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, including printed circuit boards produced by SMT technology, which are used in consumer electronics and automotive industry. Foxconn Slovakia is 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 also commits to this goal through its Code of Conduct.

The Code of Conduct is one of the Company's most important documents, underlining its commitment to always act and behave ethically. 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 Conduct in their daily activities. The document is also the basis for the Code of Conduct for suppliers and business partners of Foxconn Slovakia.

Unethical behavior and breaches of regulations have a negative impact on the Company's reputation. That is why it is necessary to react even to the hint of misconduct, even though it may be unpleasant for many. Indifference in this case is not the solution and undermines everyone.

Foxconn Slovakia does not tolerate corruption, violations of human rights, or violations of occupational health and safety and environmental regulations. Any non-compliance of an individual's behavior with the Code of Conduct must be reported. Whistleblowers do not have to worry about sanctions. Foxconn Slovakia does not tolerate sanctioning or punishing employees report suspected unethical conduct in good faith.

We update the Company's Code of Conduct so that it always reflects the current situation and internal rules and obliges all employees to behave ethically.



Peter Hrčka
Managing Director
Foxconn Slovakia, spol. s r.o.

1. General information

1.1 Subject

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

The Code of Conduct was approved by the Management Committee on 13 October 2021 and its current version is valid from 1 May 2025.

The Code of Conduct of Foxconn Slovakia is in line with the Foxconn parent company's regulation "Foxconn Worldwide Code of Conduct", which is based, among other things, on the Code of the Responsible Business Alliance (RBA Coalition).

1.2 Responsibilities and Scope

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. Every employee is required to 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 the labor laws and regulations applicable 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 https://www.responsiblebusiness.org/code-of-conduct/

While the Code provides several 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.

Any action by employees that contravenes the law may adversely affect the reputation and standing of our Company. Therefore, we expect employees to comply with all applicable laws and regulations outside of work hours.

1.3 Support

All employees of the Company, especially its executives, must act with integrity. The Company expects these employees to set an example for others and to 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 senior member of staff is expected to act in such a way as to be a role model for his/her staff in terms of behavior and conduct.

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.

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 applicable laws and regulations of the Slovak Republic and conducts its business activities in an honest and ethical manner. Employees are equally expected and required to comply with the applicable laws of the Slovak Republic as well as any internal regulations that apply to their specific job role. 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

Foxconn Slovakia is committed to the highest standards of integrity in all relationships and expects this of its employees. Foxconn Slovakia has a zero-tolerance policy towards all forms of serious anti-social activity, including all forms of bribery, corruption, extortion and embezzlement. All forms of bribery, corruption, extortion or embezzlement are strictly prohibited. Violation of these obligations may result in immediate termination of the employee's employment. Employees must prevent and avoid conflicts of interest between employees, business partners and Foxconn Slovakia.

2.3 Disclosure of information

The Company shall disclose 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 and prohibited.

Foxconn Slovakia fully complies with all requirements relating to the disclosure of reports to public or governmental institutions. Reports must be made in a timely manner, be up-to-date, complete, proper, accurate, and understandable in accordance with the applicable laws 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 current, complete, proper, accurate, timely, understandable, and in compliance with applicable laws of the Slovak Republic as well as the Company's internal regulations.

2.4 No Unfair Advantage

Employees shall not engage in corruption, bribery or kickbacks and shall not, directly or through an intermediary, accept, give, offer, broker, arrange, solicit, promise or have promised to give a bribe or other improper advantage to themselves or to any other person. It is prohibited to promise, offer, authorize, give or accept bribes or other means to obtain an undue or improper advantage. This prohibition applies to promising, offering, endorsing, giving or accepting anything of value, whether directly or indirectly through a third party, to obtain or retain business, direct business with any person or otherwise obtain an improper advantage.

2.5 Fair dealing, advertising and competition

Foxconn Slovakia complies with all applicable laws protecting competition, competition and fair dealing. The legislation prohibits agreements or commitments to third parties that fix prices, allocate markets, restrict production, or otherwise restrict or destroy markets

The Company does not publish false or misleading advertising or advertising that disparages others. In the case of comparative advertising, the comparison must be justified, and the statement must be complete, accurate and not misleading.

Employees are required to comply with standards and regulations in the areas of business integrity, advertising and competition. Employees must be aware of and comply with these laws and regulations applicable to their jobs. If an employee has a question about the legality of a proposed action or contract in this area, it should be discussed immediately with the Human Resources Department or legal counsel.

2.6 Protection of intellectual property

Foxconn Slovakia observes and respects all intellectual property rights.

The transfer of technology and know-how is carried out in such a way as to ensure the protection of intellectual property rights and to protect the information of both customers and suppliers.

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

Sharing of Company data (documents, files, photos, etc.) outside the organization must be done through the employee's personal OneDrive account. This account is available to all O365 users.

Works created by employees in the performance of their duties arising from an employment relationship are considered employee works. The author's property rights to an employee work are exercised in the name and on behalf of the employer.

If the originator has created an invention, an employee invention, while performing tasks arising from an employment relationship, the right to the solution belongs to the employer.

2.7 Privacy and Personal Data

Foxconn Slovakia complies with the law in the processing of personal data and for the protection of privacy, information security and legal regulations, and agreements for the protection of confidential information.

Foxconn Slovakia processes personal data in accordance with the law, in particular Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons regarding the processing of personal data and on the free movement of such data ("GDPR"). The Company is committed to protecting the personal data information of every business partner, including suppliers, customers, consumers and employees. Foxconn Slovakia employees are required to comply with their data protection obligations.

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 consent of the Company or affected parties. Employees are required to use such information only for purposes authorized by the Company in connection with the performance of their job duties with the Company. The obligation of confidentiality shall survive termination of employment with the Company.

2.8 Company property

The Company's assets include tangible and intangible assets, including brand, trademark, know-how, confidential or proprietary information and information systems. The Company's assets may only be used in accordance with the law and internal policies. Employees have a duty to protect Foxconn Slovakia property from loss, damage, deterioration, misuse, theft or sabotage.

No employee may use Company property for personal gain.

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

2.9 Fraud

Any suspected misuse of Foxconn Slovakia resources or fraud should be reported immediately to your supervisor. The terms "misuse of Company resources and fraud" include the deliberate concealment, alteration, falsification or confusion of information to gain an advantage for oneself or another person

2.10 Audit and investigation

During an audit or internal investigation conducted by internal or external auditors, full cooperation and collaboration is required by employees. Employees are required to provide truthful and complete information.

3. Labor and human rights

Foxconn Slovakia is committed to respecting the human rights of its employees and treating them with dignity and respect and treating them in accordance with the laws of the Slovak Republic. This applies to all employees, including permanent employees, temporary employees, seconded employees, migrant employees, freelancers, and students.

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 solely 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 similar factors. Employees and potential employees may not be subjected to medical tests or physical examinations that could be used in a discriminatory manner. The employer is required to provide a suitable rest room for employees with a disability, which must be located off the Company's premises and be available upon specific request by the employee.

3.2 Protection of the health of female employees

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 job with the same pay.

Foxconn Slovakia has taken reasonable measures to move pregnant women/breastfeeding mothers out of high hazard positions to eliminate or reduce workplace health and safety hazards for pregnant women and breastfeeding mothers, including those related to their job classification.

The employer shall provide a suitable room for breastfeeding. This room must be dedicated and located away from the Company's production premises and be available on specific request by the employee.

Pregnant women and nursing mothers shall not be discriminated against.

3.3 Right to manifest religion

The employer is obliged to provide adequate space for employees to exercise their religion. If a significant group of employees professing a recognized religion requests space (physical or time) to exercise their religion, the employer shall allow them to do so. In considering this requirement, it is important to take into account the needs of the establishment to avoid adversely affecting its operation.

3.4 Prohibition of child labor, protection of students

Under no circumstances shall the Company employ children who have not completed compulsory schooling and is required to verify the age of employees.

Employees under the age of 18 must not perform work that could endanger their health or safety, including night shifts and overtime. The Company shall ensure proper management of students through proper management of student records.

The Company will provide all students with appropriate support and training. Unless otherwise provided by law, pay for students and interns shall be at least the same as pay for other entry-level workers performing the same or similar tasks.

3.5 Prohibition of forced labor, fees/compulsions and free movement of employees

The Company does not use any form of forced or involuntary labor or any form of modern slavery and human trafficking.

Neither the Company's employees nor the employees of the Company's contractors may be required to pay any fees, excessive charges or deposits as part of their employment (whether paid in a lump sum or in instalments, collected directly or through payroll deductions). Employees work for the Company voluntarily and may terminate their employment at any time in accordance with the provisions of the Labor Code. Regardless of whether the employment is terminated by the employee, the Company or by agreement, the terminating employee will be paid an amount equivalent to all hours worked, on the standard pay date.

The employer must provide the employee with a contract of employment in the employee's mother tongue or in a language he or she understands when the employee starts. The contract must contain a detailed description of the terms and conditions of employment. Foreign workers must be informed of the working conditions before leaving their country. After arrival, working conditions can only be changed where local regulations require it or where the changes provide the same or better conditions for the employee.

Employees shall be given reasonable time off in the event of sickness or maternity, without loss of employment or imposition of a financial penalty, provided that such a case is supported by a doctor's certificate.

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 or official documents, or deface, conceal or deny employees access to such documents, unless such confirmation is required by law.

3.6 Prohibition of harassment

Foxconn Slovakia strives to provide a work environment where harassment of any kind or other offensive or disrespectful behavior does not occur. 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.

If an employee is subjected to harassment, he or she should report it as soon as possible to his or her supervisor, to the anonymous hotline, or to the HR department.

3.7 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.

If an employee is subjected to any form of violence, he/she should report it as soon as possible to his/her supervisor, the anonymous hotline or the HR department.

3.8 Payroll

Foxconn Slovakia complies with the legal regulations in the areas of labor law, remuneration and working time. The Company is committed to providing employees with wages, remuneration and other benefits at least to the extent and in accordance with the law or collective bargaining. Deductions from wages as a disciplinary measure are not permitted. Employees of the Company shall always be paid on time and in the proper amount

Any use of temporary or agency workers must be in accordance with the law.

3.9 Freedom of association

In accordance with applicable law, the Company respects the right of all employees to form and associate with trade unions of their choice, to bargain collectively and to engage

in assemblies, as well as respecting the right of workers to refrain from such activities. Employees or their representatives should be able to communicate openly, share ideas and concerns with management about working conditions, management, without fear of discrimination, retaliation, intimidation or harassment.

4. Health and safety

Foxconn Slovakia provides a safe and healthy working environment for its employees. It takes and maintains measures to continuously ensure and improve the protection of employees. The Company believes that a safe and healthy working environment contributes to a higher quality of products and services and the maintenance of stable production operations, in addition to minimizing the incidence of occupational accidents and diseases.

It is the employee's responsibility to make sure that he/she always performs the work safely and the Company must insist that every employee performs the 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 that is not being carried out by a person who is properly trained

4.1 Securing machinery

The Company assesses production and other machinery for safety risks and carries out maintenance on it. Guards, interlocking devices, barriers must be installed and maintenance will be carried out on machinery used by employees.

4.2 Hygiene

The Company identifies 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 is also assessed. If these hazards cannot be adequately controlled by design change, engineering or administrative means, the Company shall provide affected employees with adequate and well-maintained personal protective equipment and devices.

4.3 Safety at work

The Company shall identify employee exposure to workplace safety hazards (e.g., 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, and safe work practices and ongoing safety training. Provide employees with appropriate, well-maintained personal protective equipment.

4.4 Preparing for an emergency

The Company shall identify and assess potential emergency situations; minimize their impact with emergency plans and procedures, such as warning and evacuation procedures, employee training and drills.

4.5 Occupational accidents and diseases

The Company shall establish procedures and systems to manage, track and report occupational injuries and illnesses, including policies to encourage reporting by employees, to classify and record cases of injuries and illnesses, to provide necessary treatment, to investigate cases and implement corrective action, to eliminate their causes, and to 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.

4.8 Communication

Foxconn Slovakia shall provide employees with adequate 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 conducts all its activities and business operations with respect for the environment and the principles of sustainability. The Company has adopted and adhered to measures for responsible and economical use of resources, sustainable use of raw materials and materials, as well as sustainable production processes and use of friendly technologies. Foxconn Slovakia implements programs that meet or exceed legal requirements for 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 legal regulations and requirements to prohibit or restrict specific substances in products and manufacturing, including labeling for recycling and disposal.

5.2 Hazardous Materials

The Company controls 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 has implemented a systematic approach to the identification, management, reduction and responsible disposal of solid waste (non-hazardous).

5.4 Emissions

The Company is required to classify, routinely monitor, control and, as necessary, treat emissions such as volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances and combustion by-products prior to the discharge of emissions.

5.5 Environmental permitting and reporting

The Company is required to obtain and update all required environmental permits and comply with the required conditions set forth in the permits.

5.6 Pollution prevention, source reduction

The Company reduces or eliminates all types of waste at the source or through practices that include modification of production and maintenance processes. Foxconn Slovakia conserves natural resources, for example by 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, looks for opportunities to conserve water, as well as controls risks of water contamination. All wastewaters must be monitored and controlled before it is discharged. The Company monitors its wastewater treatment systems in accordance with legislation.

5.8 Energy consumption

Foxconn Slovakia monitors and documents energy consumption, and greenhouse gas emissions (Scope 1, 2 and 3). The Company uses renewable energy sources, including green electricity, to contribute to a sustainable future. Foxconn will seek cost-effective

methods to improve energy efficiency, minimizing energy consumption and GHG emissions.

6. Business Management

6.1 Conflicts of Interest

All business decisions and activities must be made and carried out by employees in the best interests of Foxconn Slovakia. Employees should avoid any action that could involve or potentially involve a conflict of interest with the Company.

A conflict of interest arises when an employee's personal interests, such as financial, family or other relationships, may affect his or her ability to perform his or her job duties objectively and in the best interests of the Company.

Employees must not establish or maintain financial or other business relationships with suppliers, customers or competitors that could compromise or potentially compromise their independence to make decisions that must be 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 while working for the Company
- Any activity or work by an employee for a competitor that the employee performs concurrently with his or her work for the Company
- Acting for the benefit of suppliers or customers to put the interests of suppliers or customers ahead of the interests of the Company
- Accepting financial or other improper rewards, offers, promises, gifts or payments or benefits for oneself or another person from the Company's business partners, such as money, gifts, services or other benefits, intended to obtain an improper advantage or preferential treatment, except for small gifts of negligible or low value customary during business
- Participation by an employee in a decision on a matter which will result in a personal benefit to him or to people close to him

A conflict of interest also arises where:

- The employee makes decisions which 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)

- The employee or a person close to the employee uses Company property, information or resources for personal gain or advantage 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 within 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 shall also include domestic partners, companions, partners-in-law, friends and other persons with whom the employee lives or to whom the employee has a close personal or intimate relationship, whether or not the relationship is familial.

Employees are required to report 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.

A conflict of interest does not necessarily constitute a violation of the Code of Conduct. However, it is a violation of the Code of Conduct to fail to disclose a conflict of interest. Employees are required to demonstrably and promptly disclose any potential conflict of interest to their immediate supervisor.

6.2 Other gainful activities of employees

Foxconn Slovakia's Code of Conduct allows employees to engage in activities outside the Company, including other gainful employment. However, this permission applies only under the following conditions:

- The activity must not adversely affect the performance of job duties and must be carried out outside working hours,
- in the case of an activity identical to the employer's business or a potential conflict of interest, the employee must seek the employer's prior written consent.

6.3 Relations with suppliers and partners

Foxconn Slovakia selects its suppliers, contractors and partners based on competitive price, quality, delivery and other objective criteria. Procurement decisions must be based on their 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; collusion is prohibited. Access to contracts shall be governed by relevant internal policies.

The Company expects its suppliers, contractors and partners to comply with the laws and regulations of the Slovak Republic in the areas 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.

Unethical or illegal acts of a supplier may damage the reputation and goodwill of Foxconn Slovakia. For this reason, we require all suppliers interested in doing business with Foxconn Slovakia to comply with the Code of Conduct for Suppliers and Business Partners.

Employees responsible for dealing with suppliers are required to inform their immediate supervisor in writing of any negotiation or meeting with a new, potential or existing supplier, even informal meetings or meetings unrelated to the current contract.

Personal contacts with supplier representatives outside the Company's premises, visits to restaurants and accepting invitations to company parties without a business purpose are strictly prohibited.

6.4 Gifts and courtesies

Foxconn Slovakia aims to compete in the marketplace based on quality and competitive pricing of goods and services.

6.4.1 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 gift the receipt of which could give rise to a suspicion of undue influence or action.

Gifts or benefits more than EUR 50 are considered inappropriate. The employee is obliged to refuse such gifts and to report their offer to his/her immediate superior. Acceptance of gifts valued at more than EUR 50 is only possible for a Company raffle with the donor's consent. Gifts of up to EUR 50 are also inappropriate if they are made more than twice a year from the same donor.

The offer or acceptance of a donation (including an invitation to an event) shall be recorded in the Register of Donations on the intranet, which is publicly accessible. The register shall be maintained and monitored by GAD at least twice a year.

Where a staff member is offered participation in a social event or activity (sporting or cultural), it is always the staff member's responsibility to inform his/her line manager of the offer, who must approve it in advance or explain why participation is not acceptable. Any participation should serve a clear business purpose and therefore all travel expenses must be covered by the Company.

Employees of Foxconn Slovakia may not offer gifts of more than EUR 50 or more than twice a year

Employees and officials of state and public administrations are prohibited from giving gifts or making payments, directly or indirectly, for the purpose of obtaining a favorable decision or action on their part.

6.4.2 Bribes and corruption

Employees' work decisions shall not be influenced by corruption.

Any bribes or corrupt conduct 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
- Blackmail
- Embezzlement (including promise, offer, giving or receiving of any bribe)
- Securing or receiving any undue or improper advantages (commission, goods, services, discounts on goods/services, information, or other advantages or benefits)

Corrupt activities such as promising, offering, endorsing, giving or receiving anything of value, either directly or indirectly through a third party, in order to obtain or retain business or 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 laws or a criminal offense.

6.5 Protection and prevention of money laundering, terrorist financing and violations of international sanctions

Foxconn is committed to and fully complies with legislation and international conventions to protect and prevent the laundering of the proceeds of crime (known as money

laundering), the financing of terrorism and compliance with applicable national and international sanctions regimes.

The Company shall not engage in, support or condone any activity that violates or circumvents applicable laws and international conventions against money laundering or terrorist financing, relevant international sanctions, or otherwise interpreted illegal activity.

The Company must comply with applicable restrictions on the export or re-export of goods, software, services and technology, as well as applicable restrictions on trade with certain countries, regions, companies, or entities and individuals. In addition, it must not conduct activities in connection with persons, countries or organizations on sanctions lists issued by the European Union (EU), the United Nations (UN), the U.S. Office of Foreign Assets Control (OFAC), and any other locally and regionally applicable equivalent sanctions lists.

6.6 Responsible sourcing of minerals

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

6.7 Media relations, social media

Foxconn Slovakia's activities are closely followed by the media (newspapers, magazines, radio, television, internet, 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, 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 people.

No employee 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. Submission of complaints, suggestions and notifications

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 or internal Company rule or regulation, 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 following legal or internal regulations, our values and the Code of Conduct?
- Could this activity be considered unethical or dishonest?
- Could this matter damage our Company's reputation? Could this conduct expose the Company to any risk? How would the public react to this action?
- Could it harm others, our employees, our customers, our suppliers, 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 if it is not appropriate to address the situation directly with the person involved (i.e., it could exacerbate the situation), the employee should contact his or her supervisor.

Contact the Human Resources Department or the Staff 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 Staff Council.

Contact the hotline

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

Freephone number: 0800 148 612

Email addressporadna@humandynamic.sk

Internal inbox for employee communications

It is also possible to quickly and easily submit a complaint to the internal mailbox located outside the entrance to the HR department. The complaint can be anonymous or signed by an employee, each will be dealt with and investigated.

For complaints related to the Anti-Social Activity 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 may be submitted in writing, orally, by telephone or by mail. The complaint should contain as much information and details 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, and 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.

If the investigation reveals that the allegation or accusation was false or was reported with the intent to harm the employee, it will be considered a violation of the Code of Conduct; such conduct is not permissible

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 in itself a violation of this Code of Conduct.

8. Disciplinary Action

Compliance with the Code of Conduct, internal guidelines and relevant legislation is a condition of employment with Foxconn Slovakia. Violation of the Code of Conduct may lead to disciplinary action depending on the severity of the violation, including termination of employment.

All cases will be dealt with through the company's internal rules.