

Photonics, Inc.



CORPORATE SOCIAL RESPONSIBILITY POLICY

PHOTRONICS GLOBAL CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABILITY

- Photronics maintains a strong commitment to global responsibility by balancing the needs of doing business with the needs of our customers, our shareholders and our employees as well as the need to protect the environment and its resources.
- Photronics strives to be the industry leader for the ideals of continual improvement, customer satisfaction, employee involvement and business integrity.
- Photronics applies these principles to product stewardship, environmental protection, employee health and safety while also aligning our operations with the Electronic Industry Code of Conduct.

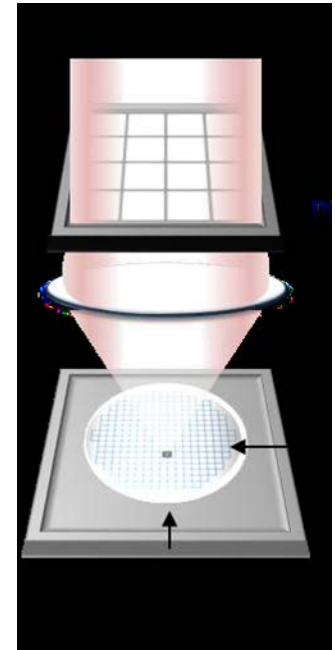


OUR APPROACH

- Photronics partners with our employees, customers and shareholders to plan and continually improve the management of our business processes. The resulting photomasks are produced: (1) in a safe and healthy workplace designed around our employees' needs and where our impact on the environment and natural resources is minimized; (2) to satisfy the customer and their requirements; and (3) in the highest ethical manner, in compliance with applicable legislation and accountable to all shareholders.
- Photronics has standards and processes for our global operations which include responsible sourcing of supplies, labor policies that ensure the ethical and fair treatment of all of our employees and environmental impact awareness. We seek to hold our business partners and supply chain to the same high standards that we employ.

COMPANY OVERVIEW

- Photronics is the global merchant leader in sub-wavelength reticle solution technology. Established in Connecticut in 1969, the Company became a publicly-held corporation in 1987. Photronics operates nine manufacturing facilities around the globe strategically located near the world's leading semiconductor and flat panel display manufacturers.
- Photronics provides a complete array of photomask solutions for customers manufacturing semiconductors, flat panel displays, optoelectronics and data storage components. Our customer service and data prep staffs work around-the-clock to insure the best possible cycle time and quality.
- Recent investments in new technology and a joint venture partnership have propelled Photronics to the forefront of both integrated circuit and flat panel display photomask manufacturing. Our technology solutions are now recognized globally and are allowing customers to build state-of-the art technologies in a cost effective manner.



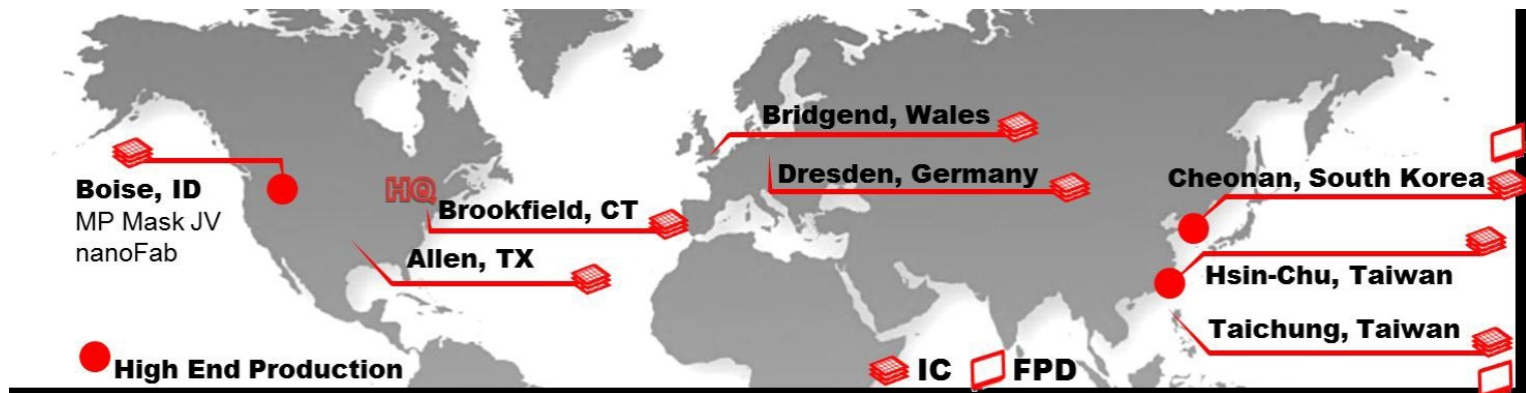
CORPORATE GOVERNANCE

➤ Photronics adopted several policies that directly address the impact of our global activities, including but not limited to:

- Corporate Governance Statement
- Corporate Code of Business Conduct
- Statement of Financial Code of Ethics
- Whistleblower Complaint Line

CORPORATE DIVERSITY & CORPORATE CITIZENSHIP

- Photronics values the differing experiences, background and perspectives among our global employees and our global manufacturing facilities.
- Photronics continually strives to be a global corporate citizen. Being a corporate citizen is a key element of our value proposition as the leading global merchant photomask manufacturer.



CORPORATE RESPONSIBILITY SYSTEMS

➤ System Key Elements

- **Sustainability management** - entered into agreement with Major European customer in 2004
- **EICC** - entered into EICC agreement with Major European customer in 2006 (see next slide)
 - **RoHS** (Restriction of Hazardous Substances) - compliant across all sites since 2007
 - **REACH** Chemical legislation - compliant across all sites since 2007.
 - **DODD FRANK** - Conflict material compliance

➤ Corporate Human Resource Department in Brookfield, CT

- Local HR departments across all sites ensure compliance with local employment laws and internal company policies.

➤ Corporate Legal Department

- Raises awareness of corporate governance among all our employees through compliance training and education. Continuously works to improve all areas of corporate governance.

ELECTRONIC INDUSTRY CITIZENS COALITION (EICC)

- 2006:
 - Entered into EICC agreement with major European customer

- 2007:
 - Extended EICC commitment to other European customers
 - Audited to EICC requirements as part of standard customer audits

- 2008:
 - Became a member of EICC

- 2009 - present :
 - Continued membership of EICC
 - Updated Self Assessment Questionnaires for all sites
 - Linked to customers and suppliers within EICC web portal
 - Conflict material compliance

The screenshot displays the EICC web portal interface. At the top, the EICC logo is visible, along with navigation links: Home, My Company, My Customers, My Suppliers, Training, and Help and Support. Below the navigation, the breadcrumb trail reads: PHOTRONICS > MY COMPANY > INFORMATION > COMPANY INFO. The main content area is titled 'Company Information' and contains a form with the following fields and values:

Identification	
Company ID	000000000215
Company Local Name	Photronics
Company English Name	Photronics
Company Type	Supplier
Does the company have subsidiaries?	No
Is the company a subsidiary of another company?	No

Address	
Address Line 1	15 Sacer Road
Address Line 2	
Zip/Postal code	08004
City	Brockfield
Country	United States
State / Province	Connecticut
Phone Number	(+1) 2037759000
Fax Number	(+1) 2037759001
Website	www.photronics.com

Main Contact Information	
Contact Name	Michael Nelson
Contact Email Address	mnelson@photronics.com
Contact Title	Director Quality

MANAGEMENT SYSTEM CERTIFICATIONS

- ISO 9001 (all sites)
- OHSAS 18001 (US and Europe facilities)
- ISO 14001 (all sites)
- ISO 27001 PSMC, Taiwan
PKL, Korea
nanoFab, Boise, US

- Weblink:
<http://www.photronics.com/plab/iso-certificates/>





Photronics Quality Systems Roadmap

Mgt Systems

- ISO9001
- ISO14001
- OHSAS18001
- ISO27001 (selected sites)
- EICC Membership
- REACH, RoHS Compliance

- ISO9001:2015
- Standard Documents Available in Global System
- Standardized Change Control
- Central Administration of SharePoint-based Applications
- Consolidation of gains from standardization efforts



Standardization – Best Known Methods Sharing



*Customer Satisfaction
Continual Improvement
Conformance to Requirements
Care for Our Environment and Safety
Confidentiality, Integrity, Availability*

15 Jan 2017

Photronics Proprietary

