

# Corporate Philosophy

LITE-ON JAPAN (“LOJ”) group will nurture a sound corporate culture based on its traditional business philosophy, “Freedom, Fairness, Order“, by employing sound, society oriented business practices based on the concept of compliance, and by assuming with integrity its social responsibilities to the stakeholders . It is the firm belief of the LOJ group that success as a going concern must be pinned on winning the trust of society and building a reputation as an honest, law abiding operation.

## Guideline of Corporate Behavior

### 1. COMPLIANCE

LOJ group will naturally observe laws and regulations, ensure that all the employees act ethically and with a well developed sense of values as respectable corporate and society members and thereby perform management in a fair and proper manner and fulfill all social requirements.

### 2. RISK MANAGEMENT

LOJ group will take swift and flexible action to respond to any changing environment, monitor and analyze every risk and crisis, and protect the company from loss or damage.

### 3. CUSTOMER SATISFACTION

LOJ group will provide customers with socially useful and good quality products and services with high regard for safety and winning satisfaction and confidence from the customers.

### 4. FAIR TRADE

LOJ group will conduct business transactions under fair and appropriate conditions and exclude personal considerations from its business activities. In all international business transactions, LOJ group will naturally comply with laws, regulations and business practices of the country with which it deals, and further respect local cultures and customs. LOJ group is determined to contribute to improving sound international relations.

### 5. INFORMATION

LOJ group will value communication with its stakeholders and disclose its corporate information in a timely and accurate manner. LOJ group will collect and use information lawfully and properly, and ensure all personal data, business secrets and intellectual property are controlled and protected appropriately.

### 6. RESPECT FOR EMPLOYEES

LOJ group will respect the character and personality of its employees who are regarded as an important management asset, establish a fair personnel management system and maintain sound workplace practices.

7. **CONSIDERATION FOR ENVIRONMENT**

LOJ group will act to contribute to solving problems connected with natural resources, energy and the environment. It will operate in a manner that promotes sustainable and, where possible, regenerative operations.

8. **COEXISTENCE AND PROSPERITY WITH SOCIETY**

LOJ group will build good relationship with all local communities, both domestic and abroad, and promote coexistence and prosperity with them.

## **Compliance Standard of Conduct**

1. LOJ group will comply with all applicable rules and regulations in its business transactions, and refrain from doing unfair transactions.
2. LOJ group will not conduct business transactions in violation of international agreements concerning security control.
3. LOJ group will give gifts and entertain the business partners within the socially and legally accepted limits.
4. LOJ group will establish appropriate control measures to protect personal information, business secrets and intellectual property, whether belonging to the company or a third party, and will not use them for unjust purposes or in unlawful ways.
5. LOJ group will give timely and accurate accounts, ensuring accuracy in this accounting process.
6. LOJ group will respect fundamental human rights, and will avoid discrimination of all kinds and all forms of harassment, and will not act in a manner contrary to the public order.
7. LOJ group will strictly refrain from conducting insider trading.
8. LOJ group will not mix public and personal concerns and strictly refrain from risking any loss to the company.
9. LOJ group will comply with treaties, laws and regulations concerning protection of the global environment.
10. LOJ group will strictly avoid having any relationship with antisocial groups.
11. LOJ group employees will report to the company through their superiors immediately, if they violate this Compliance Standard of Conduct.
12. The top management of LOJ group shall not only take the lead in implementing this Standard, but also ensure that all the employees of LOJ group fully understand and comply with this Standard, and shall establish an effective internal system to ensure this.