



Corporate Social Responsibility Policy

Visual Photonics Epitaxy Co., Ltd. (VPEC) strives for excellence in the manufacturing and service of III-V compound semiconductor epitaxy. We build strong and positive relationships with stakeholders—including employees, shareholders, customers, suppliers, and society at large—actively fulfilling our responsibilities as a corporate citizen in the pursuit of a sustainable future.

VPEC is committed to upholding human rights and provide a friendly and respectful workplace for all employees. We adopt to the principles and standards aligned with the Responsible Business Alliance (RBA) Code of Conduct, strictly complying with the laws and regulations of the countries and regions in which we operate, and treating all individuals with dignity and respect as well.

In order to actively implement the “VPEC Corporate Social Responsibility Policy”, we not only continuously strive to practice but also sincerely expect our suppliers to value social responsibility and business ethics. Therefore, we require our suppliers to commit to the following principles, and work toward these goals with us:

I. Labor Right and Human Right

1. Eliminate unlawful discrimination and ensure equal employment opportunities.
2. Provide fair and reasonable wages and working conditions.
3. Prohibit child labor and forced labor of any kind.
4. Respect freedom of association, foster an environment that encourages open communication, and promote an open management approach.
5. Prohibit any form of harassment and inhumane treatment.

II. Labor Health and Safety

1. Provide a safe and healthy working environment.
2. Support the employees in maintaining physical and mental well-being, as well as the work-life balance.
3. Comply with the applicable regulations and laws governing occupational health and safety.

III. Environmental Protection

1. Waste disposal shall comply with relevant regulations to reduce impact on the environment.
2. Reduce or eliminate all forms of waste to achieve energy conservation goals.

IV. Business Integrity Ethical Standards

1. Maintain proper corporate governance and strictly adhere to business ethics and regulations.
2. Uphold the highest standards of integrity in all business interactions; any form of bribery, corruption, extortion, or embezzlement is strictly prohibited.
3. Conduct business dealings with fairness, honesty, and transparency, and prohibit improper gains and unfair business competition.
4. Comply with intellectual property regulations and commit to protecting privacy reasonably.
5. Commit to the responsible sourcing of minerals.

In order to uphold corporate social responsibility, VPEC not only establishes relevant internal regulations but also regularly reviews and evaluates the related system and practices for continuous improvement.

Chairman
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