% of the results and the reasons for the top 2 finding included:
 - Environmental health and safety (10.9%): Imperfect hazard identification, Safety Data Sheet (SDS) labeling issues, insufficient ESH education and training hours, expired licenses, and discrepancies between hazard labeling and the Globally Harmonized System of Classification and Labelling of Chemicals (GHS).
 - Labor and human rights (4.3%): Holding international employees' passports, lack of a zero-fee policy for using migrant workers, and ineffective grievance channels.
- Regarding to finding and suggestion, we continue to request suppliers to submit the evidence of improvement before the stipulated deadline and also confirmed the improvement results with relevant personnel. The completed rate had 95.7% till 2025 year end and will continue tracking and observation.

Supplier Communication Platform

Implementation Methods

- Hold regular supplier meetings to facilitate more harmonious and smooth cooperation between VisEra and suppliers.
- Contractor agreement organization meetings.
- Quality management meetings.
- Supply chain management communication.

Achievements

- Completed 846 contractor agreement organization pre-construction meetings in 2025.
- We completed QBR meetings (regular) with 4 suppliers of direct raw materials in 2025. In addition to quality performance and key project reviews, we also exchanged and shared ESG and BCP-related issues.
- We completed 2 irregular quality meetings with raw material suppliers in 2025.

To ensure safety in the work environment of the supply chain, ensure that employees are respected, and ensure that business operations support environmental protection and ethical practices, VisEra has established the “VisEra Suppliers Code of Conduct” based on the Responsible Business Alliance (RBA) (formerly EICC) Code of Conduct and reference guidelines in the UN Guiding Principles on Business and Human Rights (the UN Guiding Principles) and other internationally recognized human rights regulations including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights. It requires suppliers to meet the stated sustainability standards for labor, health and safety, environmental protection, and integrity. We required the 52 new suppliers added in 2025 to sign the Supplier Code of Conduct. The signature rate was 100%.

Focus Case

Supplier Sustainability Audit and Human Rights Due Diligence

VisEra identifies supplier risks through the Supplier Sustainability Self-Assessment Questionnaire (SAQ) and uses it as one of the important procedures for supply chain Human Rights Due Diligence. It has established a management mechanism including risk identification (SAQ), risk assessment (supplier classification), audit and improvement (Audit & CAP), and continuous tracking (Follow-up) to systematically manage supply chain human rights risks. Through SAQ surveys, information regarding suppliers' labor human rights, working conditions, and relevant management systems is collected to identify potential human rights risks in the supply chain and serve as the basis for subsequent risk assessment and audit planning.

The SAQ questionnaire covers multiple labor human rights issues, including the prohibition of forced labor, protection of young workers, reasonable working hours, wages and benefits, anti-discrimination and humane treatment, and freedom of association, to confirm whether suppliers' human rights management systems and practical execution comply with relevant regulations and international human rights principles.

Based on SAQ survey results and the risk assessment mechanism, VisEra's audit team members further distinguish audit categories across seven major dimensions: supply chain risk, quality and reliability, labor human rights, environmental health and safety, management systems, business ethics, and information security, and conduct on-site or remote audits depending on the supplier's risk level to implement supply chain sustainability and human rights due diligence.

In 2025, audits were conducted on 12 suppliers, including raw material manufacturers, RBA service-category vendors, and equipment/component machine suppliers. A total of 16 deficiencies were identified with 76 suggestions in the audit results. For the 16 deficiencies, suppliers were required to propose improvement measures, and the progress of improvements was continuously tracked. As of December 31, 2025, all 16 deficiencies have been improved and closed.

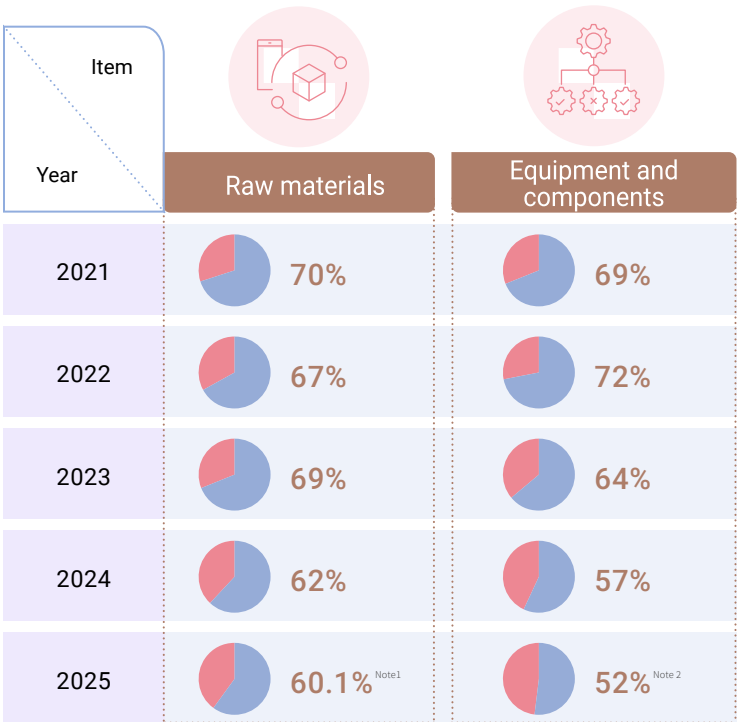
Through the aforementioned human rights due diligence and supplier audit mechanisms, VisEra is able to effectively keep abreast of potential supply chain risks, assist suppliers in continuously improving their sustainable management capabilities, reduce the potential negative impacts of the supply chain on the environment and society, and jointly promote the development of a responsible and sustainable supply chain.

2025 Key Supplier Audit Deficiencies

Audit Items	Deficiencies	Deficiency Ratio	Suggestions	Suggestion Ratio
Supply Chain Risk	0	0%	4	5%
Quality and Reliability	2	12%	10	13%
Labor and Human Rights	4	25%	16	21%
EHS	10	63%	26	34%
Management Systems	0	0%	11	15%
Code of Ethics	0	0%	3	4%
Information Security Risk	0	0%	6	8%
TTL	16	100%	76	100%

4.1.2 Local Procurement and Green Procurement

To enhance production efficiency, reduce carbon emissions from transportation, and contribute to the sustainable development of local industries, VisEra continues to promote local procurement. VisEra's main operational production site is located in Taiwan. The local procurement ratios for raw materials and components over the last five years are as follows:



Note 1: Due to the fact that semiconductor materials required for new projects are manufactured abroad, the overall procurement structure has changed, resulting in a decrease in the local procurement ratio.

Note 2: The introduction of new technology development equipment from abroad has reduced the local procurement ratio for equipment and components.

In addition, VisEra actively promotes a green procurement policy, encouraging procurement of products that meet various domestic environmental and green certifications, as well as products with internationally recognized environmental certifications or those covered by mutual recognition agreements with Taiwan. These certifications include Energy Star, FSC, and PEFC for sustainable forestry.

Since 2019, the Company has been recognized annually by the Hsinchu City Government for outstanding performance in green procurement evaluations. Furthermore, VisEra received the Ministry of Environment's award as an excellent enterprise in the 2025 evaluation of green procurement for private enterprises and organizations.

4.1.3 Conflict Minerals Management

VisEra is committed to being a responsible link in the supply chain, ensuring social and environmental responsibility, and pledges not to use minerals extracted from areas of armed conflict, forced labor, or abusive working conditions. VisEra requires all relevant suppliers to comply with the prohibition of "conflict minerals" and disclose information about their smelters to pass new material certification and engage in transactions. In cases where information disclosure is incomplete or materials originate from non-compliant smelters, VisEra continuously urges suppliers to improve and explores alternative solutions.

VisEra mandates suppliers to sign a "Compliance Statement for the Code of Professional Ethics and Supplier Code of Conduct" and conducts an annual Conflict Minerals Questionnaire survey of direct material suppliers and subcontractors. We demand that materials provided by direct material suppliers and subcontractors meet corporate social responsibility standards, including current legal requirements for gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt (Co), and mica, or any metals in the future considered "conflict minerals" under the law. Suppliers must investigate the sources and disclose them to avoid materials from conflict areas or confirm that they originate from smelters certified through the Responsible Minerals Assurance Process (RMAP) provided by the Responsible Minerals Initiative (RMI). If incomplete disclosure or materials from non-compliant smelters are discovered, VisEra will continue to request improvements from suppliers.

VisEra updates the "RMI Conflict Minerals Reporting Template" at least once a year to avoid the risks of overlooking new minerals and new regulatory requirements, using the latest version of the questionnaire in 2025. We conduct audits of procurement targets or smelters as needed to ensure that the supplied raw materials meet social responsibility standards. In 2025, we used the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) questionnaires to survey 16 direct material suppliers and subcontractors, achieving a questionnaire response rate of 100%. Among them, 8 associated smelters identified were all certified under the Responsible Minerals Assurance Process (RMAP), with a non-compliance rate of 0%. As none of the direct material suppliers or subcontractors used conflict minerals, there were no restrictions or difficulties encountered, and no subsequent improvement measures were required. Currently, there have been no significant changes or upward trends in raw material supplier prices due to conflict minerals management.

