

CODE OF CONDUCT

Foxconn Slovakia, spol. s r.o.

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Executive message

Foxconn Slovakia is a leading Slovak manufacturer of electrical products of various global brands. Its production portfolio is currently dominated by the production of televisions and printed circuit boards using SMT technology for televisions, with a smaller share of production of components for the automotive industry. Foxconn Slovakia is a part of the Taiwanese Foxconn Technology Group, which is the largest electronics manufacturer in the world.

One of Foxconn's global commitments is to be a socially and environmentally responsible company. Foxconn Slovakia declares itself to this goal through its Code of Conduct.

The Code of Conduct is one of the most important documents of the Company, emphasizing its commitment to act and behave ethically at all times. However, the company itself is mainly represented by its employees, who are responsible not only for their own actions, but also for the company's reputation. How they, as well as Foxconn Slovakia, are perceived by external partners and colleagues within the company depends not only on their work results, but also on their compliance with the rules of ethical and moral behavior. Therefore, all employees and associates of Foxconn Slovakia must be guided by the Code of Ethics in their daily activities. The document also regulates the principles for the company's business partners.

Unethical behavior, violation of regulations affects the reputation of the company. Therefore, it is necessary to react even at the hint of misconduct, even though it may be unpleasant for many. Indifference in this case is not the solution and weakens everyone.

Foxconn Slovakia does not tolerate corruption, violations of human rights or regulations relating to occupational health and safety and environmental protection. Any non-compliance of an individual's behavior with the Code of Conduct must be reported. Individuals who do so need not fear retaliation, as we do not tolerate retaliation against employees who report suspected unethical conduct in good faith.

We will continue to update the Company's Code of Conduct so that it always reflects the current situation and internal rules and commits all employees to ethical behavior.



Peter Hrčka

Managing Director

Foxconn Slovakia, spol. s r.o.

1. General information

1.1 Scope

The Code of Ethics of Foxconn Slovakia spol. s r.o. (also referred to as the Company or Foxconn Slovakia in this document) sets out the basic standards to be observed by all employees of the Company.

This Code of Conduct was approved by the Company's Management Committee (Management Committee) on October 13, 2021, and is effective as of November 1, 2021.

The Foxconn Slovakia Code of Conduct is in line with the Foxconn parent company's document "Foxconn Global Code of Conduct Policy; Social and Environmental Responsibility (SER)", which is derived from, among other things, the Responsible Business Alliance (RBA) Code of Conduct.

1.2 Responsibilities

All decisions made by employees of the Company must be guided by this Code of Conduct, regardless of the work they do, as the Code applies to all employees. Therefore, every employee must familiarize himself or herself with the rules contained in this Code of Conduct.

It is imperative that every employee of the Company abide by the principles of the Code of Conduct so that all:

- carry out activities with respect for the environment
- work in safe workplaces, comply with all applicable occupational health and safety regulations, participate in safety training and report unsafe situations immediately
- show respect for colleagues and co-workers, both in words and in attitude and actions
- build good relations with other employees, customers or suppliers, as well as with the local community
- act with integrity and honesty
- work responsibly to achieve the best possible results and thus contribute to the success of the company
- ensure that the highest ethical practices are applied in business partnerships
- are reliable and always meet the company's commitments to others

- comply with labor laws and regulations relating to the company's activities, as well as the rules set out in the Responsible Business Alliance (RBA) Code of Conduct. The RBA Coalition Code is available at:

http://www.responsiblebusiness.org/media/docs/RBACodeofConduct7.0_Czech.pdf

While the Code provides a number of rules and recommendations regarding the principles of personal integrity and ethical conduct in working life, it cannot cover all situations. Thus, it is not a substitute for each employee's own responsibility, the need to use his or her own judgment, and the obligation to seek advice on appropriate conduct and action when necessary.

1.3 Support

All employees of the Company, especially its executives, must act with integrity. The Company expects these employees to set an example and inspire others to adopt the Code of Conduct and follow it through:

- encouraging ethical decisions
- creating an open work environment where team members can feel safe to raise concerns about compliance and integrity
- seeking help to resolve issues when they arise

Each manager has a responsibility for his or her employees, and therefore their relationship with each other should be one of mutual respect. Each manager is expected to act in such a way as to be a role model for his/her employees in his/her conduct and demeanor.

2. General standards of ethical behavior

Illegal or unethical behavior may result in fines to the company, loss of business partners, or damage to the company's reputation.

Therefore, Foxconn Slovakia adheres to the highest standards of ethics, striving to create a corporate culture based on trust and personal responsibility.

2.1 Compliance with laws and internal rules

Foxconn Slovakia complies with the applicable legislation of the Slovak Republic and conducts its business activities in an honest and ethical manner. Employees are equally expected and required to comply with applicable legislation of the Slovak Republic as well

as all internal regulations that relate to their specific job. It is also the responsibility of each employee to become familiar with and understand the content of the legal and internal requirements that apply to his/her work activities.

2.2 Business integrity

No corruption, extortion or embezzlement: the Company expects the highest standards of integrity in all business relationships. All possible forms of corruption, extortion or embezzlement are strictly prohibited.

2.3 Disclosure of information

The Company discloses information about business activities, the Company's structure, financial position and performance, occupational health and safety, and environmental practices in accordance with applicable regulations and prevailing industry practices. Falsification or misrepresentation of records is unacceptable.

Foxconn Slovakia fully complies with all requirements relating to the provision of reports to public or governmental institutions. Reports must be made in a timely manner, be complete, proper, accurate, understandable in accordance with the applicable legislation of the Slovak Republic. Employees responsible for the submission and filing of reports, including the provision of information related to the report itself, are responsible for ensuring that such information and reports are complete, proper, accurate, timely, understandable and in compliance with applicable legislation of the Slovak Republic as well as the Company's internal regulations.

2.4 No undue advantage

It is forbidden to promise, offer, approve, grant or accept bribes or other means to obtain an undue or improper advantage. This prohibition applies to promising, offering, approving, granting or accepting anything of value, whether directly or indirectly through a third party, in order to obtain or retain business, direct business with any person or otherwise obtain an improper advantage.

2.5 Fair business, advertising and competition

Standards of honest business, advertising and competition must be kept. The Company shall not publish false or misleading advertising or advertising that would disparage others. In the case of comparative advertising, the comparison must be justified, and the statement must be complete, accurate and not misleading.

Foxconn Slovakia complies with all applicable antitrust laws of the Slovak Republic, as well as legislation relating to competition and fair trading. This legislation is designed to

prohibit agreements or commitments to third parties that fix prices, allocate markets, restrict production, or otherwise restrict or destroy markets.

Employees must be aware of and comply with this legislation applicable to their jobs. If there is any doubt about the legality of a proposed action or contract, the matter should be discussed with legal counsel immediately.

2.6 Protection of intellectual property

Intellectual property rights must be respected. The transfer of technology and know-how shall be carried out in such a way as to ensure that intellectual property rights are protected and that the information of both customers and suppliers is safeguarded.

Foxconn Slovakia recognizes the value of intellectual property such as patents, designs, trademarks, trade secrets and copyrights, including works, sound recordings, film works and computer programs.

In addition to strict protection of proprietary rights, the company respects other rights of other entities. Employees must not knowingly misuse the intellectual property rights of others or infringe on their intellectual property rights.

To the extent defined by the applicable legislation of the Slovak Republic and in accordance with this legislation, all inventions and works made by employees belong to Foxconn Slovakia. Employees must comply with the Company's instructions so as to secure rights for Foxconn Slovakia in such inventions and works.

2.7 Privacy and Personal Data

The Company is committed to protecting the reasonable expectations of personal information of each business partner, including suppliers, customers, consumers and employees. When collecting, storing, processing, transferring and sharing personal information, compliance with laws and regulatory requirements for privacy and information security, including the EU General Data Protection Regulation (GDPR), must be maintained.

Foxconn Slovakia also protects information entrusted to it by its suppliers, business partners or customers.

In general, confidential information is information that has not been disclosed to the public, or that gives the company an advantage over its competitors, or that could harm the company if disclosed prematurely or inappropriately. Employees may not disclose or disseminate any proprietary or confidential information except with the Company's

permission. Employees are required to use such information only for purposes authorized by the Company in connection with their duties with the Company.

2.8 Company assets

Company property may only be used for legitimate purposes and may only be used by authorized employees or persons designated for that purpose. Employees have a duty to protect Foxconn Slovakia property from loss, damage, misuse, theft or sabotage. This covers tangible and intangible property, including brand, trademark, know-how, confidential or proprietary information and information systems.

It is also prohibited to install illegal software on Company computers or make illegal copies for an employee, the Company or its customers.

No employee may pursue personal gain in the use of property and in the performance of work.

To the extent permitted by applicable law, the Company reserves the right to monitor and control how and whether employees use entrusted funds for work purposes.

3. Labor and human rights

Foxconn Slovakia is committed to respecting the human rights of workers, treating them with dignity and respect, and treating them in accordance with the laws of the Slovak Republic. This applies to all workers, including direct workers, contract workers, students as well as temporary employees.

3.1 Equal employment opportunity

The Company is guided by the principle that everyone can contribute to its success.

Hiring, training, promotion and other employment decisions at Foxconn Slovakia must always be based on past performance, qualifications and performance, without discrimination based on race, religion, color, age, sex, sexual orientation, gender identity, ethnic or national origin, disability, marital status, pregnancy, political affiliation or other factors. Employees and potential employees may not be subjected to medical tests or physical examinations that could be used in a discriminatory manner.

The Company is committed to protecting the rights and health of its female employees. A woman is guaranteed the right to return at the end of her maternity leave to the same or an equivalent position with the same pay.

Appropriate measures should also be taken to move pregnant women/breastfeeding mothers out of high-risk jobs and to eliminate or reduce any workplace health and safety risks for pregnant women and breastfeeding mothers, including those related to their job classification.

Pregnant women and nursing mothers shall not be discriminated against.

3.2 Prohibition of forced labor, fees/compulsions and free movement of workers

The Company does not use any form of forced or involuntary labor. At the same time, under no circumstances does it employ children who have not completed their compulsory schooling.

Employees of the Company or employees of the Company's suppliers may not be required to pay any fees, excess fees, deposits as part of their employment (paid in one lump sum or in instalments, collected directly or through payroll deductions). Employees work for the Company voluntarily and may leave or terminate their employment at any time in accordance with the provisions of the Labor Code. Regardless of whether the employment was terminated voluntarily or involuntarily, the terminating employee will be paid an amount equivalent to all hours worked, within the standard pay period.

Employees shall receive reasonable time off for sickness or maternity, without loss of employment or imposition of a monetary penalty, provided this is supported by a doctor's note.

The rules for leaving the workplace are determined by the specific workplace, but it is usually necessary to inform the production manager in advance so that he can arrange a replacement for the worker concerned.

The Company shall not withhold or retain original government-issued or government-issued personal documents or deface, conceal or deny employees access to such documents unless such certification is required by law.

3.3 Prohibition of harassment

Foxconn Slovakia strives to provide a work environment that is free from harassment of any kind or other offensive or disrespectful conduct. The Code of Conduct prohibits harassment of any kind in the workplace, which includes unwelcome verbal, visual, physical or other conduct of any kind that creates an intimidating, offensive or hostile work environment.

3.4 Intolerance of violence

The Company does not tolerate any violence in the workplace. Any activity that could cause individuals to feel threatened or unsafe is unacceptable. This includes verbal attacks, threats or other acts of hostility, intimidation, aggression or bullying.

3.5 Wages

Employees of the Company are always paid on time and the amount of their wages is never less than the agreed wage for normal working hours. Deductions from contractual wages as a form of disciplinary action are not permissible.

3.6 Freedom of association

In accordance with legislation, the Company respects the right of all employees to form and join trade unions of their choice, to bargain collectively and to participate in assemblies, as well as respecting the right of workers to refrain from such activities. Workers or their representatives should be able to communicate openly and share ideas and concerns with management about working conditions and management, without fear of discrimination, retaliation, intimidation or harassment.

4. Health and safety

Foxconn recognizes that a safe and healthy work environment contributes to higher quality products and services and to maintaining stable production operations, in addition to minimizing the incidence of occupational injuries and illnesses.

Regardless of where an employee works, he or she is expected to ensure that he or she performs the work safely at all times. It must always be insisted that every employee performs work safely.

An employee should raise a concern if:

- they are asked to carry out a task which they consider to be unsafe
- is asked to do work that he or she does not think he or she is properly trained to do and that may cause harm to him or herself or others
- sees someone else carrying out a task that they think is unsafe or is not being carried out by a person who is properly trained

You must always insist that the work is carried out safely by every employee.

4.1 Safeguarding machinery

The Company will assess production and other machinery for safety risks. Guards, interlocks and barriers will be installed and maintained on machinery used by employees.

4.2 Hygiene

The Company will identify employees who are potentially exposed to safety hazards (e.g. chemicals, electrical or other energy sources, fire, risk of falling) and the impact of these hazards will also be assessed. If these hazards cannot be adequately controlled by design, engineering or administrative means, appropriate protective equipment shall be provided to affected employees.

4.3 Safety at work

The Company shall identify employee exposure to workplace safety hazards (such as electrical and other energy, fire, or slip, trip, and fall hazards), and assess and control these hazards through appropriate design, engineering, or administrative tools, preventive maintenance, as well as safe work practices and ongoing safety training. Provide employees with appropriate, well-maintained personal protective equipment.

4.4 Preparing for an emergency

The Company identifies and assesses potential emergency situations; their impact is minimized by emergency plans and procedures. These include alerting and evacuation procedures, employee training and drills.

4.5 Occupational accidents and diseases

The Company shall establish procedures and systems for the management, tracking and reporting of occupational injuries and illnesses, including provisions to: encourage reporting by employees; classify and record cases of injuries and illnesses; provide necessary treatment; investigate cases and implement corrective action; eliminate their causes; and facilitate employees' return to work.

4.6 Ergonomics

The Company will identify, evaluate and control employee exposure to physically demanding tasks, including manual material handling and heavy lifting, long periods of standing and repetitive assembly work. The integration of human factors through appropriate evaluation is intended to increase staff efficiency and reduce workplace accidents.

4.7 Sanitation and catering

The company will provide employees with clean sanitary facilities, access to potable water and hygienic food preparation and eating options.

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4.8 Communication

Foxconn Slovakia shall provide employees with appropriate workplace health and safety information and training in the language of the worker or in a language the worker understands for all identified workplace hazards to which workers are exposed, e.g. mechanical, electrical, chemical hazards. Health and safety information shall be clearly posted on company premises or placed in a location that workers can identify or access.

5. Environment

The Company carries out all activities with respect for the environment. Foxconn Slovakia implements programs that meet or exceed legal requirements in relation to environmental protection. Environmental impact is one of the basic criteria when evaluating projects or activities.

5.1 Product content restrictions

The Company complies with all laws, regulations and customer requirements to prohibit or restrict specific substances in products and manufacturing, including labeling for recycling and disposal.

5.2 Hazardous Materials

The Company will identify, label and control the safe handling, transfer, use, recycling or reuse and disposal of chemicals and other materials that are hazardous to people or the environment.

5.3 Solid Waste

Foxconn will implement a systematic approach to the identification, management, reduction and responsible disposal of solid waste (non-hazardous).

5.4 Emissions

Emissions will be classified, monitored, controlled and appropriately managed by the Company prior to discharge.

5.5 Environmental permitting and reporting

The Company will obtain all required environmental permits and keep them up to date. The required conditions in the permits must be complied with.

5.6 Pollution prevention, source reduction

The Company will reduce or eliminate all types of waste at source or through practices that include modification of production, maintenance and equipment processes. Foxconn

Slovakia will conserve natural resources by, for example, modifying production and technological processes, substituting materials or recycling.

5.7 Water resources

Foxconn implements a water management program that documents and monitors water resources, their use and discharge, and looks for opportunities to conserve water as well as controlling the potential for water contamination. All wastewaters must be monitored and controlled before it is discharged. The company monitors its wastewater treatment systems to ensure compliance with regulations.

5.8 Energy consumption

Foxconn Slovakia will track and document at the facility and/or company level energy consumption and GHG emissions (Scope 1 and 2). Foxconn will seek cost-effective methods to improve energy efficiency and minimize energy consumption and GHG emissions.

6. Business Management

6.1 Conflicts of Interest

All business decisions must be made, and all business activities must be conducted in the best interests of Foxconn Slovakia. Employees should avoid any action that might involve or is likely to involve a conflict of interest with the Company.

Employees must not have financial or other business relationships with suppliers, customers or competitors that could compromise, or be likely to compromise, the independence of any judgment they must make in the best interests of the Company.

Examples of conflicts of interest that are not permissible include:

- Working for or providing services to anyone with whom the employee deals in the course of working for the Company
- Any activity or work the employee does for a competitor that is done in parallel with his or her work for the Company
- Acting for the benefit of suppliers or customers to put their interests ahead of the Company's interests

- Accepting financial or other rewards and benefits or promises thereof, whether for oneself or for another person, from the Company's business partners, except for ordinary gifts
- Participation by an employee in a decision on a matter which will result in a personal benefit to him or her or to persons close to him or her

A conflict of interest also arises where:

- The employee makes decisions that are influenced by personal or family interests or friendship
- The employee or a person close to the employee invests in or otherwise participates in the business of a company that is a supplier or customer of the company (except in the case of publicly traded securities, where the individual investor has no influence over the decisions made)
- An employee or a person close to the employee uses company property, information or resources to gain a personal advantage or benefit for others
- The employee or a person close to the employee obtains personal or financial gain by providing services or work for a supplier or customer of the company, or uses his or her authority in the company to their advantage
- The employee or a person close to the employee engages in activities that conflict or appear to conflict with the interests of the company (e.g., providing services to competitors or suppliers)

Close persons include, but are not limited to, husband, wife, parents or stepparents, children and grandchildren, brothers, sisters, step-siblings, nephews, nieces, aunts, uncles, cousins, cousins, in-laws, in-laws and other relatives in the direct line of descent, this term also includes close domestic partners, friends and other persons with whom the employee lives or to whom the employee has a close personal or intimate relationship, regardless of whether the relationship is familial.

Employees have a continuing obligation to disclose to their supervisors, in accordance with applicable internal company policy, any situation that presents or could present a potential conflict or conflict of interest between the employee and Foxconn Slovakia. Advance notice of a potential conflict is key to full compliance with this policy.

6.2 Relationships with suppliers and partners

Foxconn Slovakia selects its suppliers, contractors and partners based on competitive price, quality, delivery and other objective criteria. Procurement decisions are based on business benefit to the Company and its customers. Any unjustified favoring of certain partners or their unjustified exclusion is unacceptable.

All transactions with actual or potential suppliers or partners must meet the highest ethical standards and be fully transparent. Therefore, any collusion is prohibited. Access to contracts is governed by the relevant internal rules.

The Company expects its suppliers, contractors and partners to comply with the legislation of the Slovak Republic in the area of respect for human rights, environmental protection and safety of products and services. Unethical or illegal acts by a supplier may damage the Company's reputation and cause loss of goodwill.

6.3 Gifts and Attentions

Foxconn Slovakia aims to compete in the market on the basis of quality and competitively priced services.

6.3.1 Accepting and offering gifts

The exchange of small gifts or promotional items between business partners is a common business practice, but care must always be taken to ensure that the giving or receiving of these gifts does not influence an employee's business decision. A gift need not always be just an item, but also, for example, the provision of a free or otherwise unusually favorable service, either to the employee or to persons close to the employee. Accordingly, it is the responsibility of the Company's employees to refuse any gifts the receipt of which could give rise to a suspicion of improper influence or conduct. Employees of the Company must not accept gifts beyond a normal act of courtesy or consideration consistent with business ethics.

Gifts, or any form of benefit, the value of which is clearly disproportionate to the circumstances and tends to improperly influence those involved, are considered impermissible.

If an employee is offered to attend an entertainment event (sporting or cultural event), it is the employee's responsibility to always inform his/her immediate supervisor of the offer, who must approve it in advance or explain the reason why attendance is not acceptable. Any participation should serve a clear business purpose, so that all travel expenses must be paid by the company.

Employees of Foxconn Slovakia must not offer gifts beyond a normal act of courtesy in accordance with business ethics. Any gifts should not be manifestly disproportionate in value to the circumstances in which they are offered.

Government or municipal officials are prohibited from making gifts or payments directly or indirectly for the purpose of obtaining a favorable decision or action by such officials.

6.3.2 Bribes and corruption

Employees' work decisions must not be influenced by corruption.

Any bribes or corrupt behavior leading to the obtaining of an improper advantage from customers, suppliers or other third parties is contrary to Company policy and is therefore prohibited.

Corruption generally means obtaining or attempting to obtain a personal advantage or business advantage for oneself or for another in an improper or illegal manner. Corruption may involve the payment or exchange of anything of value and includes the following activities:

- Bribery
- Extortion
- Embezzlement (including the promise, offer, sale or acceptance of any bribe)
- Securing or receiving any undue or improper advantage (commission, goods, services, discounts on goods/services, information, or other advantages or benefits)

Corrupt activities such as promising, offering, endorsing, giving or accepting anything of value, whether directly or indirectly through a third party, in order to obtain or retain a business contract, or to direct it to a third party, or to obtain an improper advantage, are not only a violation of this Code of Conduct, but may also be a violation of bribery and corruption legislation.

6.4 Money laundering and support for terrorism

Money laundering and support for terrorism are criminal offences and it is therefore Foxconn Slovakia's responsibility to take measures to prevent violations of the law, including obstructing investigations or failing to report suspected money laundering. Money laundering is the process of concealing or misrepresenting the origin of assets or proceeds of crime (such as human trafficking, tax fraud and corruption) so that they appear to be derived from legitimate business activities. Terrorist financing means any direct or indirect support to a person or organization involved in terrorist activities.

The Company therefore aims to build only business relationships with partners who are reputable and only engage in lawful activity, and whose funding comes from legitimate sources.

6.5 Responsible sourcing of minerals

The Company takes reasonable care to ensure that it does not use conflict minerals, including tantalum, tin, tungsten and gold, directly or indirectly in the products it manufactures.

6.6 Media relations, social media

Foxconn Slovakia's activities are closely followed by the media (newspapers, magazines, radio, television, internet and social media and economic analysts).

There is a risk that any information provided to third parties or groups will be interpreted by the public as an official company response. Therefore, in order to provide clear and accurate information to the public, it is extremely important that comments to the media and journalists are made only by designated persons.

No employee may initiate contact with these individuals or groups or respond to their inquiries or questions for and on behalf of Foxconn Slovakia without authorization from the person responsible for corporate communications or authorization from others who have the authority to address these inquiries.

Foxconn Slovakia's social media presence is handled by the relevant company department. Employees' social media activities belong to the private sphere of employees' lives, which is respected by the company. However, employees are not authorized to act on behalf of the company on social media and may not post, distribute or otherwise publish internal information about the company, nor defame or denigrate the company in any way.

7. Filing complaints

Foxconn Slovakia encourages any employee to report concerns if he or she believes in good faith that a Company policy, operation or practice violates or is likely to violate any law, regulation or internal Company policy, including this Code of Conduct.

To facilitate the reporting and appropriate handling of such complaints, the Company has established and will continue to maintain a hotline system that is and will remain independent of normal reporting structures.

To facilitate decision making, an employee may seek support by following these questions:

- Are you sure that this activity is in line with legislation, internal regulations, our values and the Code of Ethics?
- Could this activity be considered unethical or dishonest?
- Could this matter damage our company's reputation? Can this conduct expose the Company to any risk? How would the public react to this action?
- Could it harm others, our employees, our customers, or their reputation?
- How would you feel if someone treated you in this way?

How to report a violation:

Address the situation immediately.

Address the specific issue immediately in the situation and work together to try to resolve it.

Contact your supervisor.

If efforts to address the situation immediately have not been effective or it is not appropriate to address the situation directly with the person involved (i.e., it could make the situation worse), the employee should contact his or her supervisor.

Contact the Human Resources Department or the Workers Council

If the situation cannot be resolved with the help of the supervisor, the employee should contact the Human Resources Manager or members of the Workers Council.

Contact the hotline

If an employee feels that a problem has not been resolved or wants to address it anonymously, he or she may contact the Hotline.

Freephone number: 0800 133 322

Email address: wlc@sk.humandynamic.com

For complaints relating to the Anti-Social Behavior Reporting Act email: oznamenie@foxconn.com

or by post to:

Foxconn Slovakia, spol. s r.o.

Miroslava Procházková

Dolné Hony 29

949 01 Nitra

Complaints can be made in writing, orally, by telephone or by mail. The complaint should contain as much information and detail as possible about the situation or problem. The more information the complainant provides, the more likely it is that the problem will be resolved more quickly.

Every complaint is investigated. For a thorough and objective investigation, it is necessary to have enough information, facts, possible examples with specific details such as names, titles and dates. Supplying a list of witnesses will also help.

If the complaint is about a specific person, that person will be given the opportunity to comment on the allegations, so it is important that the allegations are true.

The details of the investigation are not accessible to the person making the complaint. The complainant is subsequently informed of the outcome.

Even a negative response can be the result of a resolution to a situation or problem. A record of the investigation of the complaint will be kept on file in the Human Resources Department.

The Company is committed to ensuring the confidentiality, anonymity and protection of whistleblowers who report a concern in good faith, raise a question related to compliance with the Code of Conduct, or seek advice regarding a procedure, decision or action. Personal data and sensitive information provided by them shall be treated as confidential. Any action taken against an employee who reports a concern or issue in good faith is itself a violation of this Code of Conduct.