



FOXCONN GLOBAL CODE OF CONDUCT POLICY

Corporate Social Responsibility (CSR)

1. STATEMENT

As a member of the international business community and the RBA, Foxconn Technology Group (hereinafter also called “the Group” or “Foxconn”) recognizes and is committed to social and environmental responsibility. The objective of the Group’s overall policy with regard to CSR is to provide a reference point to guide all Foxconn global facilities, including all management and employees, on the elements that drive the conduct of Foxconn’s business and relationships with the world in which it operates.

The companies covered by this Code of Conduct (hereinafter, “CoC”) include companies in the Foxconn Technology Group, Hon Hai Precision Industry Co., Ltd., and other legal entities, companies or any form of business organizations which are directly or indirectly controlled by Hon Hai Precision Industry Co., Ltd. These include but are not limited to Hon Zhun Precision Industry Co., Ltd., Hon Fujin Precision Industry (Shenzhen) Co., Ltd., Fu Tai Hon Precision Industry (Shenzhen) Co., Ltd., Hon Futai Precision Electronics (Yantai) Co., Ltd. and Fu Tai Hua Precision Electronics (Zhengzhou) Co., Ltd., ShunSin Technology (Zhongshan) Limited., Foxconn Interconnect Technology Limited., Foxconn Industrial Internet Co., Ltd. and their subsidiaries and affiliates.

Codes set out in this CoC policy were derived from three disciplined sources which are: a) the member obligations of the industrial associations and the RBA of which Foxconn is a member, and the international standard institutes to which Foxconn’s business is related; b) the laws covering national regions where Foxconn deploys operations; and c) the internal leadership of Foxconn who determine voluntary upgrading of performance standards. Each source represents a different commitment level of Foxconn’s promised delivery to the diverse stakeholders, which include Foxconn’s employees, customers, suppliers, the community, investors, and non-governmental organizations.

In recognizing inherent discrepancies that may exist among the above three sources, Foxconn pledges to live up to the most stringent rules based on whichever source determines a higher standard. On the policy level, none of Foxconn’s documented codes should override local laws, and all the codes should defer substantially to any national and international organization whose provisions subsume Foxconn’s operational or product areas. In terms of policy implementation, Foxconn should on a continuous and constant basis compare its Global CoC policy with the



provisions set by international organizations and local applicable laws. To ensure compliance with such provisions and laws, Foxconn should honor the above principle as paramount in any version of the CoC policy, and should work closely with local law-enforcement entities to close any gap between the released CoC policy and the current law. Any non-conformance with laws should be notified to customers together with continuous improvement plans so as to achieve industrial collaboration, establish industrial benchmarking, and improve capability building programs.

Foxconn is hence committed to ensuring that our business is in all respects conducted in conformance with ethical, professional and legal standards. With the aim of becoming a CSR compliant supply chain partner with customers, Foxconn declares in its CoC policy to respect all industrial rules, applicable laws, human rights, environmental conservation, and safety of products and services in the countries and regions in which it operates, and to conduct its business activities in an honest and ethical manner. Simultaneously, Foxconn's downstream suppliers are required to comply with this CoC policy to the same level of standards which the supply-chain partners and industrial associations set for the ICT industry.

2. PURPOSE

This CoC policy, for internal purposes, is to make CSR become part of the Group's core competencies. For external purposes, this CoC is to demonstrate Foxconn's core values of global operation. Maintaining high standards for implementing the CoC policy is Foxconn's goal, to ensure continued customer trust in us and to enhance Foxconn's image as a competitive company in the industry in both business and CSR respects.

3. RESPONSIBILITIES

This Code is to set up the standards which Foxconn will support and be guided by in the conduct of its business. It determines the responsibilities of the Group's functionaries and business groups in substantiating the CoC principles. The Chairman of the Foxconn CSR Committee and all business group heads (general managers) are the main sponsors of this CoC policy. The executive of Foxconn CSR Committee will monitor adherence to this CoC policy under the guidance of the FGSC Chairman. The CSR teams of all business groups are responsible for entrenching and monitoring compliance with this Code, and providing feedback to FGSC regarding local practices contravening the CoC policy.

Meanwhile, Foxconn CSR Committee continues to develop an internal validation audit mechanism to ensure conformance with and fulfillment of this CoC policy on the international scale in which Foxconn operates. General managers of all business groups should require related management who are most tied to the local conditions and constraints to build capabilities in

both CSR training and auditing knowledge to promote the audit mechanism. Foxconn internal audits are carried out by using internal professional staff teams or by resorting to external third-party service institutes annually or quarterly as per the Group's demands. Audits cover the areas of labor, ethics, environment, health and safety, and CSR management systems, which are required under the RBA standard.

4. SCOPE

This CoC policy applies to all sites of Foxconn worldwide. Given that the Foxconn Technology group embodies all entities defined by both the concepts of legal incorporation and business operations, the term "site" here refers to locations of any entities incorporated by companies or subsidiaries where Foxconn possesses major shareholding and management operations. Hon Hai Precision Industry Co., Ltd., the parent company of Foxconn, is set as the top driver for the scope of this CoC policy; and the scope should not be limited to manufacturing entities, but also include all the various Foxconn business units, companies and subsidiaries.

Failure to comply with this Code will be taken seriously and, depending upon the circumstances, could result in disciplinary action. To ensure that all business units around the world manage and conduct their business in line with the CoC policy, all business units will determine how this CoC policy impacts on their operations and report periodically. Business units are required by this CoC policy to report on their performance against this standard annually, submit corresponding improvement plans, and jointly work with Foxconn CSR Committee on social and environmental events related to the matters specified in this CoC policy.

5. CoC STANDARD

The CoC policy is founded on the basis of Foxconn's CSR philosophy and is composed of eight sections. Section one sets out Foxconn's standards relating to business ethics. Sections two, three, and four respectively detail the standards on labor and human rights, health and safety, and the environment. Section five specifies the elements of a minimally acceptable management system to enable conformity to this CoC policy. Sections six, seven and eight state the Group's policy on responsible sourcing of minerals, anti-corruption, and anti-trafficked & forced labor which are mandated to be obeyed in the Group.

I. Ethics

To meet social responsibilities and to achieve sustainable development, Foxconn upholds the highest standards of ethics.

Foxconn's Ethic Codes includes:

1) Business Integrity

The highest standards of integrity are to be upheld in all business interactions. Foxconn shall have a zero tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement. Any and all forms of corruption, extortion and embezzlement are strictly prohibited, and result in immediate termination of services and legal action.

2) Disclosure of Information

All business dealings should be transparently performed and accurately reflected on Foxconn's business books and records. Information regarding Foxconn's labor, health and safety, environmental practices, business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentations of conditions or practices in the supply chain are unacceptable.

3) No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

4) Fair Business, Advertising and Competition

Standards of fair business, advertising and competition are to be upheld.

5) Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Anonymous complaints with clear and specific descriptions of person/time/place/event are to be accepted and protected.

Foxconn should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

6) Intellectual Property

Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights; and, customer and supplier information is to be safeguarded.

7) Privacy

Foxconn is to commit to protecting the reasonable privacy expectations of personal information of everyone we do business with, including suppliers, customers, consumers and employees. Foxconn is to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

II. Labor and Human Rights

Foxconn is committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

The recognized standards such as the Universal Declaration of Human Rights (UDHR), the International Labor Organization (ILO) and the Ethical Trading Initiative (ETI) have been used as references in preparing this Code.

Foxconn's Labor and Human Rights Codes include:

1) Freely Chosen Employment

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities, including, if applicable, workers' dormitories or living quarters. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work must be voluntary and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract. Employers, agents and sub-agents' may not hold or otherwise destroy, conceal, confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Employers can only hold documentation if such holdings are required by law.

In this case, at no time should workers be denied access to their documents. Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

2) Child Labor Prohibition and Young Workers Protection

Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Foxconn shall implement an appropriate mechanism to verify the age of workers. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Foxconn shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Foxconn shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance or remediation is provided.

3) Protection of Maternity Rights and Health of Female Workers

Foxconn is committed to protecting female workers' rights and health. Health protection at work, maternity leave, social benefits, breast-feeding breaks, and protection against dismissal and discrimination based on maternity should be provided. It is unlawful to terminate the employment of a female worker during her pregnancy or absence on maternity leave. Female workers shall be entitled to have a period of maternity leave of no less than the legal requirement. A woman is guaranteed the right to return to the same or equivalent position paid at the same rate at the end of her maternity leave. Reasonable steps must also be taken to remove pregnant women/nursing mothers from working condition with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers including those associated with their work assignments, as well as include reasonable accommodations for nursing mothers.

4) Non-Discrimination and Non-Harassment

Foxconn is committed to a workforce free of harassment and unlawful discrimination. Foxconn shall not engage in discrimination and harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages,



promotions, rewards, and access to training. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.

5) Humane Treatment

There is to be no harsh and inhumane treatment including violence, gender-violence, any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shame or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

6) Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

7) Working Hours

Foxconn recognizes that unreasonable overtime for workers will result in reduced productivity, increased turnover, and increased injury and illness rates. Except in emergency or under some unusual situations, a workweek shall be not more than 60 hours per week, including overtime. Workers shall be allowed at least one day off every seven days worked as stipulated in the RBA CoC. Based on that minimum requirement, Foxconn shall also comply with local laws in this regard and develop gap-closing and improvement plans on a continuous basis that are made known to the business group management. Foxconn shall also conduct review/discussion sessions with key stakeholders including employees, law enforcement agencies and relevant customers to ensure legal observance globally and locally. In addition, overtime shall be voluntary, and vacation, leave periods, and holidays should be rendered consistently with applicable laws and regulations.

8) Freedom of Association

In conformance with local law, Foxconn respects the right of all workers to form and join labor unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers

and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

III. Health and Safety

Foxconn recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale.

Recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code and may be a useful source of additional information.

Foxconn's policy on health and safety includes:

1) Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

2) Industrial Hygiene

Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled according to the hierarchy of controls. If any potential hazards were identified, participants shall look for opportunities to eliminate and/or reduce the potential hazards. If elimination or reduction of the hazards is not feasible, potential hazards are to be controlled through proper design, engineering and administrative controls. When hazards cannot be adequately controlled by such means, workers are to be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Protective programs shall be ongoing and include educational materials about the risks associated with these hazards.

3) Occupational Safety

Worker potential for exposure to health and safety hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards) are to be identified and assessed, and mitigated using the Hierarchy of Controls, which includes eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and providing ongoing occupational health and safety training. Where

hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards.

4) Emergency Preparedness

Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, information for emergency responders and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property. Emergency drills must be executed at least annually or as required by local law, whichever is more stringent.

5) Occupational Injury and Illness

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness including provisions to: encourage worker reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work.

6) Ergonomics

Worker exposure to physically demanding tasks, including manual material handling and heavy lifting, prolonged standing, and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled. The integration of human factors via reasonable evaluation is to increase staff efficiency and reduce work accidents.

7) Sanitation, Food, and Housing

Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8) Health and Safety Communication

Foxconn shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related

information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Training is provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise health and safety concerns without retaliation.

IV. Environment

All activities of Foxconn shall be carried out with respect for the environment. Foxconn's three main areas of environmental impact are products, campus sites, and ecology. The first two areas are accounted for in our following codes and implementation guidelines, whereas the third area is concerned with developing programs in accordance with the CoC policy on the environmental protection. Recognized management systems such as ISO14001 and the Eco Management and Audit System (EMAS) have been used as references in preparing this Code and may be a useful source of additional information.

Foxconn's environmental standards include:

1) Materials Restrictions

Foxconn is to adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

2) Hazardous Substances

Chemicals, waste and other materials posing a hazard to humans or the environment are to be identified, labeled and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

3) Solid Waste

Foxconn shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).

4) Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances and combustion by-products generated from operations are to be characterized, routinely monitored, controlled and treated as required prior to discharge. Ozone-depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable regulations. Foxconn shall conduct routine monitoring of the performance of its air emission control systems.

5) Environmental Permits and Reporting

All required environmental permits (e.g. discharge monitoring), approvals and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.

6) Pollution Prevention and Resource Reduction

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals and virgin forest products, is to be conserved or by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling or other means.

7) Water Management

Foxconn shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Foxconn shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8) Energy Consumption and Greenhouse Gas Emissions

Foxconn is to establish a corporate-wide greenhouse gas reduction goal. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked, documented, and publicly reported against the greenhouse gas reduction goal. Foxconn is to look for cost-effective methods to improve energy efficiency and to minimize energy consumption and greenhouse gas emissions.

V. Management systems

Foxconn has established management systems whose scopes are related to the content of this Code. The management systems shall be designed to ensure (a) compliance with applicable laws, regulations and customer requirements related to suppliers' operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. The management systems should also facilitate continual improvement.

Foxconn's requirements on management systems include:

1) Company Commitment

A corporate social and environmental responsibility policy statements affirming Foxconn's commitment to compliance and continual improvement, endorsed by top management and posted in the facility in the local language.

2) Management Accountability and Responsibility

Clearly identify company representatives responsible for ensuring implementation and periodic review of the status of the CSR management systems. Executives review the status of the management systems on a regular basis.

3) Legal and Customer Requirements

A process to identify, monitor and understand applicable laws, regulations and customer requirements, including the requirements of this code.

4) Risk Assessment and Risk Management

A process to identify the legal compliance, environmental, health and safety and labor practice and ethics risks associated with Foxconn's operations. Determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

5) Improvement Objectives

Written performance objectives, targets and implementation plans to improve Foxconn's social, health and safety, and environmental performance, including a periodic assessment of Foxconn's performance in achieving those objectives.

6) Training

Programs for training managers and workers to implement policies, procedures and improvement objectives. Core curriculums such as orientation training and CSR CoC training should be arranged for new employees, and employees in service should take at least two hours of CoC training per year.

7) Communication

Processes for communicating clear and accurate information about Foxconn's policy, performance, practices and expectations to workers, suppliers and customers.

8) Worker Feedback, Participation and Grievance

Ongoing processes, including an effective grievance mechanism, to assess workers' understanding of and obtain feedback on or violations against practices and conditions



covered by this Code and to foster continuous improvement. Workers must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

9) Audits and Assessments

Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social, health and safety, and environmental responsibility.

10) Corrective Action Processes

A process for timely correction of deficiencies identified by internal and external assessments, inspections, investigations and reviews.

11) Documentation and Records

Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

12) Supplier Responsibility

A process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

VI. Responsible Sourcing of Minerals

Foxconn adheres to international standards and governmental and non-governmental regulations on conflict minerals. Foxconn does not accept, and does not use, conflict minerals in our operations. Foxconn requires suppliers to trace the origin of products potentially containing conflict minerals, including gold (Au), tantalum (Ta), tin (Sn), and tungsten (W), and to provide all relevant information regarding the sources of those minerals to our company. In addition, Foxconn's suppliers are required to fulfill their due diligence on conflict-free minerals pursuant to the relevant international standards and regulations, such as Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

VII. Anti-Corruption Policy

Foxconn upholds a corporate culture of dignity and integrity. Foxconn is committed to full compliance with local and international anti-corruption and anti-bribery laws and regulations. Corruption, bribery, embezzlement or improper activities are strictly prohibited. Foxconn has a

zero-tolerance policy towards activities or behaviors that are in violation of the anti-corruption policy. All employees are inducted with at least two hours of compulsory anti-corruption training every year. In addition, all partnerships with suppliers, vendors and customers must strictly comply with the anti-corruption policy.

VIII. Anti-Trafficked & Forced Labor

Foxconn does not tolerate trafficking or any form of slavery, forced labor, debt repayment or prison labor. These include the use of threats, compulsion, coercion, abduction, fraud, or payment of compensation to anyone controlling another person to transport, hide, recruit, transfer, or receive personnel for the purpose of exploitation.

6. ENFORCEMENT OF THE CoC POLICY

The CoC policy approved by the Foxconn CSR Committee Chairman and managements of Areas and Corporates will be defined as an ethical commitment that includes basic principles and standards for the appropriate development of relations between Foxconn and its main stakeholders (employees, customers, shareholders, suppliers, the community, investors, and non-governmental organizations). The spirit and guidance embodied in the standards of business conduct policy must be followed by all our employees, in particular by our managers across our businesses to set an example for others to follow. Business groups must provide annual assurance that the CoC policy is being adhered to within their business operations.

The corporate and business group management also needs to roll out the approved CoC policy to our employees. This should take place in a variety of ways, reflecting the different cultures and sizes of our businesses around the world. Employees' rights, the Code requirements, and expectations documented in this CoC policy should be communicated to all staff through employees' labor contracts, employees' handbooks, and other channels which convey the need for effective and exact implementation of and adherence to this CoC policy.

Foxconn should also perform auditing and benchmarking, and design programs as validation instruments for ongoing training and awareness of candid execution of the CoC policy. The CSR programs to substantiate CSR policy should employ a comprehensive audit protocol, which is designed to assess performance at Foxconn's international sites and yield a standardized scorecard system to establish a baseline for tracking improvements and making comparisons with peer companies. Furthermore, it is considered that any deployed system should provide for complaints and suggestions from our ground operations, and therefore whistle-blowing mechanisms and grievance channels must be established in order to seek improvements. By

formally documenting and revising this CoC policy, Foxconn aims for continuous organizational improvement and innovative governance practices.

Foxconn is devoted to sustainable development and an all-win outcome for stakeholders with the following public statements and progress benchmarks:

- Commitment to corporate citizenship of sustainable business for all stakeholders;
- Integration of economic bottom line with social and environmental performance to protect corporate reputation and public image;
- Transparency of information and disclosure to interest holders;
- Alignment of communication with industrial partners for best SER practices, risk management, and media crisis handling;
- Incorporation of CSR principles into Foxconn's culture and daily business operations;
- To continue Foxconn CSR Committee as Foxconn's global CSR strategic driver and tactical mechanism for CSR;
- To produce an annual GRI-compliant CSR report and deliver Foxconn's CSR value propositions and achievements;
- To enforce Foxconn global policy for international establishments across customer groups, business units and suppliers; and
- To conduct periodic self-audit programs and implement self-audit actions, make corrective action plans, and timely feed back to customers about our improvements; and to establish a standard mechanism for better interacting with customers.

Issued by:



Hon Hai Precision Industry Co., Ltd

Foxconn Technology Group

Foxconn Global CSR Code of Conduct Policy Approval

Area	Top Management	Approval	Signature
Taiwan	Huang, Chiu-Lian Global Chief Financial Officer	Comply with CSR CoC Policy	
Asia Pacific	Lu, Fang-Ming Director of Board	Comply with CSR CoC Policy	
Americas	Jay Lee Vice Chairman	Comply with CSR CoC Policy	
Europe	C.C.Lin General Manager	Comply with CSR CoC Policy	c.c.lin 
China	Cui, Zhi-Cheng Chief Commercial Officer	Comply with CSR CoC Policy	 3/2-21

Foxconn Global CSR Code of Conduct Policy Approval

Corporate	Top Management	Approval	Signature
Shunsin	Frank Hsu General Manager	Comply with CSR CoC Policy	
Jusda	Kathy Yang Chief Executive Officer	Comply with CSR CoC Policy	
FIT	Lu, Sung-Ching Chairman	Comply with CSR CoC Policy	
Fii	Li, Jun-QI Chairman	Comply with CSR CoC Policy	李軍旗
FIH	Calvin Chih Chief Executive Officer	Comply with CSR CoC Policy	
GDS	Alan Chin Manager	Comply with CSR CoC Policy	
FNConn	Terence Chang Chairman	Comply with CSR CoC Policy	
Asia Pacific Telecom	Lu, Fang-Ming Chairman	Comply with CSR CoC Policy	
ScienBiziP	Jackson Lin Vice President	Comply with CSR CoC Policy	
Healthconn	Leonard Wu Chairman	Comply with CSR CoC Policy	吳良襄