

Business Ethics

The Company aims to be a leader in the semiconductor industry, particularly in diode manufacturing, and to serve the dynamic demand of the users, which is heavily influenced by technological changes. The Company insists on producing quality goods to satisfy the highest demand of the customers.

To ensure success of the management The Company practices business ethics, this includes fairness and morality. The business procedure for the Company's employees to practice is as follows:

1. Operate according to Corporate Governance principles.
2. Create good relationships with business partners, both suppliers and customers, to benefit from fair business together.
3. Ensure customer satisfaction through high quality products, good pricing, on-time delivery and excellent service.
4. Consistently improve the business management system of the organization.
5. Increase the potential to serve market demand in every angle, for example: modern technology, a wide array of products, efficient capacity and products with good quality and reliability.

Maintaining Morality

Employees

The employees must follow the moral principle with understanding, acceptance and faith. They must be aware of their behaviour at all times and avoid misbehaving. If the employees have any questions, they can ask the supervisor and/or the human resource department.

Management

The management team at all levels has the duty to

- Support the moral code and act as role models.
- Lead by example and listen to opinions related to morality.
- Equip the employees with sound responsibility and provide a management system that complies with the rules and regulations of the company.
- Monitor the operation to ensure the adherence to the company's rules and regulations.

Human Resources Department

HR has the responsibility for informing employees about their duty to follow the moral code and must ensure that the morality manual is passed to new employees.

Internal Audit

The Internal Audit department has a duty to monitor company information in case it contains any offence relating to the company rules and regulations. It then reports to the Board of Director for good governance.

The Abidance of Law and Company Rule

1. Employees must strictly follow the law, and company rules and regulations.
2. The offence of law, shareholder consensus, Board of Directors' consensus, codes and orders of the Company by claiming the act to help boosting the profitability of the Company or other reasons are not to be considered.
3. The employees are to do their duties with honesty, and always work for the benefit of the Company.

Regulations Related to Securities and Inside Information Disclosure

1. The employees are to strictly follow the rules and regulations of SET, SEC and other related laws and orders, especially those related to the company's disclosure to the shareholders and/or public.
2. Misuse, by any employee, of internal information that has not been disclosed to public is considered a Company offence.
3. Disclosure of any information that could have an effect to the business and the share price must be agreed by the managing director. The managing director will disclose the piece of information, or assign responsibility to another party to do so on his/her behalf.
4. The Director and/or Board of Director's Secretary Department have responsibility for disclosing general information to the public and investors. These departments own, and provide support for, the information.

Conflict of interests

The company has a policy to prevent the directors and employees profiting from their work positions. Consequently, the company announced the following practice:

1. To avoid any transactions that are likely to create a conflict of interest with the Company.
2. If the issue exists for the benefit of the company, proceed as external parties. Directors or employees related to the transaction must not be involved without prior approval.
3. Not to take the opportunity to use information posted in the Company to seek personal benefit. Also, they are not allowed to set up rival businesses or run any business related to the Company.
4. Not to use inside information for share trading, or to distribute the information to others with the same intention.

Responsibility to shareholders

The Company has policies to operate the businesses with transparency, honesty, accuracy, and ethics. The Company also works hard to improve performance and continually bring an appropriate return to investors. The major responsibilities of the Company are:

1. To conduct roles with transparency and honesty, including careful and fair decision making to generate maximum wealth for shareholders.
2. To control the assets of the Company, and minimise loss or depreciation.
3. To ensure that shareholders are sufficiently informed about policies and future plans of the Company.
4. To ensure that directors, managers and employees do not use unpublicised information to benefit to themselves or a related person, and/or do any transactions which cause conflict of interest.

Policy and Treatment of Employees

The Company recognizes that employees are a key factor for company success. Therefore the Company has policies which support fair treatment in terms of opportunity, compensation, appointment, transfer and removal of employees, including capability development according to principals below:

1. Treat employees with politeness, and respect their individual and human dignity.
2. Give fair compensation to employees.
3. Keep the work environment a safe place for employees and their property.
4. Make just and appropriate decisions regarding appointment, transfer, awards and discipline.
5. Concentrate on improving employee knowledge and capability.
6. Listen to opinions and suggestions based on the professional knowledge of employees.
7. Strictly comply with rules and regulations involving employees.
8. Avoid any unfairness or pressure which could affect the work stability and mental condition of employees.

Policy and Treatment for Customers

Customer satisfaction is a major factor affecting the success of the Company, thus the Company has a code of conduct as follows:

1. Contribute to customer satisfaction in terms of quality, price, delivery and service.
2. Deliver products and service on time, or exceeding customer expectations, with a fair price.
3. Provide correct, updated and adequate information to customers without any exaggeration that could cause misunderstanding.
4. Treat the customers with politeness, efficiency and reliability.
5. Provide a system for dealing with customer complaints in term of quality, quantity, response time and delivery.
6. Customer information is to be kept secret and not used for the benefit of company employees, directors or related persons.

Policy and Treatment of Suppliers

The Company has a policy of treating all suppliers equally based on fair returns to each other and the highest benefit of the Company. The approach of the Company is as follows:

1. Not to require, receive or make any dishonest gain to any supplier
2. Disclose details and coordinate with suppliers to resolve any problem related to requirement, receipt or dishonest gain.
3. Strictly comply with conditions set out in supplier agreements. In the event that the Company is not able to comply with a condition, the Company must inform the supplier in advance in order to consider a resolution to the problem.

Policy and treatment of Competitors

Competition policies of The Company follow principle standard and trading competition laws. The Company must not offend competitors, or gain confidential information by fraud. The Company procedure is as follows:

1. Compete with others under competitive regulations
2. Do not seek confidential information of competitors by any dishonest or improper means.
3. Do not damage the reputation of competitors by defamation.