

FOXCONN®

2018 SOCIAL AND ENVIRONMENTAL RESPONSIBILITY REPORT



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Preface

About this Report

This annual Social and Environmental Responsibility (SER) Report issued by Hon Hai Precision Industry Co., Ltd (hereinafter "Group") is part of the Group's commitment to good corporate citizenship and is intended to communicate developments over the past year regarding our efforts to promote sustainability throughout our operations.

The Group will continue to publish the SER Report in English and Chinese annually. The previous report was released in June 2018 and this report is released in June 2019. The next report will be released in June 2020. Please visit: www.honhai.com for more information on this report.

Reporting Principles

This report is prepared with reference to the GRI-Standard Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI). Please refer to the Appendix for additional information on related standard disclosures on the guidelines.

Reporting Period and Scope

This report covers the period from January 1 to December 31, 2018 and SER initiatives by the as Hon Hai Precision Industry Co., Ltd (also known as Foxconn Technology Group) and its majority-owned subsidiary companies, controlled entities, and affiliates, hereinafter referred to as "Foxconn". The report is based solely on the activities of the legal entities that are controlled by the Foxconn Technology Group. The scope of the report is same as the reports published in previous years and there is no significant changes to the company information.

Reporting Source

The data contained in this report includes information compiled by all relevant departments and units within Foxconn, including Investor Relations, Human Resources, Procurement, Health and Safety, Environmental Protection, Training and Development, Foxconn University, the Taiwan Yonglin Foundation, and the Foxconn Labor Union, among others, and edited by the Global SER Committee in accordance with the GRI-Standard.

Assurance

Prepared by the Global SER Committee at Foxconn, this report has been independently reviewed by Bureau Veritas Certification (Taiwan) applying AA1000 stakeholder engagement standards. This report adheres to the GRI Standard "Core" guidelines, as verified by Bureau Veritas Certification (Taiwan). The verification report prepared by Bureau Veritas Certification is included in this report.

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Letter from Founder and CEO

As the world's largest manufacturing and technology services company, our commitment and drive to positively impact the lives of people all over the world through technological innovation extends far beyond the solutions we provide as part of our core business.

Social and environmental sustainability is just as paramount to us as it is for the communities in which we operate. Increasingly, we view these responsibilities as business imperatives in a dynamic global environment.

We know innovation is critical to achieving continued progress – via the way we manage our significant workforce, in the development and application of technology in our operations, or leveraging new ideas to better the lives of those around us.

In 2018, we integrated sustainability practices into the strategic areas of our business, namely the Internet of Things, Big Data, cloud computing, smart lives, Industry 4.0, automation, and robotics engineering.

Through these strategic alliances, we deepened our capacity to bring to life an AI 8K+5G ecosystem while strengthening our legacy of technology service capabilities with our “time to market, time to volume, time to money” strategy.

At the same time, we actively took measures to protect the source of innovation – our intellectual property. To further secure customer privacy and intellectual property rights, we established an information security team, which contributed a great milestone in 2018 - an incident-free year for the protection of customer privacy.

Further, our people-centric approach is central to our mission of social and environmental responsibility.

As a fair and equal employer, we know we must continuously evolve and add to the value proposition we offer our employees, so we can provide a rewarding working environment that is among the best in our industry.



"We look forward to continuing to cultivate a sustainable and responsible ecosystem for Foxconn's development, and the benefit of those around us."

Our employees are our most important asset. In 2018, we had a new business insurance program (group captive insurance), which protects our employees when they encountering occupational injuries, medical treatments, accidents, and etc. Meanwhile, we also invest the future of our employees by offering continuing education and training programs, including courses available at Foxconn University and other opportunities of professional and personal development.

In addition, we take our obligation to provide a healthy and safe workplace for all of our employees very seriously. As part of this initiative, we have been investing in a number of innovative technological areas, including industrial Internet applications, robotics and automation, and ergonomics. Together with training, we aim to encourage our employees to focus on higher value-added elements of our operations.

Foxconn is also committed to upholding the highest standards across our extensive supply chain. We have put into place a systematic approach that ensures green and sustainable procurement management practices at all organizational and product group levels. Our vendors and suppliers comply with these practices and standards.

We believe minimizing the negative impact of our operations on the environment is a fundamental responsibility. In line with this principle, we have implemented measures in areas such as environmentally friendly product design, carbon emission and waste reduction, process management, energy and resource management, and supply chain management as well as in the application of energy efficient and green technologies to all areas of our manufacturing operations.

We are also adopting a “zero waste” circular economy model across many of our campuses, in which up to 90 percent of the waste produced is reused, with the remainder being used to generate electricity.

At Foxconn, we have a strong record of contributing to the communities where we operate and are conscious that our strong partnerships can magnify our impact.

We support good causes and actively participate in social and community-based programs, including the important work of the Yonglin Foundation, which is making great strides in its fight against cancer.

We are also investing in tomorrow's talent through initiatives to bridge the knowledge gap and promote science, technology, engineering and mathematics

education. We do so to create an environment that promotes care and respect for the underprivileged and enriches the lives of stakeholders inside and outside our company.

In 2017, the Foxconn Education Foundation launched the “Foxconn Scholarship” plan, which helped 300 promising, underprivileged students pursue their academic goals. In 2018, we established the “Foxconn Technology Scholarship” to support higher education for those who hope to change society through the innovative use of technology.

In 2018, we utilized the power of innovation and investment to support the realization of our social and environmental responsibility goals and I am immensely proud of our significant progress in doing so across our business.

There is always more work to be done and this endeavor is an ongoing one. We look forward to continuing to cultivate a sustainable and responsible ecosystem for Foxconn's development, and the benefit of those around us.

Sincerely,

Terry Gou
Founder and Chief Executive Officer
Foxconn Technology Group



Executive Summary

Foxconn Technology Group (Foxconn) strives for excellence in social and environmental responsibility in everything we do across our business. We fulfill this commitment by adopting and promoting sustainable development practices throughout our global operations, ensuring that our actions are in line with our responsibilities as the global industry leader.

For a business as large and extensive as ours, this is achieved by aligning all our values and practices with those of our stakeholders.

Since our founding in 1974, we have prioritized the values of social and environmental responsibility in every aspect of our business and we are proud of our significant progress and achievements in delivering this commitment which is highlighted by:

- Creating a positive and sustainable workplace
- Ensuring the health and safety of all employees across all our operations around the world
- Building a sustainable supply chain to ensure that our company and suppliers abide by the same environmental laws and regulations that form Foxconn's CoC and protocols
- Taking a systematic approach towards integrating green and sustainable practices into our operations, implementing measures in the areas of environmentally friendly product design, carbon emission reduction, process management, energy and resource management and supply chain management
- Driving a culture of supporting good causes and giving back to society with our employees, and participating together in social and community-based programs, including sponsoring and hosting philanthropic activities and volunteer programs

Our Social and Environmental Responsibility (SER) approach is guided by:

- Responsibilities as a member of global industry associations and international standard institutes relevant to Foxconn's business
- Relevant laws and regulations where Foxconn operates

- The Foxconn management team, which makes reviews, revises or enhances performance standards
- Our customers' codes of conduct, which inform our full compliance in line with their high standards

As an active member of the Responsible Business Alliance (RBA), our goal is to continuously develop and refine a long-term business model that can deliver sustainability, stability, and technological advancement for our customers and stakeholders.

Our Social and Environmental Responsibility Code of Conduct (CoC), which is shared with all employees and regularly monitored by Foxconn's Global SER Committee, guides how we conduct business.

The CoC encompasses Foxconn's standards relating to Business Ethics, Labor Rights, Health and Safety, Environment, Restrictions on the Use of Conflict Minerals, Anti-corruption and Anti-slavery. This Code ensures Foxconn upholds a corporate culture of pride and integrity.

The global technology industry is constantly evolving, and the challenge for us is to safeguard the interests of internal and external stakeholders while innovating across operations to address our shared environmental, economic, and social ambitions. In collaboration with our stakeholders, the Global SER Committee develops and implements measures that mitigate and reduce the negative impact of our operations on the environment to ensure sustainable business growth.

A Positive and Sustainable Workplace

At Foxconn, we recognize that our people – members of the Foxconn Family – are instrumental to our success. We know a committed workforce and a positive work environment is central to driving innovation and creativity. Therefore, investing in the welfare of our employees, cultivating an environment suitable for talent development, facilitating employee participation in social and philanthropic activities, and encouraging employee work-life balance is paramount to our continued success.

We are an equal opportunity employer. By implementing merit-based promotion and remuneration programs and promoting workplace diversity across our campuses, we endeavor to cultivate a workforce that is vibrant, productive and innovative. We also offer employment

opportunities to the local workforce in each of our markets as part of our effort to enhance our employee localization rate.

Across our global workforce, which is around one million employees, we have a significant number of employees of diverse backgrounds, many of whom are ethnic minorities. Additionally, we have thousands of employees who contribute to our business while having a disability.

Female employees make up 36% of our workforce, and about 60% of our employees are high school or technical school graduates or hold higher education qualifications.

We fairly assess and reward our employees for good performance through our merit-based promotion and remuneration scheme, while offering competitive wages and other incentives such as annual bonuses and performance-based incentives. In line with our drive to attract the best talent, entry-level employees across all campuses receive wages that are higher than the local minimum wage.

We also recognize the importance of ensuring all employees practice active and healthy lifestyles while enjoying work-life balance. As such, we continually invest in our campus infrastructure and recreational facilities to safeguard employee well-being.

As a people-oriented company, the safety and rights of our employees are of the highest priority at Foxconn. The company has established an employee insurance system, which includes both personal and group insurance coverage as well as one-off emergency assistance funds.

As part of the program, Foxconn assisted a total of 7,609 employees in 2018. We visit and provide support to employees and their families who are in challenging situations and facing hardship. In addition, special aid is offered as a form of assistance to victims of regional natural disasters.

One of our top priorities under our people-oriented approach is talent development and continuing learning. Investing in our employees' development increases satisfaction, productivity, and wellbeing.

Foxconn University, our corporate university, embodies this philosophy of continuing learning. There, employees avail of theoretical and practical instruction to develop their personal and professional skills. Foxconn University

partners with renowned educational and think tank institutions, conducts scientific research, and trains personnel. Employees benefit from a variety of internships, training, scholarships and many other educational and development programs. In 2018:

- Foxconn University offered courses in management, general education, technology, on-the-job training, industrial engineering and degree courses, completing over 4.82 million training hours for an accumulated total of over 27.51 million trainees
- 6,210 new students enrolled at the University, which has partnerships with some 62 renowned universities, and 3,950 employees graduated with degrees from the University
- Over RMB 7.63 million was provided to 6,963 students to support their continuing education effort.

Workplace Safety and Occupational Health

Foxconn is committed to ensuring the health and safety of all employees across all our operations around the world. As part of this commitment, Foxconn invests in creating a safe and healthy working environment which is distinguished as being among the best in our industry.

Our comprehensive, 'no-compromise' approach to workplace safety and occupational health is critical to our achievements in this field.

Foxconn's employee health and safety policies and standards continue to meet all relevant international and local laws and regulations, including OHSAS 18001 and SA8000. We enhance these health and safety measures periodically, and have obtained OHSAS 18001 and CNS15506 certifications issued by international third parties.

In 2018, our Taiwan operations continued to improve our comprehensive health and safety management system, which meets international third-party verification. According to the "No Significant Occupational Incident Working Hours Record Guideline", Foxconn also obtained a certification for its record of 10.3 million "no significant operational incidents" working hours. The company also received a "Special Award for Outstanding Corporation" from the New Taipei City government in May 2018, as well as national recognition as an "Excellent Company"

under the 2018 Industrial District Work Safety and Health Promotion Program.

At Foxconn, we utilize our cloud computing expertise not only for our customers but also for the benefit of our employees and their families. Using this technology, we offer comprehensive and tailored healthcare programs in the form of remote healthcare counseling, complementary health checks, medical assistance, health awareness and risk assessment, and professional health advisory services.

We have made great strides in introducing our innovative “Health to You” (H2U) cloud platform, which leverages employee health-related data to help members of the Foxconn Family access accurate health information and address any issues proactively via personalized health alerts. Employees can also avail of health measurement kiosks set up across our campuses.

To achieve our goal of “100% Safety at Work” and “zero injuries, occupational diseases, or accidents”, Foxconn monitors and eliminates potential risks in the workplace with the help of advanced technology. Foxconn established professional internal audit teams to conduct daily and monthly safety checks across our campuses. Any safety non-conformances identified are swiftly addressed and resolved.

In 2018, Foxconn instigated a total of 54 safety innovation and improvement projects, investigated 57,510 reports of potential risks, and rectified 57,420 of those within the time frame. The overall rectification rate reached 99.80 percent.

The power of automation is also advancing improvements in employee safety. Across all our facilities, we apply automation technologies to maximize efficiency and to replace more heavy and high-risk tasks.

Through training and the improvement of professional skills, we enable our employees to focus on higher value-added aspects of our operations. As part of our long-term growth strategy, we will continue to use both manpower and automation in our manufacturing operations.

Sustainable Global Supply Chain Management

Building a sustainable supply chain is an important part of our SER commitment. To achieve this, we ensure that our company and suppliers abide by the same environmental laws and regulations that comprise Foxconn’s CoC and protocols. Our specialized divisions, including procurement, were established to study the environmental requirements of regulators, customers, industry, and

other stakeholders for full compliance.

This includes compliance with EU RoHS 2.0, REACH, and assurances that no conflict minerals are used in our product components. We integrate and apply our internal measures across our operations, then share these with our suppliers to ensure the high standards set for ourselves are replicated across the supply chain.

Suppliers are required to fulfill their social and environmental responsibilities and implement best practice sustainability practices, in addition to adhering to our Supplier CoC. In addition to sustainability mandates put in place by our procurement team, we ensure that upstream and downstream suppliers also restrict the use of hazardous substances, encourage the deployment of carbon emission reduction solutions and other environmentally friendly practices, and reinforce capabilities in making eco-friendly products. Foxconn enforces stringent materials sourcing and supplier management standards, including setting targets for reducing greenhouse gas emissions that must be met by suppliers.

Foxconn systematically monitors all aspects of our operations and our supply chain and conducts supplier audits and training to ensure alignment with sustainability requirements. In 2018, Foxconn enrolled 43 new suppliers – 100 percent of which met our environmental management assessment standards.

Foxconn also places attention on the product sourcing process to ensure all our outputs are environmentally friendly. In 2018, Foxconn strengthened a Design for Environment (DFE) program to integrate green design concepts and technology into our product design process, and improved a sustainable product management system, which selects materials and suppliers that adhere to our company’s guidelines on eliminating hazardous substances from all products, starting from the design stage.

A Big Data platform for all operational units uses our comprehensive procurement and source management system, which includes measures to mitigate anti-blocking risks and supplier risk transfers, incoming material quality checks, data reviews and quality audits. Foxconn is integrating and developing a supplier management Big Data platform to enhance and optimize the management of our supply chain and provide customized and value-added technology services to our customers.

Green and Sustainable Practices

Foxconn takes a systematic approach towards integrating green and sustainable practices into our operations, implementing measures in the areas of environmentally

friendly product design, carbon emission reduction, process management, energy and resource management and supply chain management.

Environmental conservation is an operating principle we take seriously. We do this to enhance environmental protection, boost energy efficiency and resource management to create a healthy and positive industry ecosystem, and build a green culture through the innovation and application of new technologies. We work constantly to ensure that waste and pollutant emission levels meet the requirements of relevant laws and regulations so that the environment is not adversely affected by our operations.

In 2018, we invested in enhancements to the company’s environmental facilities and improved capabilities in processing waste, wastewater, and emissions across our campuses. In accordance with China’s 13th Five-Year Plan, which requires the reduction of carbon dioxide emissions by 18% by 2020, Foxconn has set an ambitious carbon dioxide emission reduction target of 24%, based on the company’s 2020 carbon dioxide emission per unit of output against that of 2015. In 2018, we invested TWD 1.78 billion into this area, initiating 2,102 new energy-efficiency projects. This has generated a total energy savings of 547.3 million kWh, which translates to TWD 1.6 billion in cost savings.

Our portfolio of clean energy – now at 510.29 million kWh or 5.71 percent of our total use - became even more diversified with the purchase of 400 million kWh of wind power.

We back up this commitment by continuing to build green capabilities and facilities into every campus design and operation in line with the “Made in China 2025” strategy. To accelerate our transformation into a green manufacturing leader, we formulated our “Green Factories Assessment Action Plan (2107 – 2020). As of the end of 2018, Foxconn’s 14 units earned the “Green Factories” national certification.

A Long-term Partner for the Local Community

Our corporate citizenship program would not be complete without a strong emphasis on our contribution to our communities and society as a whole. We share a culture of supporting good causes and giving back to society with our employees, and together we participate in social and community-based programs, including sponsoring and hosting philanthropic activities and volunteer programs.

In 2018, Foxconn allocated TWD 300 million to social and community-based programs and activities to support public health and care for vulnerable members of the community.

Foxconn and the Yonglin Foundation, a charity organization set up by our CEO Mr. Terry Gou, have contributed to a number of philanthropic activities to promote care and respect for the disadvantaged, advance healthcare and medical development, drive charitable programs, and bridge the education gap between those living in urban and rural areas.

Through 2018, Foxconn has also supported the “Smile Project”, which for years has helped disadvantaged children with cleft lips undergo surgery to improve their language skills. Foxconn has donated over 16 million RMB to the Shenzhen Red Cross for this cause.

Foxconn Education Foundation’s partnership with the Yonglin Foundation. Through its partnership with Yonglin Foundation, Foxconn also provides academic support to underprivileged children, and has been doing so for many years. The “Yonglin Hope Primary School Project” provides remedial education for underprivileged children and supports the development of learning materials.

After the 6.4 magnitude earthquake in February 2018 hit in the vicinity of Hualien, Taiwan, Foxconn CEO and Chairman Gou donated a total of TWD 120 million to relief efforts.

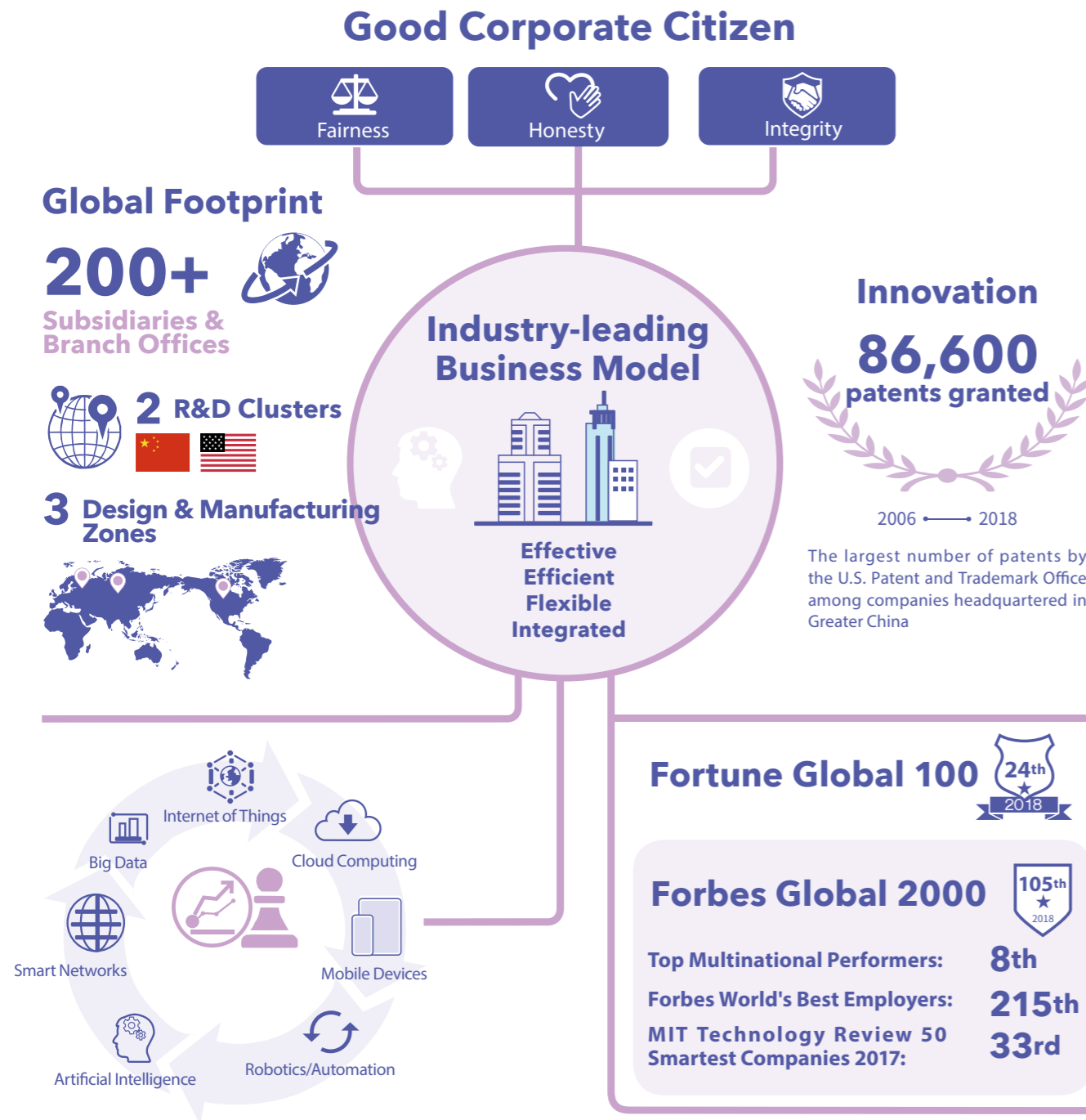
In 2018, Foxconn also initiated a number of overseas charity initiatives. In January 2018, following severe rainstorms which resulted in significant human life and economic loss in Ha Giang Province, Vietnam, Foxconn’s Vietnam Division provided daily necessities, school supplies and scholarships valued at VND 250 million (about CNY 74,000) to children in primary schools and kindergartens in Wanzhai Township, of Ha Giang Province.

In September 2018, the group conducted charity academic assistance activities at Shisha Primary School in Huyen Son Dong, Tinh Bac Giang, a provincial county suffering from poverty, bringing mooncakes, school supplies and subsidies to primary and secondary students.

In addition, Foxconn also sponsored the Disabled Children’s Mutual Aid Center in Thuan Thanh District, Bac Ninh Province, the Xianglu Disabled Welfare Institute in Beining Province, and the Tianfu Benevolent Center in Tinh Bac Giang, bringing blessings, toys, daily necessities, snacks and support to the children during local festivities.

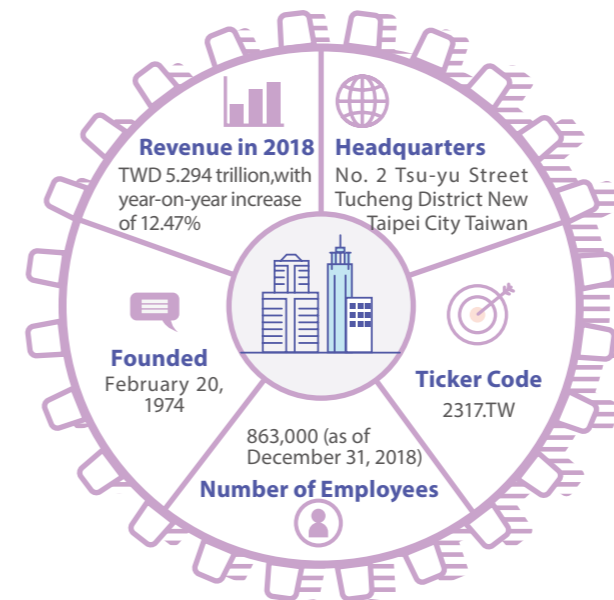
1 Company Overview

As a global industry-leader in manufacturing and technology services, Foxconn prioritizes three important elements into its business model; fairness, honesty, and integrity. These fundamentals empower clients, employees and stakeholders worldwide with world-class manufacturing solutions and technologies.



Company Profile

Company Name:
Foxconn Technology Group "Foxconn"



lion in revenue and received an array of international accolades and recognitions: Foxconn was ranked 24th among Fortune Global 100, 105th among Forbes Global 2,000, 8th among Forbes Top Multinational Performers, and 215th among Forbes World's Best Employers, and 33rd among 50 Smartest Companies 2017 by MIT Technology Review.

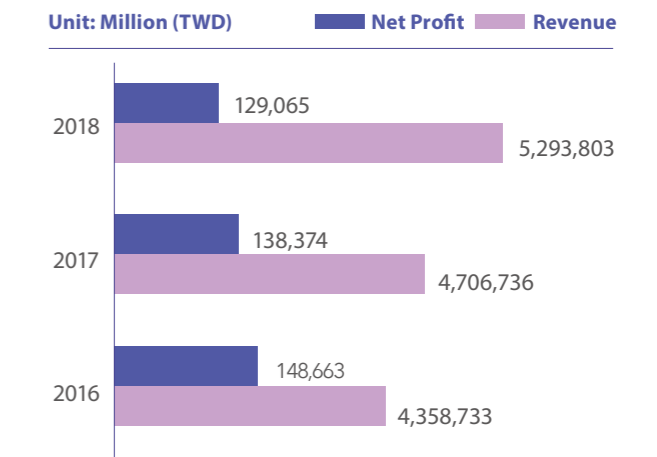
As a leading technological solution provider, Foxconn has fully leveraged its expertise in software and hardware to integrate its unique manufacturing prowess with emerging technologies. By developing a key growth strategy with a sharpened focus on Cloud Computing, Mobile Devices, Internet of Things (IoT), Big Data, Artificial Intelligence (AI), Smart Networks, Robotics/Automation, Foxconn has built sophisticated capabilities around key Industrial Internet technologies – DT (Data Tech), AT (Analytics Tech), PT (Platform Tech), OT (Operations Tech). Envisioning a robust, dynamic "8K+5G" ecosystem that will touch across eight aspects of smart lives, the Group aims to develop into a technology company that revolves around six major flows – goods flow, people flow, technology flow, money flow, information flow and process flow.

Company Overview

Foxconn is a global industry-leading manufacturer of Computer, Communications and Consumer Electronics (3C) components, with an unwavering commitment to providing world-class manufacturing solutions and technologies that bring real value to clients, employees and stakeholders across the world.

Founded in 1974, Foxconn has achieved remarkable international milestones under the leadership of the Group's Chairman, Terry Gou. Guided by the key growth strategy that hinges on "time to market", "time to volume" and "time to money", Foxconn has pioneered a holistic digital solution for 3C industries based on the integrated concept of "IIDM-SM", namely Integration, Innovation, Design, Manufacturing, Sales and Marketing. In 2018, Foxconn achieved TWD 5.2 tril-

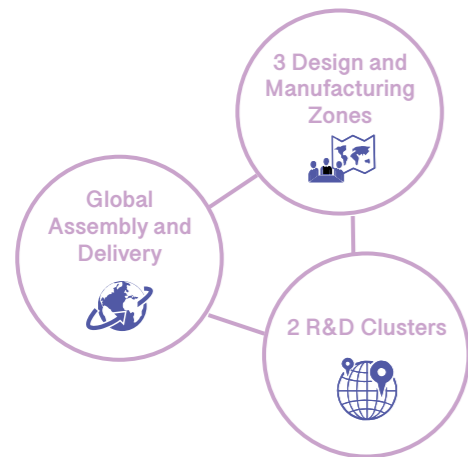
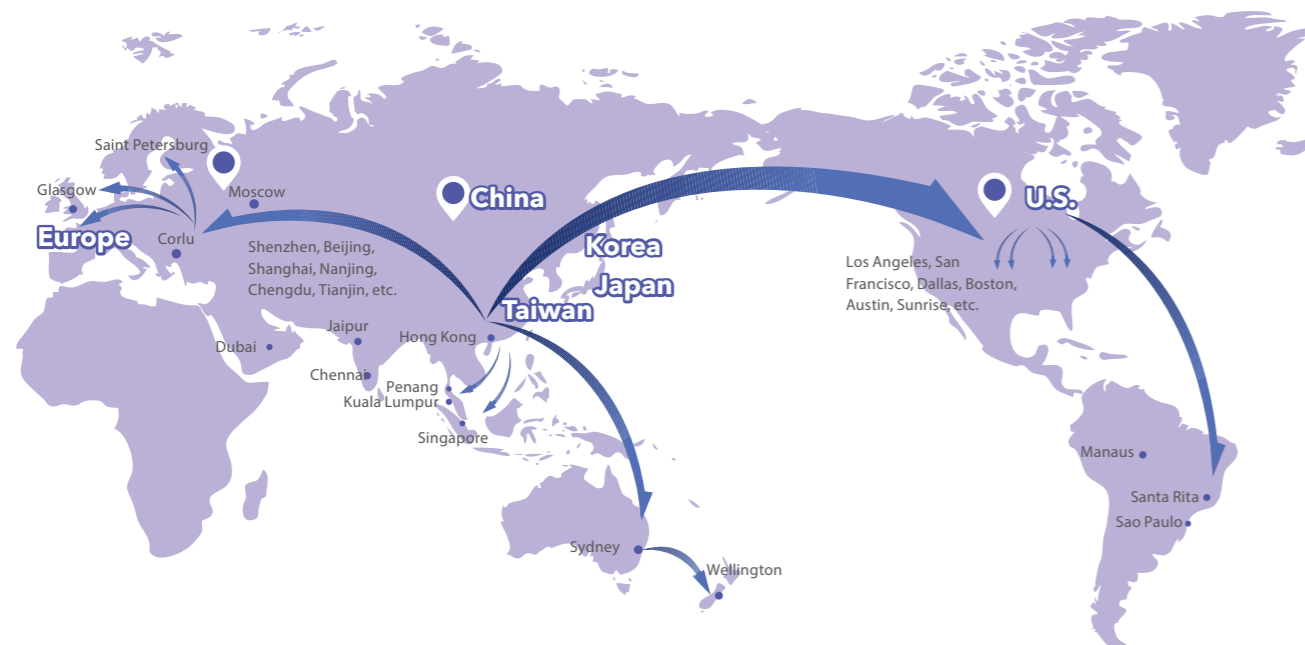
Foxconn's sales revenue and net profit over the last three years



Global Footprint

Foxconn is dedicated to enhancing R&D, product design and engineering capabilities to develop a global footprint that is based in Mainland China and expanded to other parts of the world. The adoption of a strategy that centers on R&D in Greater China and the U.S., whilst design and manufacturing in Asia, Americas and Europe with at least two manufacturing bases, complemented by global assembly and delivery to ensure that we convey values to clients with optimal timing, quality and quantity. To date, the Group has over 200 representative offices and subsidiaries across Asia, Americas and Europe.

Foxconn's Global Footprint



More than 200 subsidiaries and branch offices in Asia, the Americas and Europe

Patent Applications

Foxconn is committed to investing in research and innovation and, as a major patent owner and business partner of other global patent owners, we vigorously defend the innovation and intellectual property rights of companies around the world.

Over years of rapid growth, Foxconn has established a strong R&D network across Asia, Americas and Europe, consisting of high-caliber research professionals who worked tirelessly to push the boundaries of innovation each and every day. Their rigorous pursuit of R&D excellence has helped the Group create a formidable competitive edge with exclusive access to key technologies that translated into major breakthroughs in a range of areas such as nanotechnology, metals, plastics, ceramics and heat transfer technology, paving ways to establish itself as a key player in precision machinery, molding, semiconductors, cloud computing, liquid crystal displays (LCD), triple play services, computing, networks and wireless telecommunications, among other areas. With years of advanced research capabilities and dedicated practices, Foxconn has successfully consolidated itself as an indispensable global leader in optoelectronics industry.

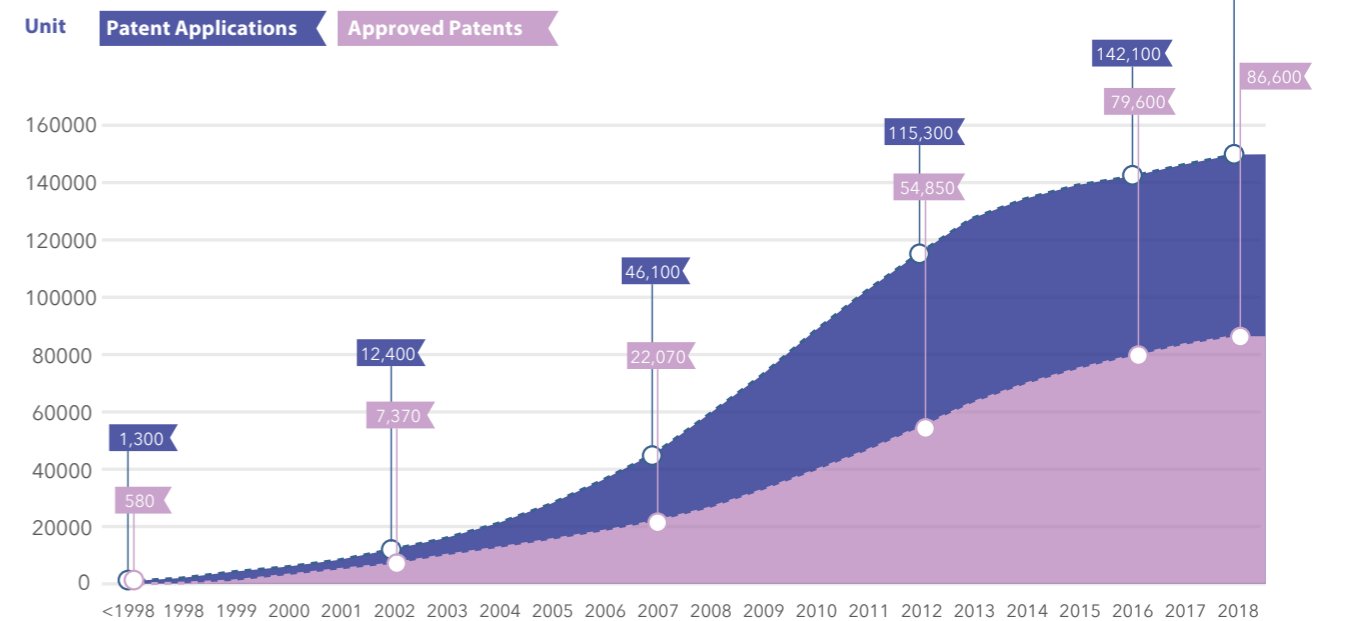
As of 2018, the Group has a total of 150,000 patent applications globally (56,500 in Mainland China), 86,600 of which have been granted (31,300 in Mainland China).

According to international patent portfolios, Foxconn has been ranked in the forefront in terms of number of patents by the U.S. Patent and Trademark Office among Chinese companies for 13 consecutive years from 2006 to 2018. The company was also among the top ranks in numbers of patent and invention patent applications in Greater China for nine consecutive years from 2005 to 2013, and one of the largest patent holders and applicants in Taiwan for 16 consecutive years from 2003 to 2018.

Customer Privacy

To maximize protection of clients' privacy and intellectual property rights, Foxconn has formed an Information Security Unit dedicated to maintaining corporate security and fulfilling cyber security needs from clients. A robust cyber security system has been put in place, diligently screening and monitoring sensitive information, applications, operating systems, internal and external network, physical environment, procedures and policies, alongside an array of mandatory security measures that require an account with a password, authorization configuration, as well as step-by-step application, login restriction, audit log and multi-factor authentication process. In 2018, no cyber security incidents pertaining to client privacy infringement has occurred in the Group.

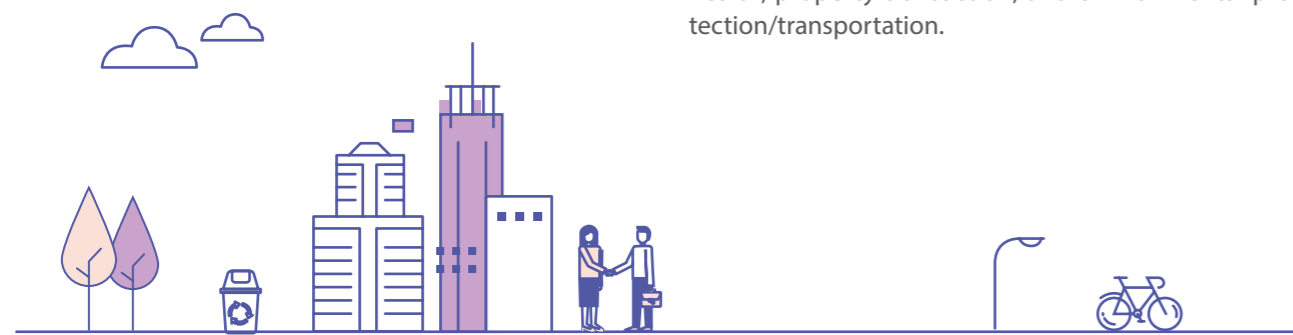
Accumulated Patent Application and Approved Patents (1998-2018)



Technology and Corporate Social Responsibility

Building upon the core business strategy of “industry + technology + e-commerce” that develops and integrates a channel focus into business operations, Foxconn is committed to driving and implementing a holistic and systematic alignment of design, production, sales and after-sales service systems and processes, all the way from upstream core components to downstream sales channels to support greater value-add across 3C ecosystem. Foxconn has been leveraging its position as a global leading technology company, utilizing its manufacturing and management expertise to create a sustainable and conducive environment for technological development. This enables companies to fully capitalize on opportunities in the current knowledge economy.

In 2018, no incidents pertaining to anti-competitive, antitrust and monopolistic behavior have taken place in the Group. To ensure business operations are in line with corporate social responsibility, a comprehensive management system has been implemented. Such system features a range of measures targeted at forced labor or child labor issues, such as explicitly stating age requirements on recruitment materials, conducting a robust e-authentication process, offering reward for reporting violations and performing regular inspection against any unlawful labor practices. The Group is also committed to maintaining “zero tolerance” on human rights violations through a thorough human rights monitoring system that safeguards employees’ labor rights such as freedom of association and collective bargaining. We pledge to uphold technology and corporate social responsibility by creating a caring organizational culture and conducive environment in markets where we operate. In doing so, we create a long-lasting business that is in line with our mission on “sustainability, stability, development, technology, and international”.



Company Vision

Foxconn’s vision has always been to provide technological products and solutions that bring convenience to the everyday lives of people around the world. The Group’s current strategic technology development framework has been built around the concept of “11 Screens, 3 Networks and 2 Clouds”: “11 Screens” refers to the eleven screens in the Group’s product portfolio, including electronic wearables, smartphones, tablets, laptops, personal computers, portable TVs, smart TVs, digital whiteboards, digital signages, electric vehicles and robots; “3 Networks” refers to the three realms of networks – the Internet, Internet of Things and Smart Grid – that extensively deploy the Group’s network products and solutions; “2 Clouds” refers to the Group’s growing capabilities in both the private and public cloud infrastructure to provide advanced software and hardware services.

With the advent of 5G era, the Group has adopted a key Industrial Internet strategy that is centered around “Cloud Computing, Mobile Terminal, IoT, Big Data, AI, Network, and Robots”. By harnessing the benefits of AI to extract meaningful analytical insights and from production lines efficiently and merge them with various flows, including people flow, goods flow, process flow, information flow, technology flow and money flow, the Group has effectively optimized efficiency for our clients across the globe, improved quality, reduced inventory and manufacturing cost.

Equipped with the empowering benefits of AI and cloud network, the Group has successfully blazed a new trail in the fiercely competitive landscape of Industrial Internet as a pioneer of the “advanced manufacturing + Industrial Internet” ecosystem. Foxconn is committed to providing high-quality products, services and solutions that maximizes positive impact across eight dominant areas of human life – work, education, entertainment, family and social interaction, security, health, property transaction, and environmental protection/transportation.

Corporate Management

Normative Guidance to the Entire Group

Foxconn’s Board of Directors is comprised of members responsible for our company’s corporate governance. In addition to safeguarding shareholders’ interests, the Board adheres to the guiding principles of collaboration and partnership with Foxconn’s stakeholders such as employees, customers, suppliers, local communities, government agencies and NGOs. The Group’s General Manager is responsible for communicating and implementing the guiding principles set forth by the Board of Directors to the entire Group, including our affiliates. General Managers are responsible for executing strategic directions from the Board to ensure smooth and efficient business operations. Board members receive no compensation for serving on the Board, they recuse themselves in the event of any conflict of interest and derive compensation from bonuses that are in direct proportion to Foxconn’s performance. Hon Hai Precision Industry Co., Ltd. is the largest listed company in the Group, with three independent directors. Terry Gou is the Chairman of the Board and CEO of the Group. Foxconn’s operations are privately funded, with no financial assistance received from any governments. For further details, please refer to [the Foxconn 2018 Annual Report](#).

In compliance with Taiwan’s Securities and Exchange Act, Foxconn established an Audit Committee in July 2016. The committee is comprised of independent directors serving a three-year term and a committee chairman selected among the members. The current convener of the committee is independent director Mr. Kai-Fu Lee.

According to the organizational procedures of the Audit Committee, it is mandatory for the committee to meet at least once every quarter. The current committee has held sixteen meetings to date, including two meetings in 2016, seven meetings in 2017, six meetings in 2018 and one meeting in 2019. The average attendance rate of committee members is 84.4%.

Compensation Committee

Foxconn established a Compensation Committee in September 2011 in order to optimize the pay structure

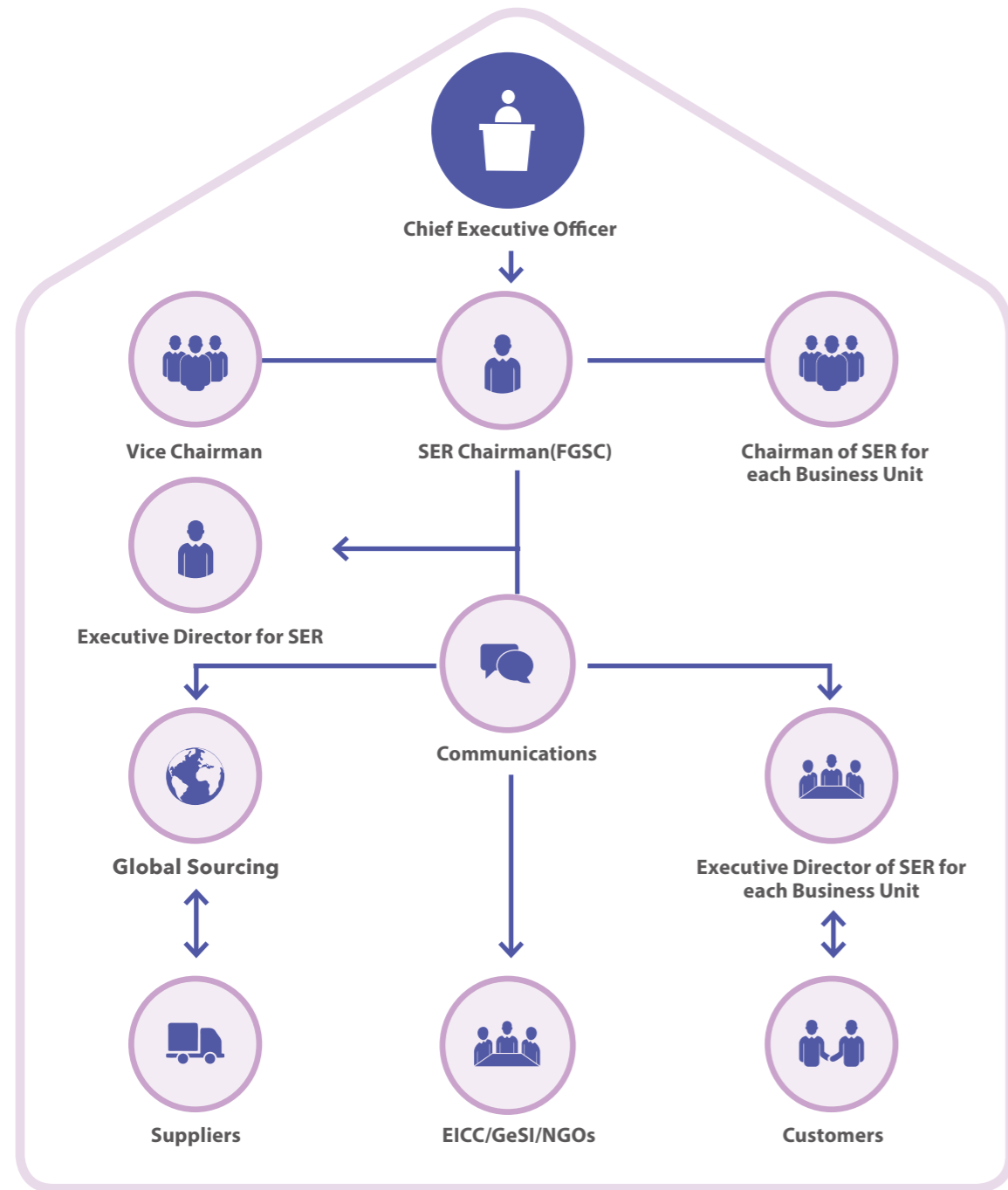
for company directors and managers. The committee consists of three committee members appointed by the Board and its main responsibility is to assist the Board in assessing the compensation and evaluation system for company directors and managers. The current committee is comprised of independent directors, and its convener and committee chair are appointed from within the committee. Mr. Kai-Fu Lee is currently the convener of the committee.

According to the organizational procedures of the Compensation Committee, the committee is required to assemble at least twice a year. The current committee has held eight meetings (two meetings in 2016, three meetings in 2017, two meetings in 2018 and one meeting in 2019). The attendance rate of the committee members averaged 83.3%.

Global Social and Environmental Responsibility (SER) Committee

Foxconn has an unwavering commitment towards being a socially responsible corporation, balancing our business goals with our role as a global industry leader in driving corporate social and environmental responsibility, and achieving sustainable development. In March 2007, Foxconn established the Group’s Global Social and Environmental Responsibility Committee (FGSC) with Foxconn Technology Group’s spokesperson and special assistant to the CEO, Louis Woo, appointed as the Chairman of the committee. In addition, the committee has established independent and professional bodies and separate SER teams within the business groups to ensure that social and environmental responsibility is fully integrated into the company’s corporate culture and that our SER policy is adhered to, implemented, and monitored by the FGSC. Every year, the FGSC conducts evaluations and audits of the various business groups to ensure that the SER policy is integrated across Foxconn’s operations and at every manufacturing facility. As of 2018, Foxconn has established a team of more than 1,000 SER professionals to work with customers, government agencies, and the community, to fully carry out Foxconn’s SER duties and responsibilities.

FGSC Organizational Chart



Since March 2005, Foxconn has been a member of the Responsible Business Alliance (RBA). As a member of the RBA, Foxconn abides by the RBA's Code of Conduct and is committed to adopting and promoting SER policies and practices throughout our operations. As part of this commitment, Foxconn also conducts regular audits of our suppliers to ensure that suppliers comply with all relevant policies and codes of conduct.

Code of Conduct

Foxconn emphasizes fairness, honesty and integrity in all of our business activities. The Group also adheres to the principles of fair competition and we have implemented this throughout our operations. As a member of the RBA, Foxconn takes on the responsibility of promoting and abiding by corporate social responsibility guidelines and actively participates in the coalition's activities with our partners and suppliers in the information technology industry. In June 2008, Foxconn published the first version of Foxconn's Code of Conduct (CoC). In 2018, the FGSC finalized the CoC with the endorsement of every one of our Group's vice presidents. In addition, CoC education and training is mandatory for all new employees while all employees are required to receive regular training and abide by the CoC.

Foxconn's Code of Conduct encompasses eight major areas, including code of ethics, labor rights, health and safety, environment, management system, restriction on the use of conflict minerals, anti-corruption and anti-slavery. For more details, please refer to the [Foxconn Code of Conduct](#).

Ethics

- Business Integrity
- Disclosure of Information
- No Improper Advantage
- Fair Business, Advertising, and Competition
- Protection of Identity and Non-retaliation Policy
- Intellectual Property
- Protection of Privacy

Labor Rights

- Freely Chosen Employment
- Child Labor Prohibition and Young Workers Protection
- Protection of Maternity Rights and Health of Female Workers
- Non-discrimination
- Fair and Humane Treatment
- Wages and Benefits
- Working Hours
- Freedom of Association

Health and Safety

- Machine Safety
- Industrial Hygiene
- Occupational Safety
- Emergency Preparedness
- Occupational Injury and Illness
- Ergonomics
- Public Health, Dormitory and Canteen
- Health and Safety Communication

Environment

- Product Content Restrictions
- Chemicals and Hazardous Materials
- Solid Waste
- Air Emissions
- Environmental Permits and Reporting
- Pollution Prevention and Resource Efficiency
- Water Management
- Energy Consumption and Greenhouse Gas Emissions

ion and Greenhouse Gas Emissions

- Corporate Commitment
- Management Accountability and Responsibility
- Legal and Customer Requirements
- Risk Assessment and Risk Management
- Performance Objectives
- Training
- Communication
- Employee Feedback and Participation
- Audits and Assessments
- Corrective Action Process
- Documentation and Records
- Supplier Responsibility

Restriction of the Use of Conflict 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 originating in the Democratic Republic of the Congo or adjoining countries 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 downstream suppliers are required to fulfill their due diligence on conflict-free minerals pursuant to the relevant international standards and regulations.

Anti-Corruption Policy

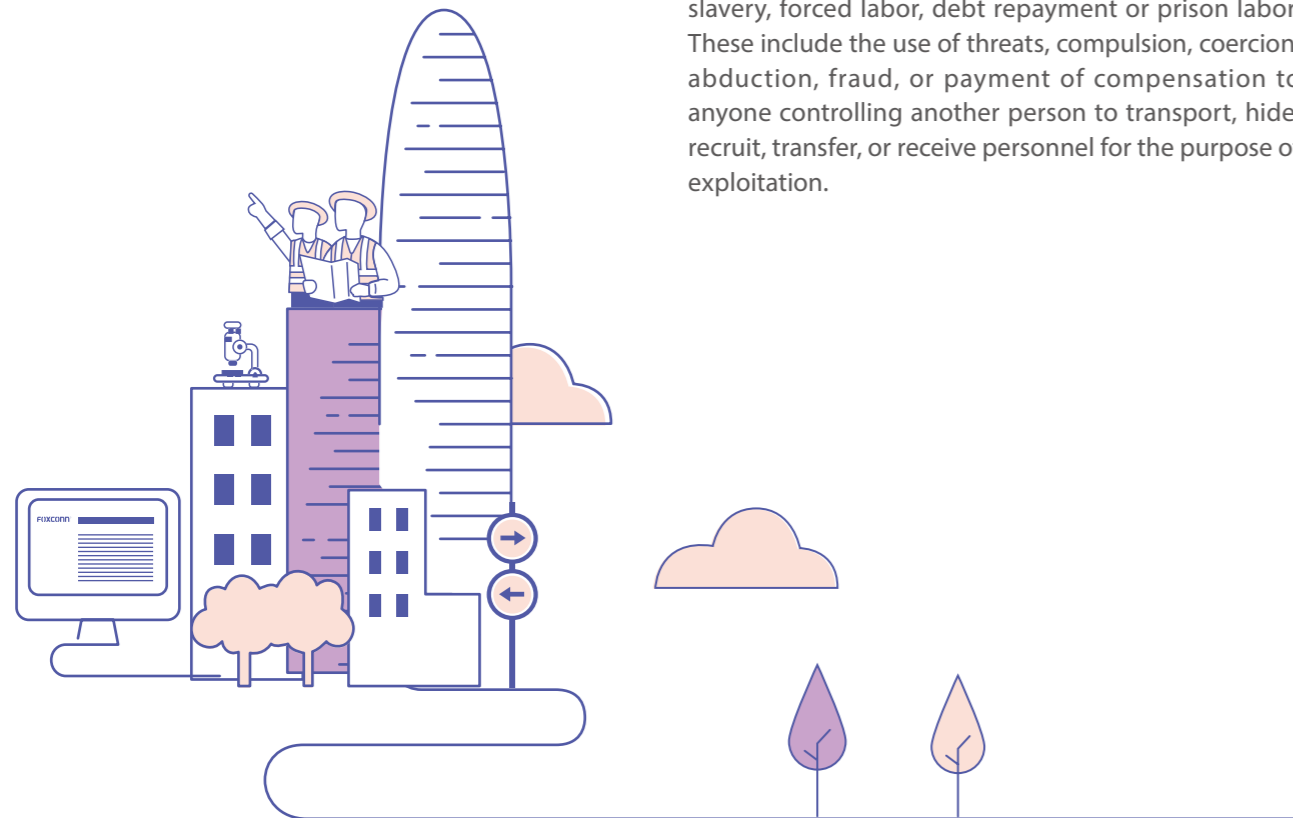
Foxconn upholds a corporate culture of integrity and management with dignity. Foxconn is committed to

being in full compliance with national and international anti-corruption and anti-bribery laws and regulations. Employees are required to commit at least two hours a year to anti-corruption training. In addition, Foxconn’s downstream suppliers, factories and clients are required to stringently uphold anti-corruption policies as part of the Group’s business partners.

In 2018, Foxconn stepped up efforts to crack down on corruption practices. All employees had signed the “Anti-Corruption Declaration” on July 1 and the Group pledged to investigate any allegations of improper business conduct. We ask our employees, clients or suppliers to report an incident should they have a reasonable doubt of corruption practices: 117@foxconn.com. Any confirmed anti-corruption violations will involve serious consequences. In addition, employees are encouraged to report any suspicious corruption behavior through the above channel. The Group handles all complaints in strict confidence according to elaborate procedures to protect the complainants’ identity and content of the complaint.

Anti-slavery

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.



Stakeholder Classification, Communications and Responsibilities

Stakeholder Classification and Modes of Communication

Foxconn’s stakeholders are identified based on the AA1000 Stakeholder Engagement Standards, which enables the Group to have an accurate understanding of and address the different environmental, economic and social issues faced by our stakeholders. Members from the Group’s SER Committee and other relevant personnel have identified key stakeholders for the Group through a stakeholder engagement assessment, which evaluates five core components, including both the dependence and influence of the stakeholder on Foxconn, responsibility of our Group towards the stake-

holder, level of stakeholder interest, and feedback provided to our company. Based on this assessment, the Group has identified employees, customers, suppliers, the community, shareholders and investors, and NGOs as our key stakeholders. The Group has developed various communication channels to engage with our stakeholders to better understand their expectations of the Group and to learn from their best practices and feedback. The following table shows the Group’s key stakeholders and how the Group communicates with each stakeholder group on key matters related to social and environmental responsibility.



Stakeholders	Employees
Criteria	All employees are treated equally and fairly
Communication Channels and Frequency	Communications include employee hotline, forums, feedback boxes, satisfaction surveys and counselling
Topics and Issues of Interest	Talent Acquisition and Retention Talent Development Occupational Health and Safety Law-abiding Operations
Efforts and Outcomes	oxconn actively assists disadvantaged members of society and endeavors to recruit them to join our workforce as much as possible. We also provide different means to help alleviate employees’ financial needs, including an emergency fund, assistance fund and condolence fund. In addition to providing communication channels, Foxconn has established employee assistance and support systems and programs such as a 24-hour hotline, an employee care center, and on-campus counseling services to help employees manage personal and work-related challenges and to support their health and mental well-being.



Stakeholders	Customers
Criteria	Respect for Customers’ Needs
Communication Channels and Frequency	Quarterly and annual SER conferences Customer Visits and Audits Telephone Conferences Quarterly and Annual Audits
Topics and Issues of Interest	Customer Privacy Operational Integrity Human Rights Law-abiding Operations
Efforts and Outcomes	Foxconn maintains effective communications with customers, protects their privacy, facilitates their on-site inspections, and is prepared to brief them on the status of SER compliance of our company and related suppliers. Our goal is to provide customers with high-quality, innovative technology and services that are efficient and provide flexibility, as well as peace of mind knowing that Foxconn has rigorous efforts to reduce carbon emissions in the manufacturing process.



Stakeholders	Suppliers
Criteria	Prioritize through the 80/20 principle
Communication Channels and Frequency	Supplier Annual Meeting Supplier Management Platform
Topics and Issues of Interest	Supplier Management Law-abiding operations
Efforts and Outcomes	Foxconn organizes an annual SER meeting with suppliers and conducts supplier audits at unscheduled intervals, to effectively convey Foxconn's requirements to our supply chain. Foxconn has also created an online SER management platform for suppliers to learn about the RBA regulations and Foxconn's policies regarding SER.



Stakeholders	Community
Criteria	Focusing on and starting from the local community in our global operations
Communication Channels and Frequency	Annual, quarterly, monthly activities and plans
Topics and Issues of Interest	Community engagement
Efforts and Outcomes	Foxconn promotes cultural development among the youth through its rural education resource development program, which aims to train teachers working in remote areas, in addition to providing children from families in economic need with academic support. Foxconn also organizes fundraisers to support educations programs.



Stakeholders	Shareholders/Investors
Criteria	Any party that has invested or has an interest in investing, in Foxconn, including corporations and individuals
Communication Channels and Frequency	Prospects of the listed company, its financials and SER progress
Topics and Issues of Interest	Corporate Governance and Operational Management Operational Integrity Law-abiding Operations
Efforts and Outcomes	Foxconn has created avenues for shareholders and investors to voice an opinion or participate in the process including a spokesperson platform, investor meeting and investor forum. The Group's annual report, corporate social responsibility and environmental report are published for investors' reference.



Stakeholders	NGOs
Criteria	Professional and well-respected NGOs based on nature and importance of the issue
Communication Channels and Frequency	Conference calls at unscheduled intervals when required Annual SER activities and evaluations
Topics and Issues of Interest	Environmental Management Energy and Greenhouse Gases Management
Efforts and Outcomes	Foxconn participates in the global forum on SER where we discuss SER topics with NGOs. Foxconn also participates in SER-related activities organized by NGOs, such as carbon and water disclosure activities organized by the Carbon Disclosure Project (CDP). Foxconn also aims to continue to make progress on environmental issues such as RoHS, halogen free (HF) and water pollution, in partnership with NGOs.

Classification and Analysis of Significant Stakeholder Issues

Foxconn engages with our stakeholders across multiple communication channels to understand and identify SER-related issues that are of interest to them. The issues and insights are aggregated and distilled, based on considerations such as materiality, comprehensiveness, relevance and impact to stakeholders in the sustainability context, to enable Foxconn to develop an initial classification of significant stakeholder issues. Foxconn's SER Committee conducts further analysis and assessment of the issues based on the AA1000 Materiality Test guidance and develops a Materiality Matrix based on two criteria: impact on stakeholder assessments and decisions; and economic, social and environmental impact on the company.

Materiality Matrix



Topics that are of top priority in stakeholder communications include energy and greenhouse gases management, integrity management, human rights, supplier management, customer privacy, and occupational health and safety; Topics that are regular engaged with stakeholders are company governance and operational management, talent acquisition and retention, environmental management and talent development; Community engagement is also discussed. We discuss all the topics mentioned here as part of our Group's SER communications and information disclosure.

Key SER Topics and Relevant Stakeholders:

Material Issues	GRI topic-specific Standards	Corresponding Chapter	Boundaries					
			Internal	Supplier	Client	Shareholder/Investor	Community	NGOs
Company Governance and Operational Performance	Economic Performance	1st Chapter: Company Overview	●			●		
Customer Privacy	Customer Privacy	1st Chapter: Company Overview	●		●			
Business Integrity	Anti-Corruption	1st Chapter: Company Overview	●		●	●		
	Anti-Competitive Behavior	Chp. 1: Company Overview	●		●	●		
Talent Acquisition and Retention	Market Presence	Chp. 2: Employees	●					
	Employer-Employee Relations	Chp. 2: Employees	●					
	Diversity and Equal Opportunity	Chp. 2: Employees	●					
Human Rights	Labor/Management Relations	Chp. 2: Employees	●		●			
	Non-Discrimination	Chp. 2: Employees	●		●			
	Freedom of Association and Collective Bargaining	Chp. 2: Employees	●		●			
	Child Labor	Chp. 2: Employees	●		●			
	Forced or Compulsory Labor	Chp. 2: Employees	●		●			
	Talent Development	Training and Education	Chp. 2: Employees	●				
Occupational Health and Safety	Occupational Health and Safety	Chp. 3: Occupational Health and Safety	●					
Supplier Management	Supplier Environmental Assessment	Chp. 4: Supply Chain Management	●	●				
	Supplier Social Assessment	Chp. 4: Supply Chain Management	●	●				
	Human Rights Assessment	Chp. 4: Supply Chain Management	●	●				
Environmental Management	Materials	Chp. 5: Environment	●					●
	Water	Chp. 5: Environment	●					●
	Waste Water and Waste	Chp. 5: Environment	●					●
	Environmental Compliance	Chp. 5: Environment	●					●
Energy and Greenhouse Gases Management	Energy	Chp. 5: Environment	●					●
	Emissions	Chp. 5: Environment	●					●
Community Engagement	Indirect Economic Impacts	Chp. 6: Community Engagement	●					●
	Local Communities	Chp. 6: Community Engagement	●					●

2 Employees


Foxconn is invested in its people. We ensure that our employees have opportunities to develop through world-class training programs, merit-based promotions, remuneration systems, and incentive-based programs. People are our most important asset and we believe in fair and equal treatment for all employees.

Employee Education and Training Program

Foxconn University

 **New students enrolled 6,210** **Employees graduated 3,950**

 **Partnership with 62 renowned academic institutions**

 **Scholarship Funds RMB 7.63 million in scholarships granted to 6,963 students**

 **Training More than 27.51 million participants completed over 4.82 million training hours**

Skill-based Training Sessions
839,000 participants joined skill-based training sessions
213,000 first-line employees competed in skill-based contests
130,000 employees obtained skill-based qualification certificates.

Labor Protection Supervision Audit

As of 2018, 3,322 issues were identified, 3,263 rectifications were made
 Reaching **98.2%** rectification rate.

Employee Life Security

Assisted 7,609 employees, with more than RMB 24.18 million in subsidies.

Invested

Since 2016, Foxconn has been investing in a RMB1 billion plan to proactively support and train workers from rural backgrounds.

Staff Care

Organized 156 sessions of "Enriching Second Generation" family activity for 9,873 participants

Granted RMB 225,000 in subsidies to 1,047 employees' children who enrolled in company-affiliated kindergartens

Helped 21,003 left-behind children in Sichuan and Henan since 2014 with "Sunshine Holiday"

Distribution of Employees



64% Male employees



36% Female employees

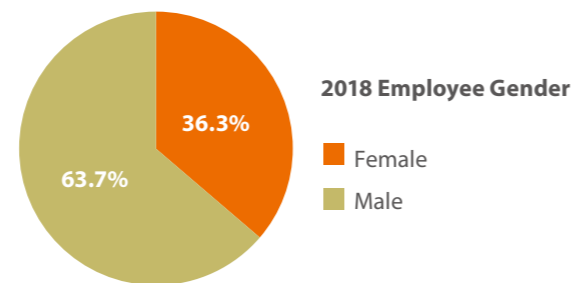
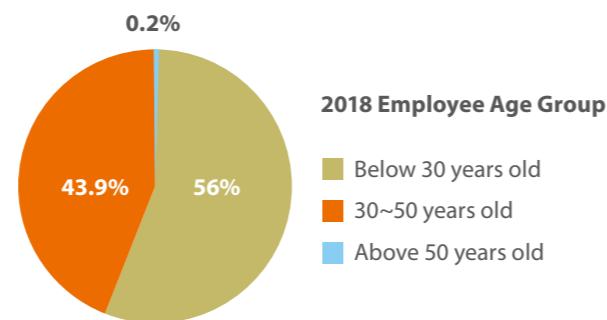
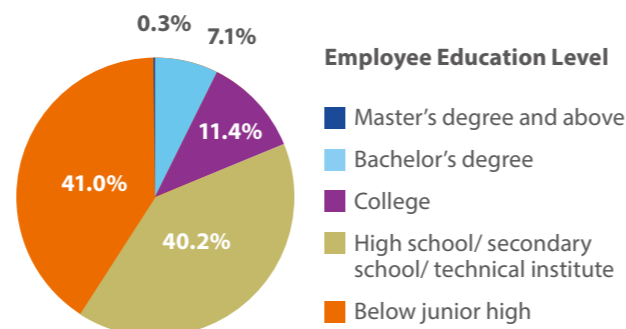
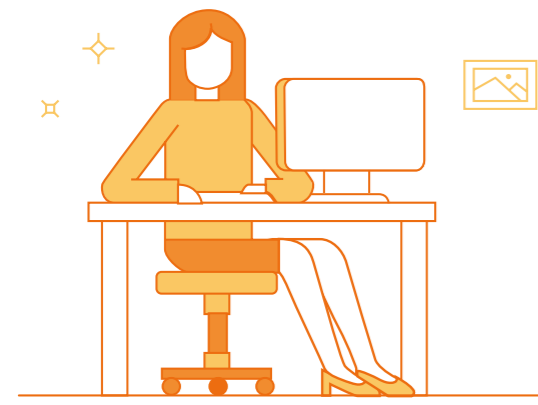
56% Aged 30 and under

44% Aged 30-50 and above

Foxconn follows the guidance of the United Nations Declaration of Human Rights, Code of Conduct of Responsible Business Alliance as well as local laws and regulations to constantly improve relevant Human Resources policies and guidelines around the protection of the rights and interests of all employees. Foxconn is a responsible and equal opportunity employer, and our employment policies require that recruitment, promotion, performance evaluation, wage assessment, training opportunities and retirement to be handled without discrimination based on gender, age, nationality, birthplace, race, country of origin, language, disability, marital status, pregnancy, sexual orientation, religion, political affiliation, union membership, or social status. Foxconn treats all employees equally and fairly. We evaluate employee performance based on merit and ability. We also provide opportunities for merit-based promotion and compensation, as well as on-the-job training for all employees.

Overview

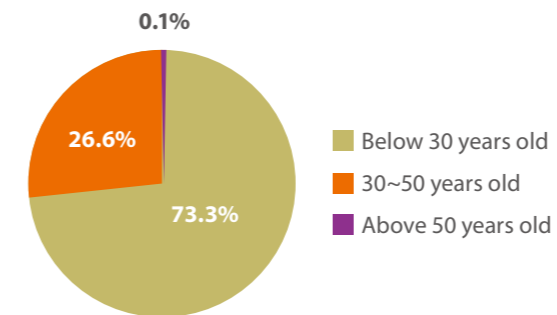
Employee recruitment at Foxconn is conducted through open recruitment and educational institutions using an unbiased screening process that focuses on providing equal opportunities, respecting human rights, and up-keeping our commitment to promote diversity in the workforce. Foxconn prohibits the employment of child labor and forced labor. As of 2018, due to seasonal adjustments, Foxconn has a full-time workforce of 863,000 employees, including 1,702 employees with disabilities and 58,544 people from ethnic minorities. In terms of the level of education, 60% of our employees are high school or technical school graduates or above. The gender ratio of employees has remained consistent, with 64% of male employees and 36% of female employees. Foxconn has a relatively young workforce, with 63% of our employees under the age of 30. Foxconn endeavors to localize our workforce in the markets we operate, and in our Mainland China campuses, where most of our operations are based, 23.1% of senior staff who are managers or directors and above are local residents. There are no cases of workplace discrimination, child labor or forced labor at Foxconn.



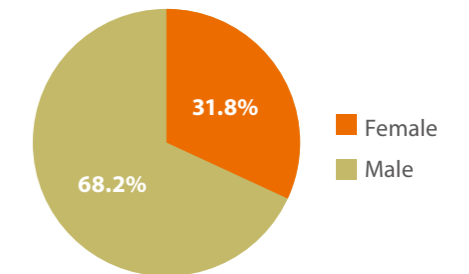
Geographical Location of New Employees in 2018

In 2018, our new employees were relatively young, with 73.3% of employees under the age of 30, with 68.2% of male and 31.8% of female new employees. Most new employees are located in South China, Central China and Southwest China.

2018 New Employee Age Distribution



2018 New Recruit Gender

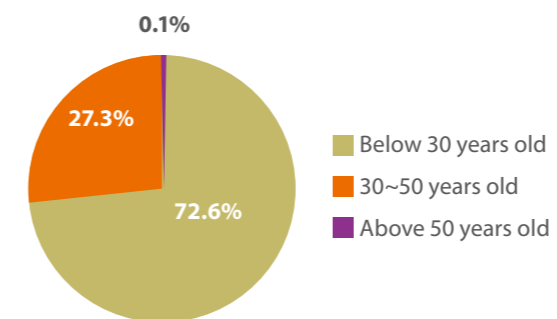


Locations	South China	Central China	Southwest China	North China	East China	Northeast China
Distribution of New Employees	33.2%	30.3%	14.6%	12.1%	9.7%	0.1%

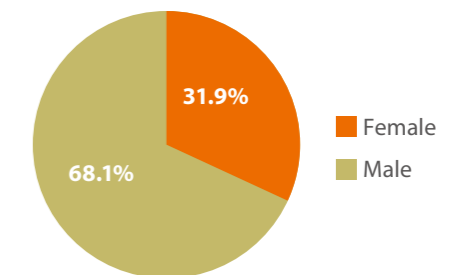
Geographical Location of Resigned Employee in 2018

Among the total number of resigned employees, 72.6% were under the age of 30 accounted for, with 68.1% of male and 31.9% of female personnel. Most resigned employees were from South China, Central China and Southwest China.

2018 Resigned Employee Age Distribution



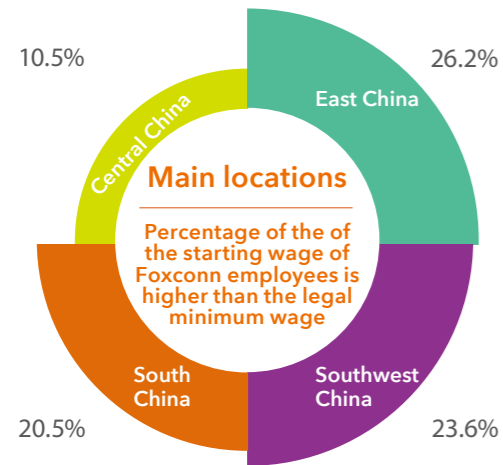
2018 Resigned Employee Gender



Locations	South China	Central China	Southwest China	North China	East China	Northeast China
Distribution of Resigned Personnel	31.5%	34.8%	11.9%	13.3%	8.5%	0.1%

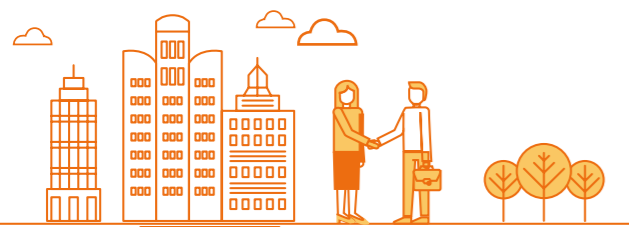
Wages and Benefits

Foxconn is committed to providing remuneration based on merit to all our employees, to ensure employee morale and promote work merit. Each of our campuses recruits employees at wages that are higher than the local minimum wage by 10%-26%. Foxconn treats and evaluates all employees fairly, where male and female employees have the same remuneration levels.



Foxconn also provides all employees with legally stipulated insurance such as pension, medical care, work injury, maternity and unemployment that follows local laws and regulations. In addition, Foxconn has added business insurance (group self-insurance) to provide employees protection from work-related injuries, medical treatments and accidents. To protect the employment rights of employees, the latest signed "Group Collective Agreement" sets out the rules for making major decisions directly related to the vital interests of employees, in which employees should be notified 30 working days in advance. The relevant articles on consultations and negotiations are also stated in the "Summary of the Collective Consultation Letter" and the "Reply on the Collective Bargaining of the Trade Unions Association of the Company".

In addition, the company has set up a general health and hygiene department that is focused on promoting



healthcare guidance for employees and their families. It provides a series of welfare measures, such as childcare allowances in Taiwan region, transportation and nutrition subsidies for pregnant female employees, and the "Little Hut for Mums" and the "Maternity Lounge" in Mainland China. The reinstatement rate of employees after maternity/paternity leave is close to 100% in 2018.

	Number of employees who enjoyed maternity/paternity leave	Number of staff of reinstatement	Reinstatement rate
Male	26,873	26,838	99.9%
Female	14,286	14,203	99.4%

*Reinstatement rate = total number of employees who have reinstated after parental leave / total number of employees who should be reinstated after parental leave *100%

In addition, the retention rate of employees who stayed in service 12 months after reinstatement in 2017 is about 60%.

	Number of employees who remained in service 12 months after reinstatement in 2017	Retention rate
Male	5,054	62.0%
Female	4,170	56.5%

*Retention rate = total number of employees who remained in service 12 months after the reinstatement of the parental leave / total number of employees who have reinstated after the parental leave in the last reporting period *100%

Foxconn's retirement system follows relevant local laws and regulations, including employee retirement application, pension payment, employee retirement reserve, as well as the Supervisory Committee of Labor Retirement Reserve which was established in Taiwan region. The committee is re-elected every three years to review the reserve amount, savings and spending, as well as of the employee retirement payments, to ensure the rights of employees.

Foxconn has developed an incentive system that is aligned with a modern global enterprise model and adopts a forward-thinking approach to employee evaluation and compensation. Foxconn employees are evaluated based on business performance, capability, potential, teamwork and training development, among others. In addition, to encourage employee retention, Foxconn has implemented annual bonuses, time-based incentives, and other incentive programs.

Communication and Protection of Employee Rights

The Foxconn Labor Union in Mainland China (hereinafter referred to as the Labor Union) was established in 2007 in accordance with local laws and regulations. The Labor Union has since grown to encompass 30 campus unions, 59 business group unions, 329 business department unions and around 19,000 Labor Union Units, covering four levels of employee unions. All the leaders of each level of the Labor Union are elected by its group members.

In 2018, Foxconn celebrated its 30th anniversary of investment in Mainland China. To commemorate the special occasion, Labor Unions conducted "family-themed" gatherings for longest-servicing and senior employees, for instance, a total of 192 employees who joined the company in 1988 were invited to visit the factory with their families, and took part in sharing sessions, 1,426 senior staff participated in family open days, and 3,103 participants joined dinner gatherings, parties, and family visits. The Chairman also hosted a 30th anniversary celebration gala event, and presented awards that cover innovation, apprenticeship and most popular employee, etc. to 317 young and outstanding employees.



2018 Outstanding Employee Selection

The Labor Union has instituted an integrated hotline and dedicated phone number system provides employees with a channel to care, protect their rights and support one another. The phone system is an integration of 26 channels of employee right protection under six categories, covering mailboxes of the Union, Chairman and political parties, hotlines of the Chairman, rights protection and support, as well as Union website. Through this integrated system, employees and friends and family of employees and suppliers, etc., can contact the Union and senior management instantly, protecting the rights of employees at work and in personal life. At the same time, Foxconn also took the initiative to implement the Labor Protection Supervision Audit. As of 2018, a total

of 3,322 issues had been identified, 3,263 rectifications had been made, reaching 98.2% of rectification rate.

To collect employee feedback, listen to employees and help address employee-related issues quickly, an Employee Care Center was established to provide round-the-clock employee service. In 2018, the Center received a total of 256,000 counseling sessions, achieving a 97.1% of successful resolution. In addition, 1.38 million employees participated in 5,573 sessions of employee outreach activities, while 48,000 employees took part in 1,121 employee representative forums, which resolved 4,412 cases, achieving a resolution rate of 97.6%. In addition, a total of 685 legal aid cases and 56,000 participants took part in psychological counseling sessions. In terms of employee life security, the company assisted 7,609 employees, with subsidies amounting to more than RMB 24.18 million.

Campus Labor Unions	Business Unit Labor Unions
30	59
Business Department Labor Unions	Labor Union Units
329	19,000

Right protection channels of Labor Unions

- Dispute Mediation**
 - Committee on labor dispute mediation
- Seminars and Visits**
 - Seminars
 - Grassroots communities (restaurants, dormitories, production lines)
- Mailboxes**
 - Mailboxes for feedback to CEO, political parties and labor union
 - Mailboxes to Chairman
- Telephone Hotlines**
 - Caring hotline
 - Protection rights hotline
 - Chairman hotline
- Legal Aid**
 - Corporate lawyers
- Site Visits**
 - Union network
 - Staff care center

Employee Skills Enhancement

Since 2016, Foxconn has been investing in a RMB1 billion plan to proactively support and train workers from rural backgrounds, and improve their skill set, to enable them to enhance their quality of life. In 2018, the company organized skills-based training sessions for 839,000 participants and skill set competition for 213,000 first-line employees. A total of 130,000 employees obtained skills-based qualification certificates.



Employee Care Initiatives

In addition to enhancing employee remuneration, Foxconn also emphasizes on supporting healthy lifestyle and promoting work-life balance among employees. Every year, we make significant investments in improving campus infrastructure and the living environment for employees. These include providing recreational facilities, such as integrated sports stadiums, basketball courts, swimming pools, libraries, banks, retail shops districts, bookshops and gymnasiums.

Foxconn is committed to encouraging freedom of association among employees. As stated in the employee handbook, the company respects the rights of employees to freely associate, participate or not participate in labor unions, and elect representatives according to local laws. As of 2018, the company has established nearly 250 associations and organized 1,449 community activities with a total of 65,383 participants. The company also organizes events, such as birthday parties, carnivals and talent shows to enrich employees' lives outside of work.



New employee orientation



Fun sports activities



Smart robot mascots



Mummies Stride Forward graduation program



Production line entertainment show



Flower arrangement course



Match making program

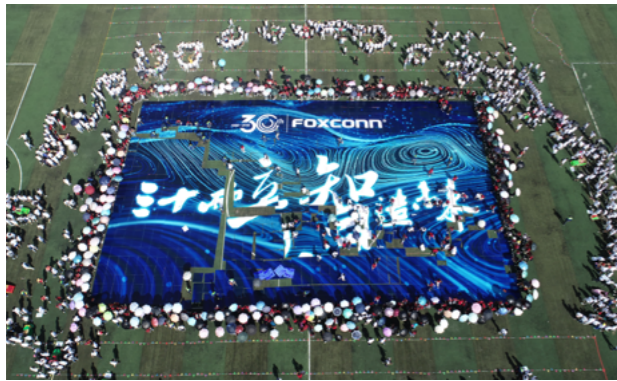
The company is also committed to supporting employees' families and disadvantaged members of the society. In 2018, the company carried out 156 sessions of a family activity named "Enriching Second Generation" for 9,873 participants. In addition, to reduce the pressure of schooling among employees' children, the company granted a total of RMB 225,000 in subsidies to 1,047 employees' children who enrolled in company-affiliated kindergarten. Expanding to the community level, "Sunshine Holiday", a care program for left-behind children established since 2014, has helped 21,003 left-behind children in Sichuan and Henan.



"Enriching Second Generation" family activity



"Enriching Second Generation" family activity



Newcomers Adaptability Training



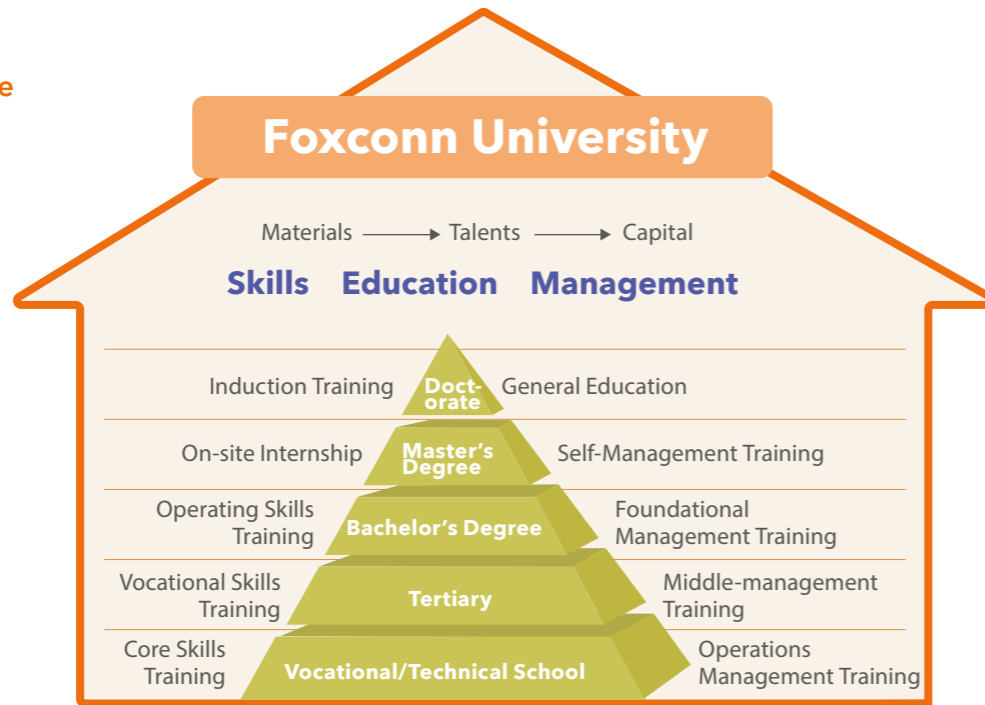
Mid-level management training camp

Education and Training

The Foxconn University provides training to all our employees with the goal of integrating theory with practical experience, promoting knowledge application and lifelong learning, as well as encouraging employees to interact and learn from one another.

As a leading cooperate university, it is Foxconn University's mission to support employee talent development. The University develops and administers degree courses, knowledge management programs, management skills courses, industrial engineering courses, general education, on-the-job training, technical skills development courses and industry trends courses. The University partners with renowned educational institutions, such as Stanford University, University of Houston, Tsinghua University, Peking University, and think-tanks to provide a comprehensive education programs that support the professional development of employees. To encourage lifelong learning among employees, the company connects all employees' career development training credits with their annual performance appraisal as the basis for promotion and bonus.

Education and training mobile learning platform



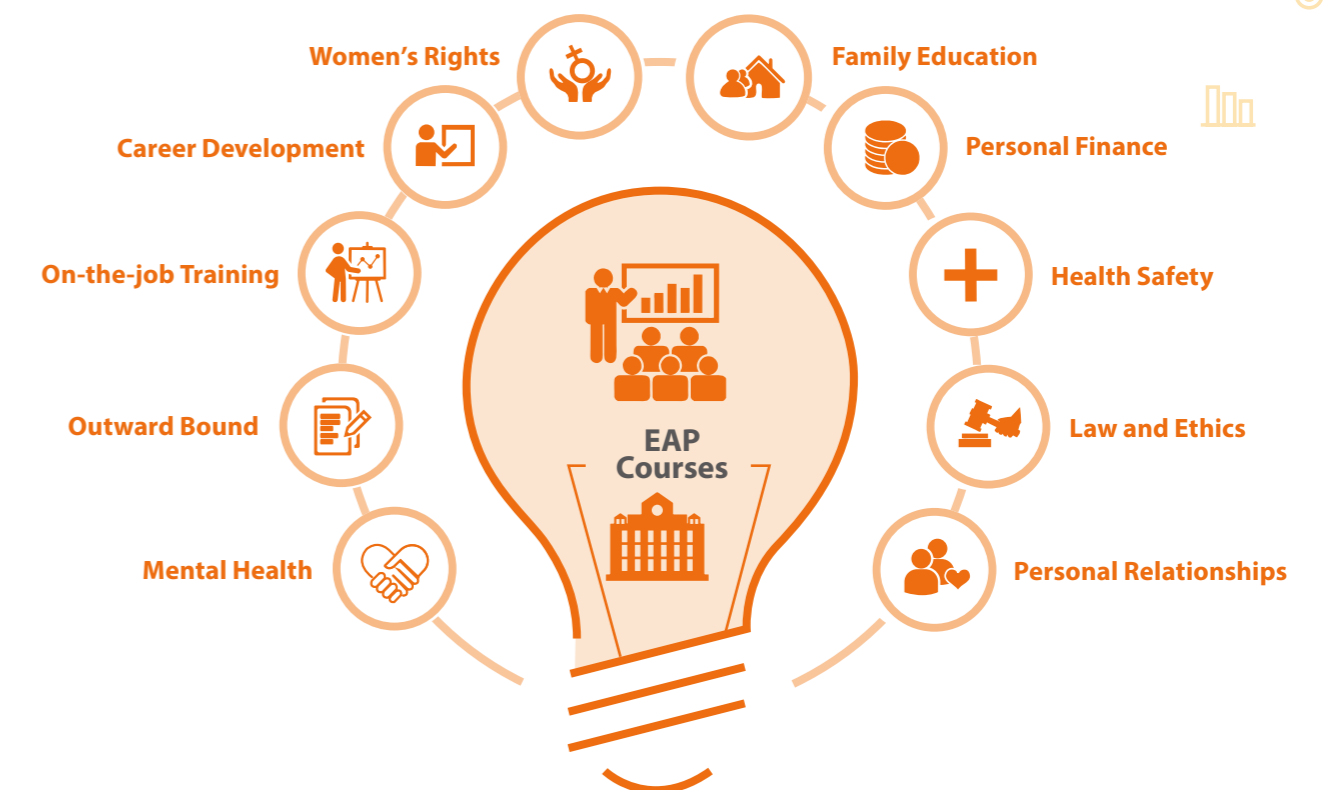
In 2018, to support the company's development towards the Industrial Internet and address the demand for AI talents in Industrial Internet, the University set up special training courses on topic. An accumulated 160,451 participants attended basic knowledge training sessions, and 2,745 professionals were trained. The Cloud Online to Offline (O2O) training model, IMS Industrial Internet Data Analysis Talent Training courses, Artificial Intelligence and Big Data Foundation courses and other courses are available on the self-developed mobile education and training. With the help of offline tutoring, employees are able to continue learning through the mobile application and enhance skills even after they have left the company.

In 2018, the Foxconn University offered Employee Assistance Program (EAP) courses in management, general education, technology, and on-the-job training (OJT) and degree courses. Over 27.51 million participants have completed over 4.82 million training hours. The total training hours for 18.7 million male participants was 3.37 million hours, while 8.81 million female participants completed 1.45 million hours of training.

Since the establishment of the Foxconn University in 2001, we have partnered with 62 renowned academic institutions, including Tsinghua University and Peking

University, on continuing education and training programs for our employees. In 2018, 58,808 new students enrolled at the University, and 32,613 employees graduated. To encourage employees to enroll in continuing education programs, Foxconn has implemented a number of scholarship schemes, including a Business unit Scholarship for training, a Labor Union Scholarship for specialized training, a College Scholarship, a Continuing Education Fund, and promotion opportunities for employees who graduated from the continuing education programs. In 2018, a total amount of RMB 7.63 million in scholarship was granted to 6,963 students.


Courses	Training hour	Number of Participants
General Education	3,215,606	9,856,968
Management	98,586	3,030,154
Technology	1,336,384	7,652,441
On-the-job Training	38,962	3,898,476
Industrial Interne	3,497	191,826
Academic Education	135,096	2,884,413
Total	4,828,131	27,514,278



3 Health and Safety


Foxconn prioritizes the health and safety of all our employees across all global operations, adopting a “no-compromise” approach to workplace safety and occupational health. We recognize that healthy employees are better able to contribute to society and sustain a work-life balance. With this in mind, we encourage a proactive and systematic approach towards enhancing our working environment.

Occupational Health Check Participation




52,248 employees

Health and Safety Promotional Activity Participation



Mainland China campuses:
170,000 attendees



Taiwan campuses:
13,990 attendees

Work Environment and Industrial Safety

Our commitment



100% safety at work
Zero occupational diseases
Zero incidents

Third-party Certification



OHSAS 18001
CNS15506

Certified for 10.3 million hours of “no significant operational incidents”



Awarded “Special Award for Outstanding Corporation”



Established professional internal audit teams to conduct regular safety checks



Rectified 57,420 issues, achieving a rectification rate of 99.8%



Recognized as “Excellent Company” of the 2018 Industrial District Work Safety and Health Promotion Program



Foxconn follows relevant occupational health and safety management structures of local and international laws and regulations to formulate relevant employee health and safety policies. To put these standards into practice, we build quantifiable goals and implement management plans. These efforts include introducing advanced detection and monitoring systems, implementing fountainhead prevention and control systems, carrying out health drills to raise safety awareness, reinforcing employee resilience to safety hazards, and eliminating risks in the workplace, all to create a safe and secure working environment for our employees.

Foxconn continues to invest in creating a safe and healthy working environment by providing employees with a comprehensive healthcare program aimed at building a robust internet system with precision healthcare and smart technology. The program utilizes Foxconn’s cloud computing capabilities to offer extensive wellness programs to employees and their families ranging from import food safety to health monitoring.

Safe Working Environment

With our existing health and safety policies at Foxconn, we hope to achieve zero accidents, injuries or occupational diseases at our campuses to enable a safe working environment for our employees. Functional units including Training and Development, and the Labor Safety Department are established to facilitate the management of safe campuses.

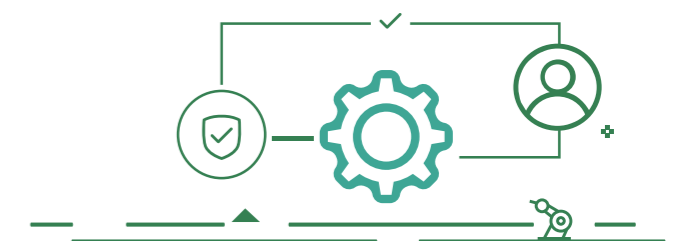
In 2018, our Taiwan campus continued to operate under the comprehensive health and safety management system, which was previously recognized by international third parties through the OHSAS 18001 and CNS 15506 certificates. According to the “No Significant Occupational Incident Working Hours Record Guideline,” Foxconn obtained a certification for its record of 10.3 million “No Significant Operational Incidents” working hours. The company also received the “New Taipei City Outstanding Unit Prize” from the New Taipei City government in May 2018, as well as national recognition as “Excellent Company” of the 2018 Industrial District Work Safety and Health Promotion Program.

As part of Foxconn’s commitment to zero accidents, injuries or occupational diseases, safety management units and systems are in place to immediately respond to potential hazards across our campuses in China. To further achieve these goals, a series of safety regulations and policies that establish high standards for construction vendors have been put into practice, providing on the job training and full-time specialist guidance for external parties during the period of construction.

Industrial Safety

The Safety and Hazard Prevention Center is stationed at Foxconn’s Taiwan headquarters, focused primarily on facilitating the exchange of safety information across campuses, providing real-time information on typhoons and other natural disasters, and crisis management training to employees, reinforcing our crisis prevention systems.

99.5% of safety and prevention equipment across Foxconn campuses recorded a “good” rating. Industrial safety cloud and other modules have been established to ensure both software and hardware safety to ensure that management mechanisms are in place across different campuses. Infra-red thermographic devices are used to monitor electronic equipment operations, whilst training in infra-red thermal imaging was conducted for safety personnel teams to reduce the risk of fire-related incidents. In 2018, 14 teams conducted regular checks and tests across different campuses, where problematic issues were identified and resolved in a timely manner. The teams also carried out safety inspections which identified 453 defects. Aided by follow up assistance from respective units, the safety awareness of employees was greatly strengthened.





Our goal of “100% Safety at Work” and “zero injuries, occupational diseases or accidents” allows us to establish comprehensive safety measures and execute them conscientiously. In the case of accidents, witnesses and unit managers are involved to file a report to the “Industrial Accidents Declaration System” immediately. A specialized unit to investigate, handle and report on the event details will also be formed. In 2018, 486 work injuries, 21 regular accidents, zero explosions and zero conflagrations (general or above)

were reported across all China campuses. The annual accident rate per thousand employees was as low as 0.694‰, with zero serious injuries and one death reported.

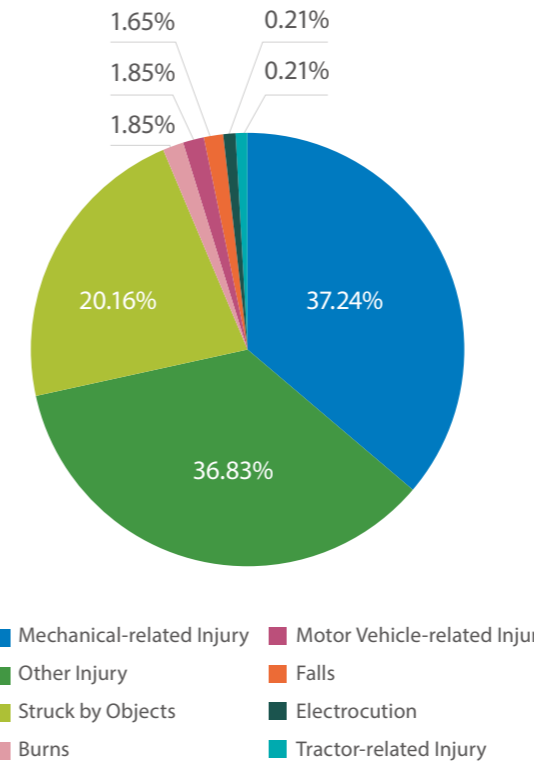
The professional internal audit teams conduct daily and monthly safety checks across campuses in China on items such as electrical safety, combustible materials management, CNC care and hazardous chemicals management. Out of the 57,510 conformance assessments conducted in 2018, 57,420 items were rectified within the recommended timeframe, reflecting a rectification rate of 99.8%. Remaining safety non-conformances have been adjusted within the standard timeframe. Simultaneously, the Foxconn Labor Supervision Committee conducts regular audits and assessments of campuses to ensure that safety policies are fully adhered to and implemented, and that all employees can work in a safe environment.

To ensure workplace safety and effective prevention of accidents, Foxconn continuously reviews and identifies opportunities to introduce advanced technologies to improve our operations and processes. These include, for example, sourcing less hazardous raw materials, fool-proofing our machinery and enhancing production flows. In 2018, multiple production flow enhancement safety measures were improved, including five hazardous production safety guides and courses, and 54 safe innovation and improvement projects, all of which greatly increased safety technology and management standards.

Occupational Hygiene

In accordance with the annual safety and health management plan, Foxconn conducts physical and chemical hazard checks by carrying out routine sampling. The results of these testing procedures show that our operations comply with applicable regulations and standards.

Foxconn has established an employee health check center which provides complimentary annual health checks and assessments for employees, including pre/post-employment medical examinations and regular medical examinations. In 2018, 52,248 employees took part in occupational health checks resulting in 911 employees being transferred within the company to accommodate physical conditions. Over 3,400 plant inspection points and more than 9,000 personal dosage inspection points were also set up, in addition to 6 charity events for occupational safety.



Female Healthcare Talk

Health and Safety Awareness Training

At Foxconn, we are committed to promoting awareness of health and safety, thereby enabling a harmonious working environment. New safety education and training is conducted across the facility level, process or production line level and team level annually.

Foxconn organizes multiple health and safety-related activities, including fire extinguisher training, fire simulations and earthquake simulations. These activities aim to raise safety awareness among our employees for industrial and general safety across different aspects of daily operations. Furthermore, specialized safety training such as fire emergency groupings, occupational health and safety, external workers safety, dust care management and hazardous chemical safety programs are also available at Foxconn.



Earthquake simulation



Self-defense simulation

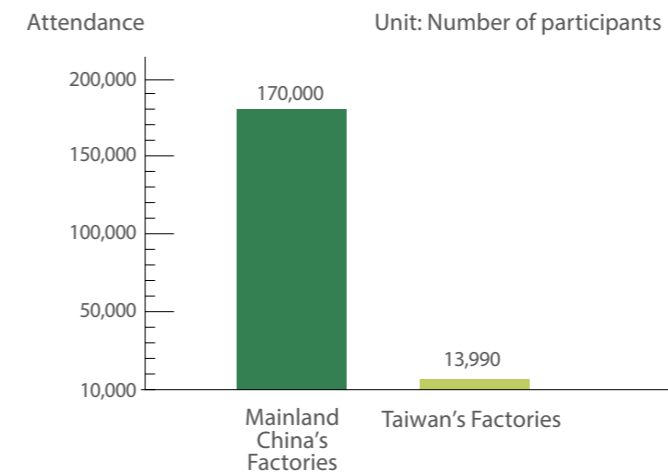


Water hose experience

Health and Safety Promotion and Training

	Number of Sessions	Attendance
Promotional Activity	61	183,990
Specialized Training	101	6,972

Health and Safety Promotional Activity



Precision Healthcare Cloud Service

Foxconn integrates its online and offline healthcare software and hardware services with the help of smart technology. With the health cloud service, employees have access to real-time health services which extend out of the workplace into their family lives. We seek to provide more than a standard annual health-check for our employees, but a comprehensive personal healthcare program with a full range of real-time services.

Precision Personal Healthcare Management

Rather than just relying on conventional health checks, Foxconn's biotech subsidy Healthconn (established and

founded by Foxconn in 2009) delivers a dedicated personal health management solution, with professional nursing and nutritionist advice. Through their personal healthcare cloud band, Foxconn employees can examine up-to-date information on healthcare programs within the Group, educational content, and personal healthcare advice and solutions from our professional medical team.



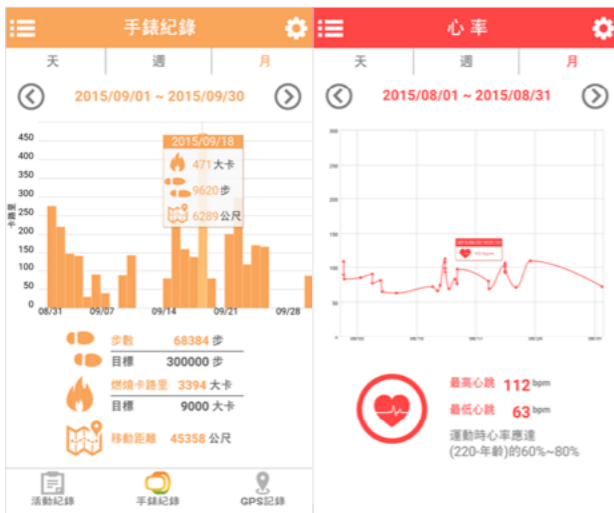
Personal employee healthcare cloud bank

Healthcare for Employees 365 Days of the Year

H2U or "Health to You" aids our employees and their families in building a comprehensive healthcare plan that provides around-the-clock healthcare support on the H2U health management platform anytime, anywhere. Since its introduction in 2013, the health measurement automated teller machine (ATM) has come into its fifth generation, allowing employees to collect and manage personal health data with ease. H2U also houses an extensive team of professional health managers who can share personalized healthcare and nutritional advice and relevant health-related information according to the health data tracked in the system.



Employees using H2U ATM



H2U Life Application

In addition, Foxconn's healthcare group has formed a special medical and healthcare team comprising of physicians, pharmacists, nurses, and health managers who support the healthcare needs of our employees. The medical team provides emergency medical assistance to our employees and their families, and various healthcare services to expatriate employees seconded to our Mainland China campus and other campuses around the world. This includes emergency medical assistance for employees seconded overseas, medical team visits to our international campuses, international SOS medical assistance and support, and continuing care for employees upon their return home.

Food Safety

Foxconn requires all on-campus food suppliers to display valid certification to ensure that the food provided to employees is clean and safe. The company has also

established a food safety test center that operates in strict adherence to national standards and has appointed professional experts to monitor food safety in our campuses.

Daily canteen food safety tests, catering environment visiting and caterer counsels act as a comprehensive gatekeeper in providing sanitary air, water and food for Foxconn employees. The Group is also the first technology enterprise out of the food and beverage industry to establish an institution on food safety check across the Mainland, Taiwan and Hong Kong.

Milestones in Food Safety Cloud Management System

- 2013.12 Zhengzhou's laboratory construction started
- 2014.3 Zhengzhou's laboratory construction completed
- 2014.10 Taipei's laboratory construction started
- 2015.4 Taipei's laboratory construction completed
- 2015.10 Zhengzhou's laboratory verified by CMA (equivalent to the Ministry of Health and Welfare in Taiwan)
- 2017.11 Taipei's laboratory obtained ISO 17025 verification

Foxconn ensures food safety across a complete set of procedures, including inspection, auditing and sourcing. Apart from improving testing capabilities, our food safety center has also built an independent professional inspection team to investigate the environmental hygiene across kitchens and dining areas on campuses. Ingredient, food and auditing data will be recorded and analyzed at the food safety database, ensuring the quality of food supplies and enforcing measures against food contamination, raising food safety standards across different campuses.



Approach to food safety

4 Supply Chain Management

Foxconn believes that building a sustainable supply chain should be a top priority. We strive to promote social and environmental sustainability among our supply chain partners and across all our business locations.

As of end of 2018



Over **70%** of suppliers passed **ISO 14064** for greenhouse gas accounting and verification

Enrolled **43** new suppliers who passed environmental management assessment standards



Conducted **548** on-site inspections for key suppliers

Conducted conflict mineral research on **3,836** suppliers



Introduced initial energy saving and carbon reduction initiative to **150** suppliers



Embrace "Circular Economy"



Enhance efficiency in resource and energy usage



Promote the reuse of materials, parts and products

Social Environmental Responsibilities of Suppliers

In addition to requiring suppliers to perform responsibilities in compliance with the code and social environmental policy of Foxconn, suppliers are also required to comply with local laws and regulations in the process of purchasing and trading. Procurement department and suppliers should implement the following policies:

- To eradicate corruption, discrimination and unfairness in the procurement process, Foxconn signs letters of commitment with suppliers to ensure that all suppliers abide by the principles of fairness, impartiality and openness in the transaction process.
- Foxconn requires suppliers to take responsibility in compliance with the code and social environmental policy during the process of supplier verification, evaluation and optimization. Social responsibility should be regarded as the basic standard for supplier selection.

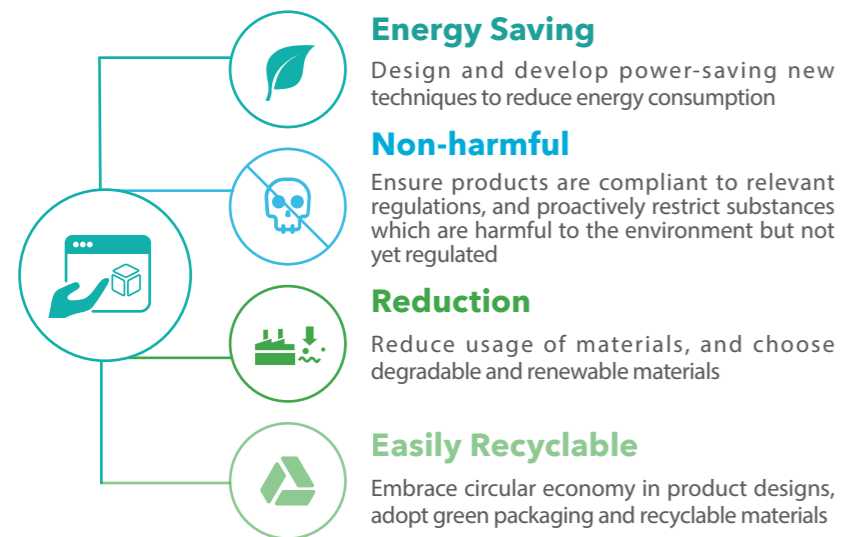
During supplier selection or procurement processes, Foxconn has always taken social responsibility and environmental benefit into full consideration. This means

that Foxconn would prioritize the procurement of raw materials, products and services which feature environmentally friendly, energy conservation and comprehensive utilization properties, ensuring economic and environmental benefits. Through such practices, Foxconn does not only continue to improve and optimize green procurement standards and management systems, but also work closely with upstream and downstream enterprises to build a green supply chain that features environmental protection, energy conservation and carbon reduction. In 2018, a total of 43 new vendors have completed social environmental impact assessments.

Supplier Management Practices

Purchase Green Products

While Foxconn strictly monitors materials provided from suppliers, we have also been focusing on environmentally friendly electronic product designs at the beginning stage, covering the four key aspects of "Harmless, Conservation, Reduce and Recycle". Relevant steps have also been taken at all factories to optimize product development processes and develop environmentally friendly design mechanism to guarantee product health and safety.



Based on an environmental strategy that centers around "circular economy", enhance efficiency in resource and energy usage, and promote the reuse of materials, parts and products

Persistently provide customers with highly efficient, energy saving and environmentally friendly products and solutions, help customers lower operating costs and reduce carbon emission

Green Product Management among Suppliers

Based on green product risk control principles that prevent poisonous and harmful electronics from entering the market, Foxconn has actively followed the requirements of the EU Restriction of Hazardous Substances (RoHS) 2.0 Directive with the following principles and introduction of new requirements:

- Require suppliers to monitor harmful substances that are newly added into the RoHS Directive a year in advance, and relevant submit compliance information;
- Require suppliers to develop and build autonomous detection capabilities for the 10 types of harmful substances under the RoHS Directive;
- Develop proactive product material compliance management platform to ensure automatic monitoring of product material compliance

To ensure green procurement management, the group has set up a green product management platform for suppliers. Through this one-stop platform, Foxconn will be able to understand or manage suppliers' green product management components, including contract signing, overall risks of green products in factories, supplier management system verification details, monitoring capability of harmful substances, etc.

Supplier SER Management

Foxconn set up a supplier SER management platform that can quantify suppliers' risks and accurately diagnose risks to enable suppliers to improve management capabilities. Supplier SER Management is divided into four phases: Import, Risk Assessment, Audit Verification and Continuous Improvement. Such phases can be rolled out via the signing of letters of commitment, education and training, evaluation of quantitative risk factors, self-assessment, on-site inspection and improvement counseling. By the end of 2018, there were 548 on-site inspections for key suppliers, and significant negative impact (such as forced labor, abuse of labor, child labor and violation of human rights) has not been found. Suppliers who were found to have non-conformances have been asked to rectify their mistakes. For instances where employees were harmed, employees were isolated from the harmful environment immediately until appropriate measures have been taken. By the end of 2018, approximately 80% suppliers had improved and continuous enhancements are still ongoing.

Supplier Conflict Mineral Management

Foxconn has been supporting clients to meet the requirements of the Conflict Mineral Reporting of the Securities and Exchange Commission, ensuring Corporate Social Environmental Responsibility (CSER) practices are implemented. Foxconn will also continue to monitor the incremental risk of Cobalt and assist clients with further research in the future.

Foxconn has been collecting conflict mineral reports from suppliers through a conflict mineral management platform that adopts the Conflict Minerals Reporting Template initiated by Responsible Minerals Initiative (formerly Conflict-Free Sourcing Initiative). In 2018, Foxconn has finished conducting conflict mineral research on 3,836 suppliers, where no conflict minerals from Congo and neighboring countries were found.

Supply Chain Environmental Management

To ensure management of different suppliers which have varied level of compliance, Foxconn has strengthened monitoring actions towards those suppliers who had violations of environmental measures. For suppliers who have been meeting discharge standards for prolonged period of time, Foxconn has also reduced frequency of monitoring actions. Such arrangement not only motivates suppliers who are more proactive with pollution control, but also enables Foxconn to establish a one-stop environmental protection management from raw material to finished product. Currently, all new Foxconn suppliers have passed the environmental management evaluation.

To reduce supply risk and ensure CSER, Foxconn has taken the following measurements to control risks:

- Identify highly polluting suppliers and share "Foxconn Supplier Environmental Management Requirements" with them;
- Conduct special evaluations on highly polluting suppliers and assist them to improve;
- Enforce supplier to remove environmental-violation records from NGO websites to eliminate negative impact on themselves and Foxconn; and
- Submit suppliers' environmental management data to procurement headquarters regularly.

Supplier Energy Saving and Carbon Reduction Management

Foxconn has already introduced an initial energy saving and carbon reduction initiative to 150 suppliers. The initiative did not only help to reduce greenhouse gas emissions and energy use, and conserve energy, but also brought direct economic benefits and enhanced Foxconn's green corporate image.

In May 2018, Foxconn has launched the Supply Chain Energy Saving and Carbon Reduction Project to motivate more suppliers to conserve energy and reduce greenhouse gas emissions and energy use. Key suppliers of clients' products took part in the project and were also encouraged to achieve ISO 14064 verification. By the end of 2018, over 70% of suppliers have already passed ISO 14064 for greenhouse gas accounting and verification, and the project is still in progress.

5 Environment

Foxconn believes that environmental sustainability is of the utmost importance. To integrate green and sustainable practices into our operations we follow a systematic approach targeting product design, carbon emission reduction, process management, energy and resource management and supply chain management. By doing so, we minimize the negative impact of our operations on the environment and build an eco-culture through the innovation and application of new technologies.

In 2018

Total water consumption of Mainland China campuses was 100.625 million tons, decreased by 8% when compared to 2017

Reclaimed 3,776 thousand tons of water, accounting for 3.75% of total water consumption



Adopted "zero waste" program in China, ensuring 100% waste conversion rate that limits waste incineration rate to 10%.

Achieved waste management rate of 99.86% among the 78,522 tons of dangerous waste produced in campuses in China



- Invested more than **TWD 1.78 billion** on **2,102** energy management and conservation projects and completed **88%** of the projects
- Achieved a total combined energy saving of **547.3 million kWh**, equivalent to **TWD 1.66 billion** in cost savings



Foxconn's Mid to Long Term Plan

the carbon dioxide emission reduction target of 24% is based on the company's 2020 carbon dioxide emission per unit of output against that of 2015.



Clean Energy

Total capacity of photovoltaic power generators across China amounts to 215.20 MW producing 110.29 million kWh of electricity



Purchased 400 million kWh of wind power

Clean energy usage amounts to 510.29 million kWh or 5.71% of total consumption



Carbon Asset Management

Achieved **68.63 kg** of carbon dioxide/ten thousand RMB, equivalent to a **14.7%** reduction of carbon emissions against the average in 2015.

Environmental sustainability has always been a top priority for Foxconn, and we have put in place a systematic approach towards integrating green and sustainable practices into our operations. Actions such as developing environmentally friendly design, procedural management, energy saving and reduction of carbon emissions, building energy management system and supply chain management have been taken to minimize the adverse impact to the environment and achieving our goal in promoting environmental sustainability.

Environmental Management

Since the company's inception, Foxconn has made environmental conservation a key operating principle to ensure that waste and pollutant emission levels meet the requirements of local laws and regulations and that the environment is not compromised by our operations.

Environmental Management System

Foxconn integrates and implements the ISO 14001 Environmental Management System once the construction is completed in each campus site. We also adopt the "Plan, Do, Check and Action (P-D-C-A) model" to improve environmental management capabilities.

We assess and consider the environmental impact of the company's operations, activities and services, and conduct comprehensive assessment to identify and classify major environmental related factors based on their potential impact and severity. This data will then be used to derive mitigation plans and actions, for developing improvement policies and work processes to minimize potential environmental impacts.

Water Resource Management

A Total water consumption

Municipal water supplied by the local public utilities system is the main source of water supply across all Foxconn campuses. No groundwater, stored rain water or surface water are used across our production plants. Meanwhile, water consumption and conservation plan

and water-related infrastructure and equipment are reviewed on an annual basis under the grand objective to reduce water consumption. With the extension of water recycling project, we reclaimed 3,776 thousand tons of water in 2018, accounting for 3.75% of Foxconn's total water consumption.

The total water consumption of our Mainland China campuses was 100.625 million tons in 2018 which decreased by 8% when compared to 2017. The top five campuses in terms of water usage are as follows:

No.	Campus	Location	Water Usage (United: 10,000 tons)
01	Campus 1	South China	1366.6
02	Campus 2	Central China	898.1
03	Campus 3	North China	715.6
04	Campus 4	South China	587.7
05	Campus 5	Central China	578.0

B Wastewater management

Foxconn aims to reduce water usage at its source through optimizing production processes, and proactively carrying out water recycling projects. Moreover, we use reclaimed water in production lines and environmental greening in order to minimize the the impact of our manufacturing operations towards the environment. Wastewater treatment equipment are installed across campuses and regularly inspected and maintained, to ensure compliance towards wastewater disposal regulations and standards. In 2018, Foxconn discharged 34,917,251 tons of water, including domestic sewage and industrial wastewater, with no major wastewater leakage incidents.



Waste Disposal management

With the rapid development of industrialization, enormous amounts of solid waste are produced and widely disposed, polluting soil, water and air. Not only does the solid waste contaminate the environment in general, but also generates trash that is can hardly be decomposed organically. As solid waste becomes an alarming environmental controversy, Foxconn responds to the challenge with its “zero waste” program, which aims to lower the incineration and disposal of solid waste in landfills.

The “zero waste” program is adopted across all major Foxconn campuses in China, ensuring a 100% waste conversion rate that limits the waste incineration rate to 10%. As part of the program, we are also working towards reducing waste at source and achieving a higher recycling rate of packaging material, reclaiming internal and external packaging materials, to improve the overall recycling rate of waste materials. In addition, waste management units – which are responsible for coordinating the daily management and statistical tabulation of waste disposal as well as promoting waste reduction – have been established to support recycling efforts at the facilities.

In order to ensure the effective and legal treatment of all factory waste, a transparent, fair and impartial tender procedure is adopted to ensure that only lawful and qualified waste management vendors were chosen. The vendor with the smallest risk will be chosen from the tender process and will be responsible for managing the factory waste in a proper and well-recorded process. In 2018, among the 78,522 tons of dangerous waste produced in all China campuses, a waste management rate of 99.86% was achieved.

Climate Change

Foxconn pays close attention to the progression of climate change and categorized climate change as one of the major corporate risks of the group. To alleviate the challenges brought by climate change, we have been conducting continuous analysis and monitoring to compile corresponding global contingency measures that are aligned with the basis of energy management and carbon asset management.

Risks and opportunities

Foxconn believes that we have responsibility to protect the planet against the changing climate and increasing greenhouse gases emissions. We have formulated an

energy-saving and emission reduction strategy and plan, which is implemented by an energy resource management committee in every campus. Foxconn also participates in the international Carbon Disclosure Project (CDP), and plans to adopt the following proactive actions to achieve energy-efficiency, emissions reduction and sustainable development goals:

- Systemically monitor and analyze the level of greenhouse gas emissions
- Implement greenhouse gas emission reduction programs and initiatives that are informed by the results of our monitoring and analysis
- Promote and support energy-saving and emission reduction projects to fulfill our commitment to sustainable development and our responsibilities as a corporate citizen
- Comply with all relevant laws and regulations and meet our customer requirements and expectations

Energy Management

With the continuous growth of Foxconn’s operations, the Group’s electricity consumption in 2018 was 8,930.27 million kWh, an increase of 1% compared with 2017. The table below shows the top five campuses in terms electricity usage:

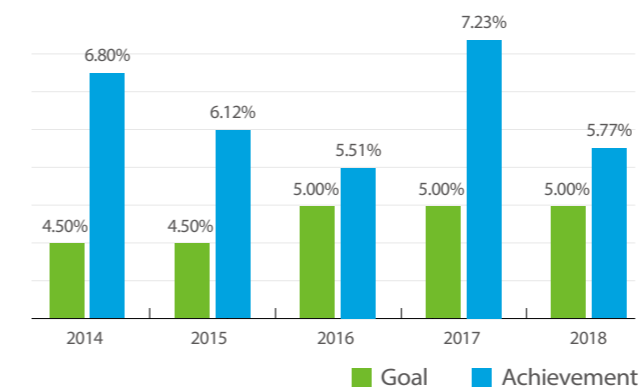
No.	Campus	Location	Electricity Usage (unit: 1,000,000 kWh)
01	Campus 1	South China	1124.1
02	Campus 2	Central China	867.85
03	Campus 3	South China	596.98
04	Campus 4	North China	596.04
05	Campus 5	Central China	547.0

At Foxconn, we have leveraged our competitive advantage in information technology to expand the integration of internet-based energy usage and energy conservation management to proactively develop new energy-saving technology, product innovation and new business models. Such actions help to mine and release potential of energy saving measures, supporting Foxconn’s transformation and enhancement strategy and improve quality and revenue at the same time.

Foxconn has set mid to long-term energy-efficiency targets for our significant operations in Mainland China under the guidance of China’s 13th Five-Year Plan. Our goal is to achieve 22% in energy consumption reduction, equivalent to 1,723 million kWh, by 2020 against

the base year of 2015. At the beginning of every year, Foxconn sets annual energy-saving targets and implements initiatives to incentivize and promote the development of innovative energy management and conservation technologies. In 2018, the Group invested TWD 1,781,029,357 on 2,102 energy management and conservation projects and successfully completed 88% of these projects. The projects cover areas such as the improvement of motor energy efficiency, CNC oil mist purification, heat recovery from air compressor exhaust, and using Polarized Refrigerant Oil Additive (PROA) technologies for centralized air-conditioning. Such initiatives achieved a total combined energy saving of 547.3 million kWh, equivalent to TWD 1,660,537,728 in cost savings.

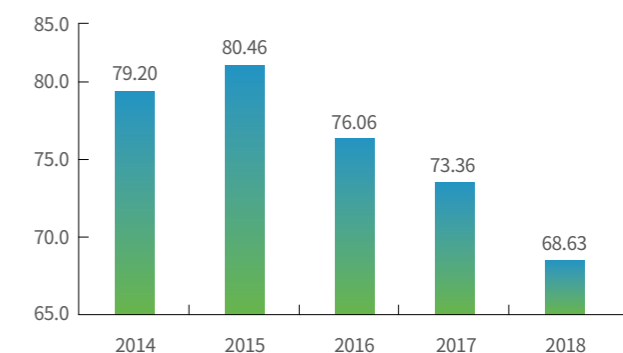
The chart below shows our progress in achieving our energy-efficiency targets over the last five years:



Risks and opportunities

In accordance with China’s 13th Five-Year Plan, which requires the reduction of carbon dioxide emissions by 18%, Foxconn has set a carbon dioxide emission reduction target of 24%, based on the company’s 2020 carbon dioxide emission per unit of output against the average in 2015. In 2018, a total of 7,543,459 tons of scope 2 greenhouse gas emissions were emitted from Foxconn’s campuses, with the output value per unit of carbon emission being 68.63 kg of carbon dioxide/ ten thousand RMB, equivalent to a 14.7% reduction against the average in 2015.

The graph below illustrates the rate of reduction of carbon dioxide emissions per unit of output by Foxconn over the past five years:



Carbon Dioxide Emissions Per Unit Output: 2014-2018

A. Development and application of renewable energy

Since 2012, Foxconn has already set up 2MW photovoltaic power generators which connect to the electricity network of the Group’s China headquarters. Solar energy systems have been installed on the roofs of three multi-story industrial buildings, each with a roof-top area of 8,760m², and a total installed area of 13,914m². As of December 31, 2018, the 2MW BIPV system has generated a cumulative total of 12.71 million kWh and saved 1,562 tons of standard coal, realizing up to 11,389 tons of carbon dioxide reduction.

As Foxconn actively engages in the building of integrated photovoltaic (BIPV) systems, we also introduce global leading design solutions for photovoltaic power generators according to specific local and campus-requirements of solar energy plans for each site. In 2018, Foxconn has built on-the-ground or rooftop photovoltaic power generators across China, with a total capacity of 215.20 MW, producing 110.29 million kWh of electricity. With the purchasing of 400 million kWh renewable energy (wind power), Foxconn’s usage of renewable energy reaches 510.29 million kWh, allowing renewable energy to amount for 5.71% of the total energy usage of the Group.

B. Green Factory

Foxconn has developed the “Sustainable Campus Site Building Examination Action Plan (2017-2020)” to speed up our green transformation process and establish itself as a green manufacturing enterprise with global competitiveness. As of December 31 2018, 14 Foxconn subsidiaries, such as ShunSin Technology (Zhongshan) Co., Ltd., Hongfujin Precision Electronics (Zhengzhou) Co., Ltd., and Hong Futai Precision Electronics (Yantai) Limited Company, are accredited as “National Green Factory”.

6 Social Participation

At Foxconn, we implement social responsibility community initiatives that reflect the company's culture of "Love, Confidence and Determination". Our commitment to contributing to society is built on our belief that "Whatever you take from society, you should give back to society".

In 2018, Foxconn allocated TWD 300 million to social and community-based programs and activities covering:

Care for the Disadvantaged in the Society

Support **schooling and employment** programs for underprivileged families and students

Promotion of Education and Art

Support education **advancement** among youths, promote **art and education**, develop **agricultural** education, etc.

Charity and Philanthropic Initiatives

Donated TWD 120 million to Hualien County Government for 0206 Hualien Disaster

Sponsored **childcare** programs, improvement of **public childcare center facilities**, etc.

Giving Back to the Community

Support nationwide **sports programs, meals with the elderly, community development efforts**, etc.

Supporting Charity Programs

Donated over **RMB 16 million** to Shenzhen Red Cross through "**Smile Project**"

- Delivered relief items and scholarships to students**
- Sponsored centers for disabled children**
- Organized academic assistance activities**

Care for the underprivileged in the Society

Foxconn Scholarship

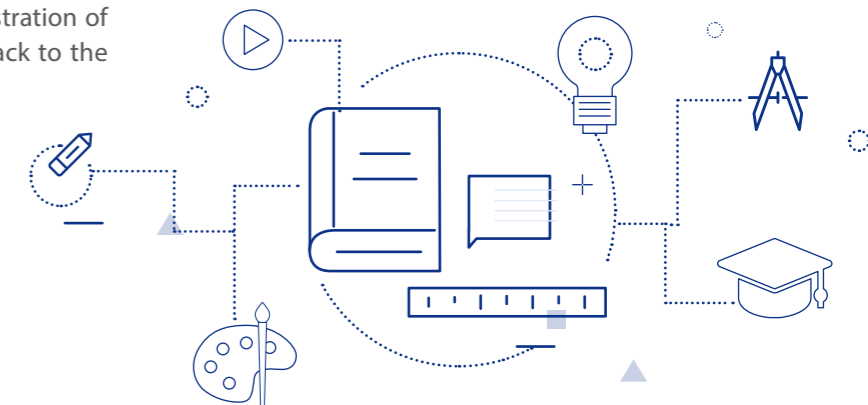


The Foxconn Scholarship continues to adopt last year's key feature in moving away from generic limitations of scholarship applications. It aims to help more outstanding students who are in urgent need of assistance but not yet qualified for poverty grants based on legal qualifications. Moreover, the Foxconn Scholarship will also extend its coverage to colleges and universities, for students are in the bachelor's advanced study program, qualified for student status and still within their years of study. This year, the Foxconn Education Foundation will invite 30 judges from business, government, and academic backgrounds to select 300 students who are not only outstanding for academic study and self-growth, but also for considerate. The selection criteria of the scholarship will be "proactive demonstration of self-growth, while helping others to give back to the society".

Summer Heroes Assemble

In order to cultivate the "multi-variate capability" and "personality education" of the students of Yonglin-Honghai Taiwan Hope Primary School, each branch campus will conduct a series of heroes challenge competitions during the summer tutoring sessions. Through down-to-earth English learning models, natural English expressions and drama performance on-stage created by students of every branch of Yonglin-Honghai Taiwan Hope Primary School, we hope to stimulate students' motivation and sense of achievement in English learning.

This year's Summer Heroes Assemble will be different from previous drama-focused activity and adopt an activity format that is similar to a Carnival. The event will encourage students to embrace all-round learning through booth exhibitions, multiple competitions and dynamic presentations. It will also provide opportunities for lateral exchange and sharing between schools and maximize impact towards the campuses and the public.



Promotion of Education and Art

2018 DFC Global Annual Meeting - Design for Change

Foxconn and the Yonglin Foundation have joined hands with DFC Taiwan to organize the 7th DFC Global Annual Meeting in Taipei Peace Experimental Primary School on December 1-2, 2018. During the event, teenagers from more than 40 countries gathered in Taipei, which has attracted attention worldwide and gone beyond the scale of previous events. The first annual global meeting had set a new few records for DFC, including being the most challenging story sharing group ever, with 24 stories from all over the world, from which, four stories were from Taiwan. It was also the first time for large-scale forums, workshops, and free exhibition areas were organized at the same time. The event has allowed both domestic and overseas participants to experience creative solutions from around the world and inspire everyone's imagination to solve problems.

The event has attracted attention from well-known celebrity artists, who aspired the community to support DFC's "I Can" spirit. Many educational partners, corporate sponsors and social influencers have responded and supported, which set off a wave of design thinking.



Creative Poetry Recitation Competition for Children

Foxconn collaborates with the New Taiwanese Culture and Education Foundation to conduct the "Poems taught by My Mom - National Children's Creative Poetry Recitation Competition". Over the past seven years, thousands of teachers, students and their friends have participated in the competition. There will be more opportunities for the children to apply skills of poetry recitation in various activities of our Hope Primary School and enhance expression skills of children.



Charity and Philanthropic Initiatives

Creative Poetry Recitation Competition for Children

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Giving Back to the Community

Football Games in Rural Schools

In order to promote children's football, prompt exercise habits, strengthen physical health, and allow equal opportunities for playing football in rural schools, Yonglin Charity Education Foundation sponsors the Taoyuan City Football Association to organize the "Taoyuan City Football Association Children's Football Match cum Football Promotion Program for Rural Schools". Footballs, goal posts, stands and various competition equipment were delivered to rural primary schools after the games to support the development of football activities and Football Promotion Program in rural primary schools.



Yonglin Farm

In 2009, Hurricane Morakot caused serious floods and gave rise to the establishment of the largest smart organic farm in Taiwan - Yonglin Farm. After years of research and development and land improvement, the quality of the soil has improved and healed after the debris flow. The increasingly refined agricultural technology has also contributed to the high-quality pesticide-free, fertilizer-free, diverse organic crop harvests. Nowadays, the natural landscape has become another important sightseeing location. In order to advance agricultural science and technology in poverty areas, Foxconn actively engages in the promotion of Yonglin farm. To date, an integrated agricultural demonstration zone has been established in Jinmen and Guiyang in Guizhou, featuring a balance of farm produce, simple lifestyle and balanced ecosystem.



Project Smiles

In August 2018, Foxconn joined hands with Shenzhen Second People's Hospital and Shenzhen Red Cross to go to the Kashgar People's Hospital to organize a free clinic for "Cleft lip and palate rectification". During the activity, three Uighur children with transverse facial cleft and cleft lip and palate were treated and the Group donated CNY 100,000 in cash to the project.



Project Smiles was launched in 2003 to support the appearance rectification surgery, correction and improvement of language function of children with cleft lip and palate. As of December 31, 2018, more than CNY 16 million were donated to the Shenzhen Red Cross on this project.

From Wasteland to Fertile Farmland

Methods of ecological engineering



Recycle disaster wastes

Construct buildings in the farm by utilizing driftwoods and wastes produced by landslides and storms



Use sustainable ecological engineering methods to construct the farms

Install drainage swales using ecological engineering methods to maintain a diverse ecosystem



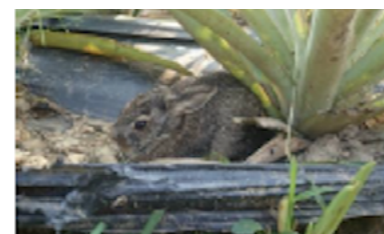
Preserve a natural and clean water source for the ecological pools

Preserve a non-polluted source of water from Tataka on Mount Yu for the ecological pools



Sow seeds and farm at optimal times and locations

Sow seeds and farm in both greenhouses and outdoor farms



Organic Farming with Agricultural Technologies

Precise one-stop production line control from seedling to harvesting



Seedling plugs

improve plants health and survival rate



Land preparation and field planting

provide the optimal environment for plants to grow



Organic fertilizer

provide nutrition to the plants and nourish the farm soil



Natural threats prevention

weed / pest control



Automatic seeder



Seedling plugs



Sprinkle base fertilizer



Manual soil preparation



Mechanical soil preparation



Field planting



Weed control



Growth period



Harvest

Overseas Charity Events

Delivering Warmth to Disaster Areas

In January 2018, Ha Giang in Vietnam suffered from heavy rainfall in consecutive days, which caused floods, landslides and debris flow in some areas. Houses were washed away, farmlands and farms were flooded, roads and bridges were rushed and collapsed, resulted in significant human life and economic loss. The Vietnam Division delivered new clothes, quilts, stationery and sporting equipment, scholarships etc., with a total worth of VND 250 million (about CNY 74,000) to children in primary schools and kindergartens in Wanzhai Township, Ha Giang Province.



Visits to Disabled Children

Foxconn actively participates in overseas community activities and has sponsored the Disabled Children's Mutual Aid Center in Thuận Thành District, Bắc Ninh Province, the Xianglu Disabled Welfare Institute in Beining Province, and the Tianfu Benevolent Center in Tỉnh Bắc Giang. It also spent a warm Spring Festival in 2018 and a happy Children's Day with these three welfare homes, by sending toys, daily necessities, snacks and blessings to the children.



Academic assistance program during Mid-Autumn Festival

In September 2018, the group held charity academic assistance activities at Shisha Primary School in Huyện Sơn Động, Tỉnh Bắc Giang, a provincial poverty county, during Mid-Autumn Festival. We brought moon cakes, school supplies and subsidies to primary and secondary students and were warmly welcomed and thanked by school leaders and students.



Appendix

Appendix 1: Independent Verification Statement



INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of HON HAI PRECISION IND. CO., LTD.

Introduction and objectives of work

Bureau Veritas Certification Taiwan has been engaged by HON HAI PRECISION IND. CO., LTD. to conduct an independent assurance of its 2018 HON HAI CSER Annual Report. This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the 2018 HON HAI CSER Annual Report are the sole responsibility of the management of HON HAI PRECISION IND. CO., LTD.. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

Scope of work

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard (AA1000AS, 2008) with 2018 addendum, Type 1 - AccountAbility Principles engaged. The scope of work included:

- Data and information included in 2018 HON HAI CSER Annual Report for the 1st January, 2018 to 31st December, 2018;
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported;
- Evaluation of the Report against the main principles of the AA1000 Accountability Principle (2018)¹
 - Inclusivity
 - Materiality
 - Responsiveness
 - Impact
- Evaluation of the Report against the principles of Stakeholder Inclusiveness, Sustainability Context, Materiality, Completeness, Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability, as defined in the GRI Sustainability Reporting Standards.

The levels of assurance have been applied as moderate level assurance.

¹ Published by AccountAbility: The Institute of Social and Ethical Accountability
<http://www.accountability.org.uk>



Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. Review of documentary evidence produced by HON HAI PRECISION IND. CO., LTD. in employment, environment, and social participation aspects;
2. Review of HON HAI PRECISION IND. CO., LTD. data and information systems for collection, aggregation, analysis and review.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The work was planned and carried out to provide reasonable, rather than absolute assurance and we believe it provides a reasonable basis for our conclusions.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that:

- Nothing has come to our attention to indicate that the reviewed statements within the scope of our verification are inaccurate and the information included therein is not fairly stated;
- It is our opinion that HON HAI PRECISION IND. CO., LTD. has established appropriate systems for the collection, aggregation of quantitative data of employment, environment, and social participation.

Alignment with the principles of AA1000 Accountability Principle (2018)

Inclusivity

HON HAI PRECISION IND. CO., LTD. has processes in place for engaging with a range key stakeholders including socially responsible investors, clients, employees, supply chain and local community.

Materiality

The Report addresses the range of environmental, social and economic issues of concern that HON HAI PRECISION IND. CO., LTD. has identified as being of material importance. The identification of material topics has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns.

Responsiveness

HON HAI PRECISION IND. CO., LTD. is responding to issues it has identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The reported information can be used by the organisation and its stakeholders as a reasonable basis for their opinions and decision-making.

Impact

HON HAI PRECISION IND. CO., LTD.'s management system could monitor, measure and be accountable for how their actions affect ecosystems.





Key areas for ongoing development

Based on the work conducted, we recommend HON HAI PRECISION IND. CO., LTD. to consider the following:

- Encourage the organization to understand border stakeholders' interest and consider to response, continually. (COMPLETENESS)

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements (expressions of opinion, belief, aim or future intention by HON HAI PRECISION IND. CO., LTD.) and statements of future commitment.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with more than 190 years history in providing independent assurance services. Bureau Veritas 2018 full year revenues reached 4.79 billion euros. The Group's adjusted net profit for 2018 reached 758 million euros.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with HON HAI PRECISION IND. CO., LTD., its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over years combined experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Bureau Veritas Certification Taiwan

3F-B, No. 16, Nanjing E. Rd., Sec. 4, Songshan District, Taipei 10553 , Taiwan R.O.C.

10th June, 2019



Technical Reviewer: 

Date: 10/June/2019

Lead Assurer: 

Date: 10/June/2019



Appendix 2: GRI Standard Reference

Guideline	Reporting Angle	Chapter	
GRI 101 Basics [This report has been compiled based on GRI standards]			
GRI 102 Standard Disclosure			
Organization Overview	102-1	Name of the organization	1.1
	102-2	Key brands, products and services	1.1
	102-3	Location of headquarters	1.1
	102-4	Operations network	1.1
	102-5	Proprietary rights and forms of law	1.1
	102-6	Markets served	1.1
	102-7	Size of organization	1.1
	102-8	Information about employees and other staff	2.1
	102-9	Supply chain of the organization	4.1/4.2
	102-10	Major changes in scale of company during the reporting period	Preface/4.1/4.2
	102-11	Preventive principles and policies	1.2
	102-12	External initiatives	1.2
	102-13	Membership of the association	1.2
Strategies	102-14	Statement from the highest decision maker of the organization	Letter from Founder and CEO
Ethics and Integrity	102-16	Moral principles of the organization	1.2
	102-40	Stakeholder groups	1.3
Stakeholder Communications	102-41	Group agreement	1.3
	102-42	Stakeholder selection criteria	1.3
	102-43	Approach to stakeholder engagement	1.3
	102-44	Response to stakeholder issues	1.3
Report Overview	102-45	Organizational entities covered by the report	Preface
	102-46	Report content, scope and determining principles	Preface
	102-47	Report content identification process	Preface
	102-48	Restatement of the report	Preface
	102-49	Major differences compared to previous report	Preface
	102-50	Report date	Preface
	102-51	Date of the previous report	Preface
	102-52	Report period	Preface
	102-53	Contact information on enquiries	Preface
	102-54	Declarations reported in accordance with GRI guidelines	Preface
	102-55	Global Reporting Initiative (GRI) Reference Items	Preface
	102-56	External certifications of the report/ Confirmation letter	Preface

Guideline	Reporting Angle	Chapter	
GRI 200 Economy			
Economic Performance	201-1	Direct economic value of production and allocation	1.1
	201-2	Financial impact, risks and opportunities effected by climate change	5.2.1
	201-3	Coverage of the organization's defined-benefit plan obligations	2.4
	201-4	Financial aid from the government	--
Market Performance	202-1	Percentage range of starting salaries by gender and the corresponding local minimum wage at key operating sites	2.4
	202-2	Proportion of local residents as senior management	2.1
Purchasing Practice	203-1	Impact of infrastructure investment and services for public interest	6.1/6.2
	203-2	Significant and direct economic impact	6.1/6.2
Purchasing Practice	204-1	Proportion of procurement from local suppliers	--
Anti-corruption	205-1	Locations which participated in anti-corruption policy training	--
	205-2	Actions taken concerning anti-corruption	1.2
	205-3	Confirmed corruption incidents and actions taken	--
Anti-competitive practices	206-1	"Legal actions against anti-competitive behavior, antitrust and monopolistic conduct"	1.1

Guideline	Reporting Angle	Chapter	
GRI 300 Environment			
Materials	301-1	Weight or volume of raw material used	--
	301-2	Usage of recycled raw materials	--
	301-3	Recycling products and their packaging materials	5.1.3
Energy	302-1	Internal energy consumption	5.2.2
	302-2	External energy consumption	--
	302-3	Energy intensity	--
	302-4	Energy consumption reduction	5.2.2
	302-5	Reduce energy requirements for products and services	--
Water	303-1	Total water consumption	5.1.2
	303-2	Water source that is significantly affected by water consumption	5.1.2
	303-3	Total amount and percentage of water recycled	5.1.2
Biodiversity	304-1	Owned, leased, and managed operating locations or adjacent areas are located in places under environmental protection or of high biodiversity value	--
	304-2	Description of significant impact of activities, products and services on biodiversity, protected areas or other areas of high biodiversity value	--
	304-3	Protected or rehabilitated habitats	--
	304-4	Depending on the level of extinction risk, list out the total number of species that have been included in the IUCN Red List and the National Protection List within habitats affected by the organization's operations	--
Exhaust Emissions	305-1	Direct emission of greenhouse gases (category 1)	--
	305-2	Indirect emission of greenhouse gases (category 2)	5.2.3
	305-3	Other indirect emission of greenhouse gases (category 3)	--
	305-4	Emission intensity of greenhouse gases (GHG)	5.2.3
	305-5	Reduction of greenhouse gas emission	5.2.3
	305-6	Emission of Ozone Depleting Substances (ODS)	--
	305-7	Emissions of nitrogen oxides, sulfur oxides and other significant gases	--
Sewage and Waste	306-1	Total discharged water by water quality and destination	5.1.2
	306-2	Total waste by category and disposal method	5.1.3
	306-3	Total number of occasions and volume of serious leakages	5.1.2
	306-4	Describe the weight of the substances transported, input and output that are considered hazardous wastes in Annexes I, II, III and VIII of the Basel Convention, and the percentage shipped abroad	5.1.3
	306-5	Characteristics, areas, conservation status and biodiversity value of water and associated habitats significantly affected by wastewater and other (surface) runoff discharge	--
Compliance with Laws and Regulations	307-1	Amount of fine and the number of non-economic penalties for violating environmental laws and regulations	--
Environmental Assessment of Suppliers	308-1	Percentage of new suppliers that completed environmental assessment	4.2.5
	308-2	"Percentage of suppliers with significant negative environmental impact that took measures 4.2 to improve or end such impact"	4.2.5

Guideline	Reporting Angle	Chapter	
GRI 400 Society			
Employment	401-1	Number and proportion of new and former employees by age group, gender and region	2.2/2.3
	401-2	Benefit exclusively for full-time employees (not for temporary or part-time employees) by major operating sites	2.4
	401-3	Proportion of reinstatement and retention after parental leave by gender	2.4
Labor Relations	402-1	Minimum period of notice of major operational changes, including explanation in the collective agreement	2.4
Occupational Safety and Health	403-1	Proportion of labor representatives who assist in monitoring and recommending occupational health and safety related programs in the formal Labor Health and Safety Management Committee	--
	403-2	Percentage of industrial injury, occupational disease, employee absence by region and gender, and the number of work-related deaths	3.2
	403-3	Employees who have occupational disease	3.3
	403-4	Health and safety related issues included in formal union agreements	--
Training and Education	404-1	Annual average training hours of employees	2.8
	404-2	Improvement in the continued employment ability of employees and support for employees in skills management and life long learning for job transfer	2.8
	404-3	Percentage of employees who regularly receive performance and career development checks	2.8
Diversification and Equal Opportunity	405-1	Composition of management-level employees and other types of employees by gender, age, racial minorities and other diversity criteria	2.2
	405-2	Ratio of male and female basic salary, and salary by employee types and regions	2.4
Non-discrimination	406-1	Total number of discriminative incidents and the improvement actions taken by the organization	2.1
Freedom of Association and Collective Bargaining	407-1	Locations and key suppliers of which potential risk related to freedom of association and collective bargaining was identified, and measures taken to protect employee rights	2.5/2.7
Underage Labor	408-1	Operating sites and key suppliers of which significant risk of underage labor was identified and measures taken to prevent and eliminate underage labor	1.1/4.2.3
Forced Labor	409-1	Operating sites and key suppliers of which significant risk of forced labor issue was identified and measures taken to eliminate forced labor	2.1/4.2.3
Security Practice	410-1	Security personnel receive training in human rights policies or procedures	--
Rights of Indigenous People	411-1	Incidents around the infringement of the rights of indigenous peoples	--
Human Rights Assessment	412-1	Operational activities that accept human rights inspections or human rights impact assessments	2.5/4.2.3
	412-2	Human rights policies or program staff training	1.2
	412-3	Significant investment agreements and contracts including human rights provisions or inspections	1.2
Local Community	413-1	Operational activities through communication with local communities, impact assessment and development plans	6.1/6.2
	413-2	Operational activities that have significant actual or potential negative impacts on local communities	6.1/6.2
Social Impact Assessment of Suppliers	414-1	Percentage of new suppliers that completed social impact assessment	4.1
	414-2	Percentage of suppliers with significant or potential negative social impact that have taken measures to improve or end such impact	4.2.3
Public Policies	415-1	Total political contributions by country and recipient/beneficiary	--
Health and Safety of Consumers	416-1	Assess the impact of product and service categories on health and safety	4.2.1
	416-2	Assessment of violation of health and safety regulations around product and service categories	--
Marketing and Labelling	417-1	Product and service information and labeling requirements	--
	417-2	Legal incidents around non-compliance in product and service information sharing and labeling	--
	417-3	Incidents that do not comply with marketing-related regulations	--
Customer Privacy	418-1	Complaints that infringe customer privacy or loss of customer information	--
Social and Economic Compliance	419-1	Violation of laws and regulations in social and economic aspects	--



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