

2024 SUPPLIER RESPONSIBILITY REPORT



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About this Report

The Supplier Responsibility Report (hereinafter referred to as the “Report”), prepared by Hon Hai Precision Industry Co., Ltd. (hereinafter referred to as “the Group” , “Hon Hai” or “Foxconn”), aims to respond to the global sustainability trends and elevate the confidence of stakeholders in the business activities of the Group. To offer stakeholders with a deeper understanding of the challenges and achievements of the Group regarding sustainable supply chain, the Group hereby issues the Supplier Responsibility Report thereof, publicly disclosing its performance in 2024 (from January 1, 2024 to December 31, 2024), so as to demonstrate the firm resolution of the Group to work with its supply chain partners towards sustainable development.

Report Scope

The content of this report discloses the sustainable supply chain performance of Hon Hai Precision Industry Co., Ltd., with the main scope of disclosure covering Mainland China, Taiwan, India, and Vietnam.

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A Letter from the Chairman of the Sustainability Committee

“ Driving Supply Chain Sustainability and Resilience through Technological Innovation ”

As the world’s largest technology manufacturing service provider, Hon Hai deeply recognizes our influence and responsibility within the industrial chain. I have always firmly believed that “Sustainable Operation = EPS + ESG” — only by balancing profitability with sustainability responsibilities can we build an enterprise with true resilience and long-term competitiveness.

Since taking on the role of Chairman of the Sustainability Committee, we have comprehensively deepened our ESG governance framework. Guided by 32 long-term goals, we have, together with our suppliers, taken the lead in jointly implementing 7 core targets, showcasing trust and execution capability of industry collaboration. We have not only redefined corporate value but also outlined the future direction of sustainable industry collaboration.

This journey is not easy, but our achievements are being recognized globally. In 2025, in the Dow Jones Sustainability Indices (DJSI) evaluation, our supply chain management advanced into the top 5% globally in our industry. Additionally, for the first time, we were featured in the S&P Global Sustainability Yearbook, earning the “Industry Mover” award. This recognition is not only an acknowledgment of Hon Hai, but also a significant endorsement of the collective efforts of all our supplier partners.

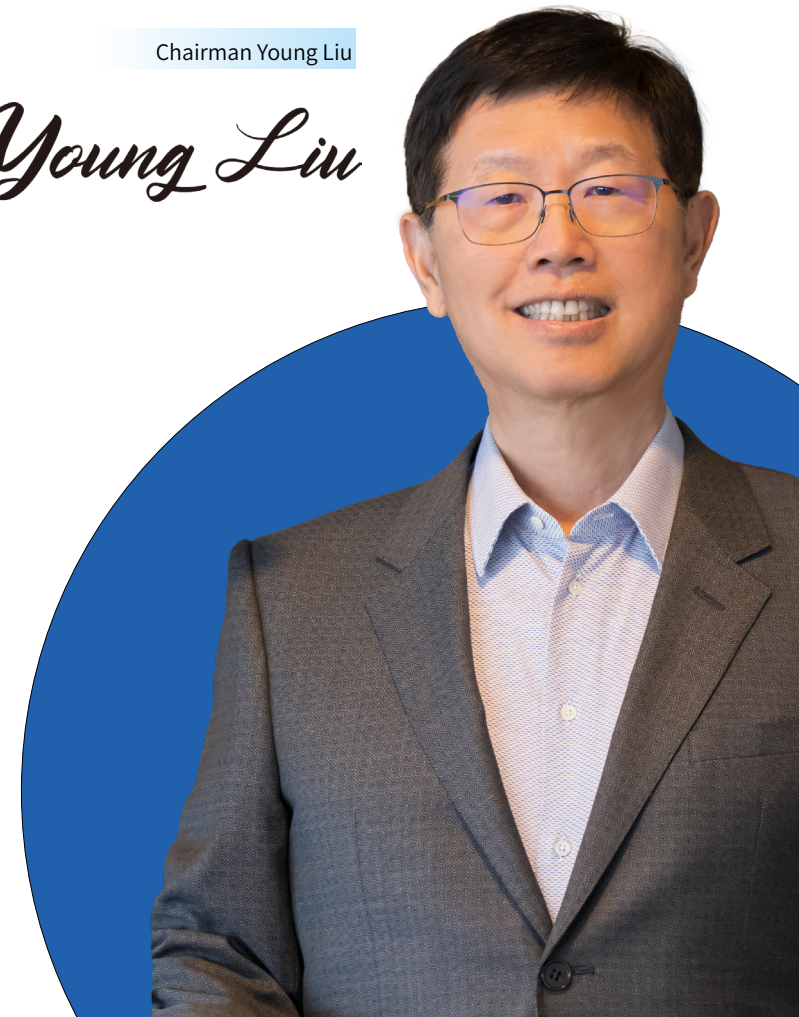
True sustainable impact comes from the overall supply chain advancement. Therefore, in the 2025 Hon Hai Sustainability Awards,

we have specially established the “Hon Hai Sustainable Excellence Supply Chain Award,” inviting participation from both material and non-material suppliers to highlight and acknowledge outstanding sustainability practices. Moreover, through customized sustainability empowerment courses, we continually strengthen ESG capabilities across our supply chain, turning sustainability from concept into practice, and making it a core competitive advantage.

Each sustainable achievement within our supply chain represents the collective efforts and dedication of all our partners. This report is not only a record of Hon Hai’s progress but also a reflection of the accomplishments of all our suppliers. We will continue to work hand-in-hand with global partners, integrating technological and sustainable capabilities to build a more transparent, responsible, and resilient supply chain system. Together, we are committed to fulfilling our long-term promises to the environment, society, and future generations, moving toward a genuinely sustainable future.

Chairman Young Liu

Young Liu



A Letter from the Procurement Head

Recently, the senior executives of Hon Hai Group have been focusing on studying Jim Collins' book BE 2.0 (Beyond Entrepreneurship 2.0) : Turning Your Business into an Enduring Great Company. The core concept of "sustainable excellence" conveyed in this book aligns perfectly with Hon Hai' s long-term commitment to operational resilience and sustainable development. The core premise of the book, "Mastering the Sustainable Blueprint, Strengthening Operational Resilience, and Leaping Forward Amid Challenges and Changes" , specifically echoes our ongoing efforts and practical direction in supply chain management.

Building a sustainable supply chain is Hon Hai' s firm commitment to environmental

protection and social responsibility. Our partnership with suppliers is built upon Hon Hai' s core values of "Integrity, Diligence, Agility, Share, Collaborate and Thrive" . We regard integrity as the foundation and require our suppliers to uphold the same principle; we value diligence and expect our suppliers to continuously strive for excellence in both value and quality; with an agile spirit, we maintain resilience and face challenges together with our suppliers. We uphold a win-win mindset and share our achievements with suppliers; we treat suppliers with mutual respect and genuine cooperation.

In 2024, we continued to deepen the digital transformation of supply chain ESG management, innovated management mechanisms, and implement fully digital ESG ratings for suppliers concerning green products, net-zero emission, zero waste, and

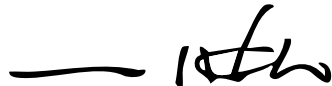
labor rights, accurately identifying issues and subsequently formulating corresponding counseling programs. At the same time, we provided guidance to suppliers on carbon reduction and waste reduction, promoted 100% use of renewable energy for manufacturing Foxconn products and achieving Zero Waste to Landfill certification, together realizing a reduction in carbon emissions and waste in the supply chain.

In addition to close collaboration with supply chain partners, we are also actively promoting the ESG process to ensure that we are in line with the highest global standards and receive recognition from international authoritative institutions. In terms of governance, we adhere to a rigorous Approved Vendor List review, strictly requiring suppliers to commit to zero tolerance for corruption and bribery. In terms of the environment, we regulate

hazardous substances under RoHS and REACH for key raw materials, and we also assist suppliers in conducting greenhouse gas emissions inventory; in terms of social responsibility, we promote due diligence on conflict minerals within the supply chain and advocate for the Responsible Business Alliance Code of Conduct in the supply chain.

Through the ongoing publication of Supplier Responsibility Report, we demonstrate our high standards for suppliers and reveal our efforts and achievements in ESG in collaboration with our supply chain partners. We encourage our suppliers to embrace our vision and core values, and together we can move forward on the path towards excellence and sustainability, creating a prosperous future.

Procurement Unit Max Chu



Procurement Unit Chih-Chung Sun




Honor and Recognitions

<p>Supply Chain Management</p> <p>Top 5% in the Industry</p>	<p>Supplier Engagement Assessment (SEA)</p> <p>Score “A”</p>	<p>Controversial Sourcing</p> <p>ESG Leader</p>	<p>Green Supply Chain Corporate Information Transparency Index (CITI)</p> <p>No.1 in the Greater China & No. 2 in the IT/ ICT sector</p> <p>(An increase of 8.51 points compared to 2023)</p>	<p>Corporate Climate Action Transparency Index (CATI)</p> <p>No.1 in the Greater China & No. 1 in the IT/ ICT sector</p> <p>(An increase of 7.5 points compared to 2023)</p>	<p>Sustainable Supply Chain Management</p> <p>Supply Chain Leadership Award</p>
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Participation of the International Initiatives and Public Association

Responsible Business Alliance (RBA)	<p>Hon Hai joined the Responsible Business Alliance (RBA) in 2005, demanding all Tier-1 Suppliers to comply with the RBA Code of Conduct released by the RBA and pass it on to the upstream suppliers.</p>	Science Based Targets initiative (SBTi)	<p>Hon Hai has submitted to the Science Based Targets initiative (SBTi) its commitment with business ambition aligned with 1.5° C trajectory, which is publicly disclosed on platforms such as SBTi and CDP. The net-zero targets of Hon Hai have been officially validated by SBTi in 2024.</p>
Responsible Minerals Initiative (RMI)	<p>As a member of the Responsible Minerals Initiative (RMI), Hon Hai proactively works with its suppliers, ensuring the production and use of mineral products do not pose a negative impact on the environment, society, or human right.</p>	Institute of Public and Environmental Affairs “Zero Carbon Supply Chain Initiative”	<p>Hon Hai is actively promoting its suppliers to conduct greenhouse gas inventory, scientifically set emission reduction targets, and disclose implementation status, while also empowering suppliers with carbon reduction capabilities.</p>
Climate Action 100+	<p>As a member of Climate Action 100+, Hon Hai pledges to take action on emission reduction, actively participate in the promotion of climate action, and is committed to achieving the goal of Net Zero by 2050.</p>	Taiwan Alliance for Net Zero Emission (TANZE)	<p>As a co-founding member, Hon Hai actively pursues the Net Zero goal through energy-saving measures, green manufacturing, and the deployment of renewable energy.</p>

Supply Chain ESG Performance and Target

Aspect	Item	2024 Target	2024 Results	2025 Target
 Environment	Number of specific electronics suppliers certified for Zero Waste to Landfill	20 companies	20 companies	25 companies
	Number of significant electronics suppliers committed to using 100% renewable energy to manufacture Hon Hai products	34 companies	36 companies	45 companies
	Critical electronic suppliers are required to implement a full material declaration on the Supplier ESG Digital Management Platform	Product conformity declaration coverage 100%	Product conformity declaration coverage 100%	Full Material Declaration Coverage 100%
	RoHS & REACH compliance rate of critical materials suppliers in the semiconductor industry	100%	100%	100%
 Social	Guiding high-risk contractors to implement ISO 45001 Occupational Health and Safety Management System certification	80%	87%	100%
	Number of labor human rights audits conducted annually for the supply chain	42 times	455 times	50 times
 Governance	Response rate of conflict minerals investigations for significant electronic suppliers and specific mechanical suppliers	100%	100%	100%
	Response rate of due diligence on conflict minerals from critical material suppliers in the semiconductor industry	100%	100%	100%
	Coverage rate of ESG assessment for specific electronics suppliers (covering net zero emission, zero waste, green products, and labor right)	100%	100%	100%
	Coverage rate of ESG assessment for specific mechanical suppliers (covering net zero emission, zero waste, green products, and labor right)	100%	100%	100%
	Coverage rate of triennial audit for specific mechanical suppliers	85%	92%	90%
	Annual reduction rate in total purchase quantity or total purchase amount for Significant Suppliers in electronics with poor ESG performance by commodity categories (including active components, passive components, modules, PCBs, and cable/connectors)	2~5%	>5%	2~5%

Performance and Results

E-Environment

cumulative data
from 2022 to 2024

36
suppliers

Number of critical electronic suppliers signing renewable energy agreements

cumulative data
from 2022 to 2024

20
suppliers

Number of suppliers certified to Zero Waste to Landfill

226
suppliers

Number of suppliers filling in pollutant release and transfer register (PRTR) data

cumulative data
from 2022 to 2024

24,438
tons

The tonnage of bulk raw materials recycling and utilization

1,600
suppliers

Number of suppliers with RoHS & REACH compliance declaration

172
green materials

100%
were compliant

RoHS & REACH compliance rate of critical materials suppliers in the semiconductor industry

150
suppliers

Number of suppliers certified under IECQ QC 080000 system

200
suppliers

Number of suppliers that completed the ISO 14064 greenhouse gas inventory

2
sessions

Greenhouse gas inventory training for semiconductor industry suppliers

138
million tons CO₂e

Supplier's carbon reduction

S-Social

including 373 first-tier suppliers and 195 second-tier suppliers

568
suppliers

Number of suppliers participating in human rights education training

500
suppliers

Number of suppliers audited for social responsibility (including third-party RBA VAP audits)

2
sessions

RBA Code of Conduct training for semiconductor industry suppliers

185
suppliers

Number of suppliers certified under the ISO 45001 system (including high-risk chemical suppliers)

G-Governance

870
suppliers

Number of suppliers participating in ESG-related training

195
suppliers

Number of second-tier suppliers participating in ESG-related training

386
suppliers

Number of first-tier suppliers who completed online video training

200
suppliers

Total number of suppliers with ESG performance ratings conducted via digital platform

2,166
suppliers

Number of due diligence investigations on conflict minerals for electronic suppliers and mechanical suppliers

100%

Response rate of due diligence on conflict minerals for critical semiconductor material suppliers

1 STEERING A SUSTAINABLE SUPPLY CHAIN



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1. STEERING A SUSTAINABLE SUPPLY CHAIN

1.1 Sustainable Supply Chain Organizational Structure

To strengthen sustainable governance, Hon Hai established the Global Corporate Social Responsibility Committee in March 2007, which was officially renamed the Sustainability Committee in 2022, chaired by Chairman Young Liu. The Group's Board of Directors serves as the highest decision-making body for sustainable supply chain management, overseeing the implementation of supplier ESG management through the established Sustainability Committee.

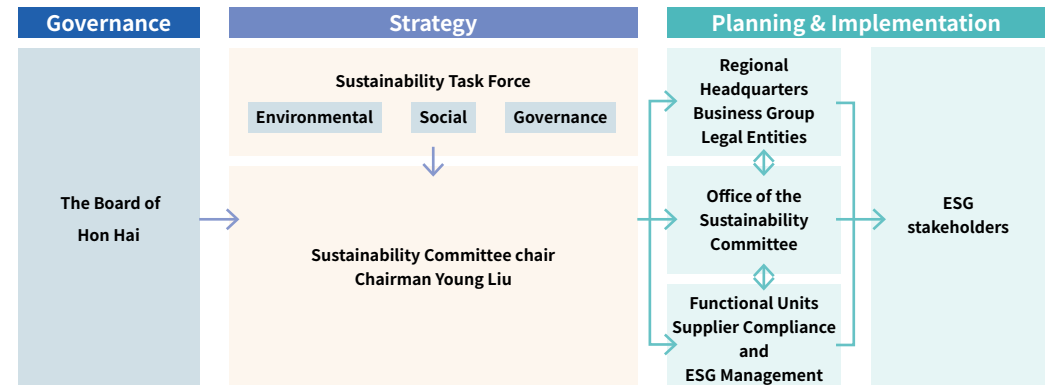
The Sustainability Committee reports annually to the Board of Directors on the outcomes of sustainability initiatives and subsequent plans. The Board is responsible for oversight and performance review. Any material sustainability issues must be submitted to the Board for deliberation and approval before implementation. In addition, the Office of the Sustainability Committee has been established to oversee the Group's sustainability frameworks and guidelines. The office is tasked with supervising policy implementation, advancing due diligence processes, managing ESG-related risks, and regularly evaluating the progress and effectiveness of sustainability strategies to ensure their successful execution.

The Group adheres to the principles of openness and transparency, actively

maintaining close communication with investors, clients, supply chain partners, the government, and various sectors of society to implement sustainable policies, which are overseen by the Sustainability Committee, and regularly reports progress to the Chairman. Since 2023, the Group has reported to the Board of Directors on its ESG vision and strategy each quarter, covering 32 long-term goals for 2025, including 7 indicators related to supplier compliance and ESG management, ensuring the steady progress of sustainable development plans.

The Group is committed to promoting the sustainable development of the global supply chain. To effectively manage supply chain sustainability, the Group has established "Global Procurement Division" and "Semiconductor Supply Chain Management" to manage suppliers corresponding to their respective business units. Their functions not only include overseeing the selection and management of suppliers but also ensuring that all procurement activities comply with the highest Environmental, Social, and Governance (ESG) standards, while providing professional guidance to the ESG management units of the business unit suppliers.

In terms of supplier management, the Group adopts a variety of measures, including the establishment of a Supplier ESG Digital Management Platform, the revision of the supplier code of conduct, the coordination of supplier evaluations, audits, and performance assessments within the Group, as well as ESG training for suppliers and buyers, to ensure that sustainability strategies can be deeply integrated into the supply chain system. These actions cover key ESG issues such as the promotion of green products, employee's human rights, the fulfillment of social and environmental responsibilities, conflict minerals management, zero waste, and net-zero emissions. In addition, the Group is actively exploring innovative procurement strategies to reduce environmental impact and enhance resource utilization efficiency, with the expectation of setting new standards for sustainable development in the global electronics manufacturing industry, working hand in hand with supply chain partners to create a sustainable future.



1.2 Supply Chain Landscape

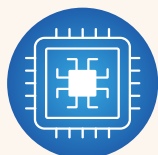
Hon Hai adheres to a global sustainable procurement strategy, embedding environmental, social, and governance principles into supply chain management. This ensures that the supply chain not only enhances operational efficiency, cost-effectiveness, product quality, and innovation capabilities but also actively responds to the demands of social responsibility and environmental sustainability. The Group's supplier network spans across Asia (including mainland China, Taiwan, India, Vietnam, Japan, etc.), the Americas (such as the United States, Mexico, etc.), and multiple countries and regions in Europe, demonstrating its global presence and market influence.

▼ Suppliers are classified according to management requirements:



Semiconductor material suppliers

Wafers, photoresists, process gases, process chemicals, targets, etc.



Electronic suppliers

Active components, passive components, circuit boards, modules, connectors, etc.



Mechanical suppliers

Metal raw materials, metal processed parts, plastic processed parts, packaging materials, plastics/paints/chemicals, etc.



Labor dispatch suppliers

Dispatched employees.

To enhance supply chain management efficiency and sustainability performance, Hon Hai has developed precise management and improvement plans based on the types and characteristics of suppliers, and has established "Significant Supplier Screening Principles" in reference to the DJSI standards. During the screening process, the Group comprehensively considers four major aspects of ESG and business relevance, incorporating three key risk assessment criteria for significant supplier management to ensure the robustness and resilience of the supply chain, further strengthening the implementation of sustainable procurement.

4 Aspects in the Significant Supplier Selection:

Environmental Aspect: Greenhouse Gas (GHG) Emissions, Environmental Compliance, Waste Management, etc.

Social Aspect: Labor Rights, Occupational Health and Safety (OHS), Hazardous Substance Control, etc.

Governance Aspect: Business Continuity Management, Ethical Management, Compliance with Audits and Assessments, etc.

Business-related Aspect: Procurement amount ranking with the Group, supplier size and reputation, client-designated suppliers, etc.

3 Risks for Consideration Regarding Significant Suppliers

Country-specific Risk: Whether the manufacturing location of a supplier is situated in a country or region that is subject to high risks due to geopolitical conflicts.

Industry-specific Risk: Whether the industry, to which the Group belongs, is at risk of supply shortages due to competitors securing a large portion of the production capacity of suppliers.

Product-specific Risk: Specific risks associated with the industry of a supplier, such as labor-intensive practices (human rights), highly polluting processes (hazardous substance control, waste disposal, or environmental regulations), etc.

According to the above standards, Hon Hai has selected 263 significant suppliers, including 223 first-tier suppliers and 40 second-tier suppliers, among which the procurement amount of first-tier suppliers accounts for more than 60% of the total procurement amount. For these significant suppliers, the Group has implemented precise management mechanisms, including ESG risk questionnaires, on-site inspections, ESG performance assessments, sustainability audits, improvement action plan guidance, and sustainability empowerment and capacity building, to effectively identify and respond to potential risks, enhance supply chain resilience, and promote the stability and sustainable development of the supply chain.

1.3 Supply Chain Management Strategies and Processes

Hon Hai's suppliers cover various procurement categories, such as semiconductor materials, electronics, mechanical components, and labor dispatch services. To ensure consistent and high-standard practices across all procurement activities, Foxconn adheres to the Foxconn Supplier Requirements (FSR) as its fundamental guideline. The FSR consolidates client expectations, industry-wide standards, regulatory requirements, and product-specific considerations to guide supplier evaluation, audits, risk management, and continuous improvement. These requirements are communicated transparently to suppliers and stakeholders to ensure clear understanding and effective implementation of Foxconn's responsible supply chain governance standards.

Meanwhile, Hon Hai has established the Supplier Code of Conduct, which applies to all suppliers. The Code requires suppliers to implement robust management systems that includes communicating the Code's requirements to their upstream suppliers and monitoring compliance. This approach helps to expand the influence and depth of sustainability responsibility throughout the supply chain. Through system integration and cross-departmental collaboration, Hon Hai continuously enhances overall supplier management effectiveness, fully supporting the Group's ESG goals and advancing the development of a resilient and sustainable supply chain.

In order to reduce the environmental and social impacts throughout the product life cycle and enhance supply chain value, Hon Hai is committed to promoting sustainable supply chain management. We gradually enhance the ESG performance of the supply chain through digital platform and systematic planning, creating long-term value that benefits businesses, society, and the environment. To effectively implement ESG management in the supply chain, the Group has developed a three-phase digital sustainable supply chain implementation plan based on corporate objectives and external demands:

1 PHASE Short term

Connect to ESG evaluation indicators, fully digitalize and upgrade sub-platforms for green products, carbon management, and conflict minerals, establish a visual dashboard, and integrate the supplier management system to achieve centralized output and management of ESG performance data.

2 PHASE Mid term

Continuously optimize platform functions, provide cloud services for supply chain ESG management, accumulate and analyze big data to introduce weak AI applications; at the same time, comprehensively promote the platform to various business groups within the Group and IPO companies, strengthen central governance, and solidify the foundation for supply chain ESG management services.

3 PHASE Long term

Expand external influence of the platform by participating in the formulation of national standards and improving CITI/CATI rankings gradually establishing a benchmark for digital and intelligent sustainable supply chains.

Procurement 2.0 Strategy

As a global leader in the electronics manufacturing industry, Hon Hai has an extensive global supplier network and is committed to working with supply chain partners towards sustainability, implementing a comprehensive Responsible Supply-Chain Management (RSM) mechanism. In addition, ESG training and assessments are also conducted for suppliers, and resources are gathered and experiences shared at all stages of supply chain management to fully support the digital transformation of suppliers.

The Group's procurement team proposed the Procurement 2.0 strategy in 2024, with "Openness, Transparency, Science, and Management" as the core principles, to comprehensively upgrade the Group's procurement operating model. The so-called "Openness" refers to the expansion of the selection of first-tier suppliers to ensure supply; "Transparency" emphasizes the public disclosure of procurement specifications and pricing information, enhancing the fairness of procurement decisions; "Science" represents the determination of cooperating suppliers, negotiation methods, and share ratios in a scientific manner; while "Management" encompasses the strengthening of personnel professional capabilities and the institutionalized operation of digital platforms. Through the implementation of the Procurement 2.0 strategy, we achieve supply assurance, cost reduction, elimination of inefficiencies, and enhancement of quality and efficiency.

Supplier Management Process

The Group has independently developed the "Supplier ESG Digital Management Platform" to digitally and accurately manage the supply chain. The process includes four main stages: Evaluation and Certification, Performance Monitoring, Auditing and Guidance, and Quality Selection.






In the area of labor dispatch procurement, the "Smart Dorm" has also been simultaneously introduced for the unified digital management of dispatched personnel's accommodations, strengthening the control over living conditions and safety standards, and further deepening the scope and effectiveness of ESG management implementation.

1 Evaluation and Certification

The Group explicitly incorporates ESG standards into supplier contracts to enhance suppliers' sense of responsibility, reduce operational risks, and strengthen the supply chain's focus on environmental and social responsibilities. In addition to contractual requirements, the Group also conducts a comprehensive assessment of suppliers through the "Supplier Evaluation System", ensuring that only suppliers meeting the minimum qualification criteria are approved.



• ESU contract requirements for suppliers' social responsibility

 {Legal Regulations}	 {Code of Conduct}	 {International Standards}
<p>Comply with the labor, health and safety, environmental protection, and business ethics laws and regulations of the location. Including but not limited to: the Labor Law, the Occupational Disease Prevention Law, the Environmental Protection Law.</p>	<p>Comply with the “Responsible Business Alliance Code of Conduct” and the “Foxconn Supplier Code of Conduct for Social and Environmental Responsibility”</p>	<p>Comply with the applicable national and international regulations in cooperation with Foxconn Technology Group. Including but not limited to: the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and the International Labor Organization Conventions and Declarations</p>

Environmental Protection and Social Responsibility Undertaking, ESU

The Group stipulates that all raw material suppliers trading with Foxconn must sign the “Environmental Protection and Social Responsibility Undertaking”. In 2024, in accordance with international trends and guidelines, the requirements of this commitment were strengthened, with the following key updates:

1)Green products: In addition to the EU RoHS Directive (2011/65/EU), EU REACH Regulation, China RoHS, and California Proposition 65, the updated requirements also include the US TSCA (Toxic Substances Control Act) and VOCs limit standards, comprehensively covering international requirements for green products.

2)Code of Conduct: Extend human rights requirements for products to components. In the future, products or parts provided to the Group (including but not limited to semi-finished products, finished products, raw materials, accessories, or packaging, etc.) must not involve involuntary labor, such as forced labor, convict labor, child labor, etc., during the extraction, production, or manufacturing processes.

3)Conflict minerals: Cobalt and Mica have been added to the scope of due diligence.

4)Energy conservation and carbon reduction: In addition to establishing the ISO 14064 system, new requirements for net-zero emissions have also been added.

Regarding semiconductor raw materials, the Group also published the Semiconductor Supplier RBA Code of Conduct Standards in 2024.

1)Applicable to all suppliers, process outsourcers, and external laboratories engaged in transactions with the Group’s semiconductor business, including contractors and service providers.

2)Semiconductor suppliers should endorse the declaration of these guidelines and establish an effective management system in accordance with these guidelines and their standards for due diligence.

3)Suppliers are prohibited from engaging in the following six “Zero Tolerance” behaviors: child labor; forced labor/prison labor; discharging untreated toxic and hazardous substances or materials;

actions and working conditions that cause immediate physical harm to employees; providing false information to the Group; retaliating against employees who provide truthful information.

4)Semiconductor suppliers should implement compliance with these guidelines and related standards, and complete the signing.



Hon Hai Supplier Code of Conduct QR Code

Evaluation of Collaboration with New Suppliers

The Group has established strict ESG requirements for the selection of new suppliers, who must thoroughly understand and fully comply with the relevant regulations of Hon Hai. First, basic information cards, parts approval documents, and conflict minerals due diligence reports will be collected from the new suppliers. Suppliers are required to sign the “Supplier’s Undertaking” and submit the “Supplier Proactive Declaration”, committing not to bribe or provide improper benefits to the Group’s related personnel or interested parties and/or their designated persons. Additionally, they must also sign the “Purchase Agreement” and the “Environmental Protection and Social Responsibility Undertaking” to ensure compliance with the Group’s “Supplier Code of Conduct for Social and Environmental Responsibility” and “Management Requirements for Suppliers”.

After completing the above steps, the Group will conduct a comprehensive ESG assessment of suppliers' quality, green product, and social environmental responsibility through the "Supplier Evaluation System" to ensure that new suppliers meet the standards and to assess potential risks. The Group implements audits covering quality, processes, social and environmental responsibility, green product, and greenhouse gas emissions for strategic suppliers. Suppliers must pass the comprehensive evaluation score threshold to become qualified suppliers. In 2024, a total of 159 new suppliers met the sustainability screening standards and were approved as qualified suppliers.

Among them, regarding semiconductor raw materials, the industry is characterized as a highly capital and technology-intensive sector. Due to technical barriers, the number of suppliers capable of providing the five key raw materials (wafers, gasses, chemicals, photoresists, and targets) is relatively limited. Therefore, when evaluating potential partners, technology is a primary consideration, along with assessments of cost-effectiveness and geopolitical factors.

The labor dispatch suppliers are primarily assessed based on two core dimensions: labor rights and business ethics, ensuring that partners possess a basic awareness of social responsibility and principles of integrity in their operations. In terms of labor rights, suppliers must not recruit child labor, unpaid interns who have not yet graduated, or seasonal workers such as summer hires. Discrimination and undue restrictions on personal freedom are also prohibited, ensuring equal pay for equal work, legal insurance coverage, and the provision of safe and compliant accommodation. In terms of business ethics, it emphasizes integrity in operations, prohibiting false advertising and improper recruitment practices, and requires written confirmation of wages and benefits, while also prohibiting the collection of employment fees from dispatched job applicants, including but not limited to transportation fees, application fees, referral fees, medical examination fees, and administrative fees.

Aspect	Requirement	Description
 Environment	Environmental Management Compliance	No environmental violations have occurred, or violations have been corrected, in the past three years (with no environmental regulatory records on the IPE platform).
	Environmental Permits and Licenses	Obtain environmental impact assessment (EIA) opinions, approval documents, and discharge permits from the environmental protection authorities of the government as required by law.
	Waste Compliance	Hand over hazardous waste to qualified service vendors for disposal.
	Greenhouse Gas	Conduct greenhouse gas inventory for annual carbon emissions of more than 3,000 tons in accordance with ISO 14064.
 Social	System Certification	Set up an environmental management system in line with the ISO 14001 standard.
	Conflict Minerals	Submit a qualified conflict minerals due diligence report.
	Salary Paymen	Disburse wages and overtime pay to employees in accordance with the laws.
	Social Insurance	Purchase social insurance policies for all employees in accordance with the laws.
	Working Hours	The employee working hours conform with the RBA Code of Conduct.
 Governance	System Certification	Establish an occupational health and safety management system in line with the ISO 45001 standard.
	Ethics	Establish ethical policies and procedures.
	Audit and Corrective Action	Undergo audits and timely correct any non-conformity found in the audit.
	Financial Statements	Provide balance sheet, income statement, and cash flow statement.
	Supply Chain Management	Communicate Hon Hai's requirements to upstream suppliers and oversee implementation.

2 Performance Monitoring

To continuously drive suppliers to enhance their ESG management performance, the Group is implementing the following regulatory mechanisms in phases:

1) Conducting ESG performance assessments for significant suppliers, covering evaluation items such as net zero emissions, zero waste, labor rights, and green products.

2) By conducting ESG performance evaluation through the “Supplier ESG Digital Management Platform”, suppliers can self-assess and upload supporting documents to enhance ESG transparency and measurability. A performance enhancement plan will be initiated for suppliers with low ESG rating rankings.

3 Audit and Guidance

The Group implements precise management of significant suppliers, promoting specialized audits and guidance mechanisms for high-risk suppliers and those with poor ESG performance. According to the audit results, suppliers must submit a deadline improvement plan based on the severity of the deficiencies and ensure that corrective measures are implemented. For those who fail to complete improvements within 3 to 6 months, the Group will include them in the ESG underperforming suppliers list.

4 Quality Selection

According to the annual ESG performance rankings of suppliers, the Group implements a reward and elimination mechanism, categorizing suppliers into those with high-performing or underperforming ESG performance based on their scores:

1) For those with outstanding ESG performance, we provide rewards and collaboration opportunities to incentivize sustainable performance.

2) Those who do not meet ESG performance standards will be subject to improvement measures, and based on the assessment results, the annual procurement amount, quantity, or collaboration share (2-5%) will be reduced, along with providing improvement guidance.

3) Suppliers who fail to actively cooperate with improvement measures will be included in the list of underperforming suppliers, and future collaboration opportunities will be restricted to ensure the sustainable competitiveness of the supply chain.

In addition to standard procedures, the Group has developed corresponding management systems tailored to specific procurement categories beyond general product sourcing, in response to the distinct management needs of different types of suppliers. For example, in the case of labor dispatch services, and to strengthen ESG management while complying with local regulations, the Group issued an updated version of the "Management Regulations for the Use of Labor Dispatch Workers in Mainland China" in July 2024. This revision integrates the Group's ESG requirements with key local laws including the Labor Contract Law and Interim Provisions on Labor Dispatch.

The updated regulations incorporate the Group's latest Code of Conduct and Responsibility Standards, setting out clear rules for how business units should engage and manage dispatched workers. It also clearly defines the minimum qualifications, approval criteria, and collaboration standards for labor dispatch service providers. All business units are required to use the Group's standardized template — the "Labor Dispatch Service Agreement".

These standards and requirements are designed to ensure that all partners possess a basic awareness of social responsibility and principles of integrity in their operations, focusing on two main aspects: labor rights and business ethics. We remain deeply committed to safeguarding the legal rights and interests of dispatched employees. Building upon our existing strict prohibitions against the recruitment of child labor, employment of non-graduated student interns, and our mandates for lawful insurance coverage and provision of safe, compliant accommodation, this revision further strengthens the following key protective measures:

1)Upholding the Principle of “Zero-Fee Employment” : Suppliers are strictly prohibited from charging dispatched candidates any employment-related fees, including medical examination fees, ensuring that job seekers are not required to bear unreasonable costs to secure employment opportunities.

2)Guaranteeing Equal Pay for Equal Work: We are dedicated to ensuring that dispatched employees receive the same wages as internal employees performing the same roles, thereby eliminating unfairness arising from different forms of employment.

3)Prohibiting Cost-Shifting Practices: We strictly restrict our partners from passing on any other improper costs to dispatched employees, further protecting their economic interests from harm.

Through these comprehensive management and oversight mechanisms, we not only reinforce the Group’s commitment to social responsibility but also ensure compliance and resilience throughout our supply chain, thereby bringing stable operational benefits and enhancing the Group’s corporate reputation.

As of the end of 2024, the Group had made significant progress in enhancing contract compliance for labor dispatch services. More than 50% of labor dispatch suppliers had completed contract transitions—either adopting the Group’s standard agreement or signing customized agreements reviewed by the appropriate internal authorities. Additionally, approximately 10% of suppliers had signed supplemental agreements, demonstrating strong cooperation and alignment with Group requirements.

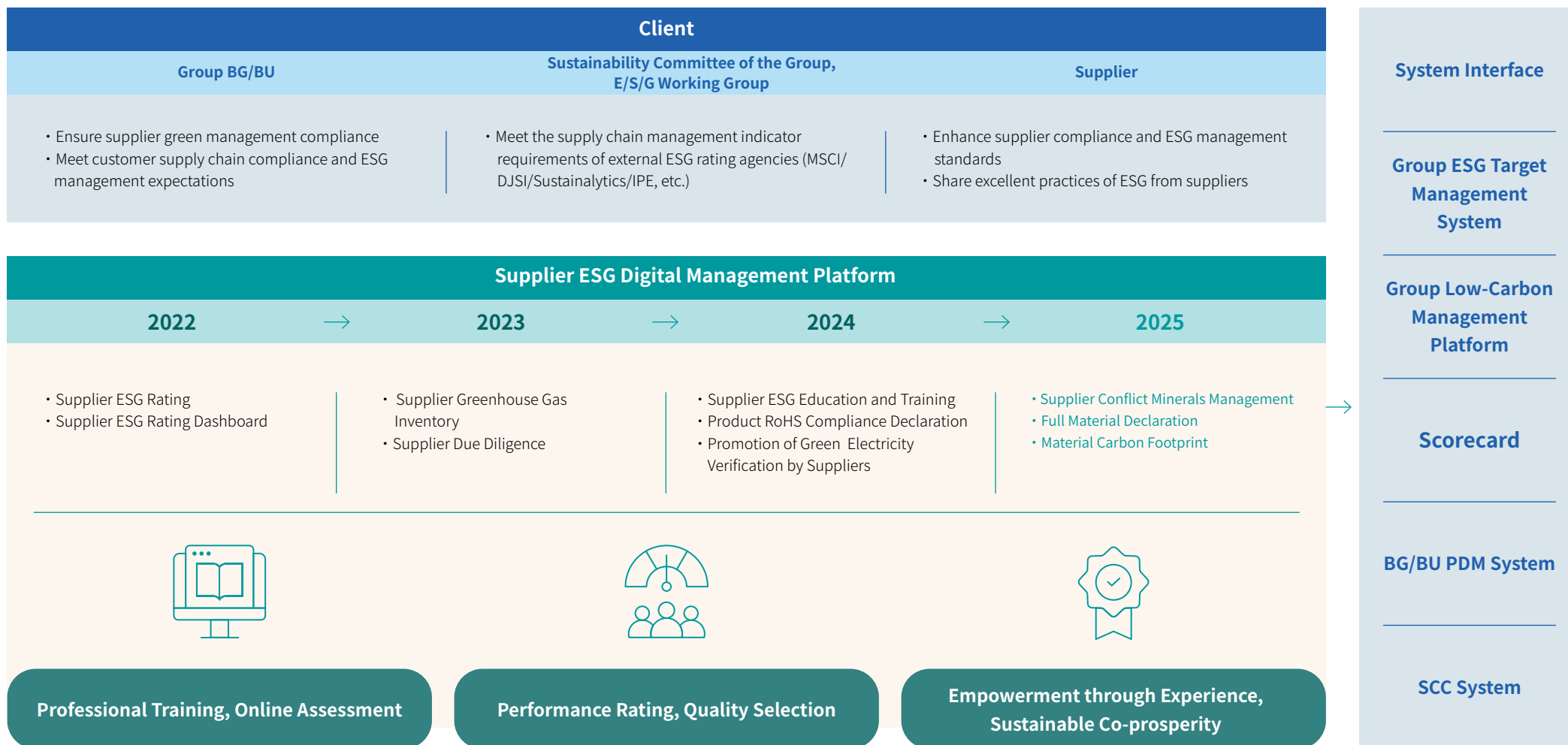
For suppliers that have not yet completed the contract renewal or supplementation process, business units are continuing close communication and actively advancing the necessary actions. These efforts aim to strengthen consistency and compliance in contract management, ensuring that all labor dispatch arrangements fully align with both Group standards and local laws—ultimately enhancing the stability and responsibility of the supply chain.



Supplier ESG Digital Management Platform

Due to the large scale and complex operations of Hon Hai's supply chain, in order to strengthen supply chain ESG management, Hon Hai began developing the "Supplier ESG Digital Management Platform" in March 2022. Currently, it has completed modules for "Supplier ESG Digital Rating, Dashboard, Greenhouse Gas Inventory, ESG Due Diligence, Training Assessment, Product RoHS Compliance Declaration, and Green Power Promotion Verification". It is expected to complete the modules for "Supplier Conflict Minerals Management, Full Material Declaration, and Material Carbon Footprint" by 2025, with data interfacing with the Group's various ESG-related unit systems.

Supplier ESG Digital Management Platform



The platform aims to integrate "Green Procurement and Sustainable Operation" as its core mission, combining "supply chain ESG performance disclosure, ESG training and assessment, ESG rating, and ESG empowerment" into one cohesive system, dedicated to creating a sustainable supply ecosystem characterized by transparency and resilience.

1 ESG Performance Disclosure

For Product RoHS Compliance Declaration, please refer to Chapter 4.

產品宣告

為確保集團終端產品成分合規性，提升RoHS管理透明度，我們採取了一系列以自主管理和限制化學物質使用為核心的措施，透過RoHS檢測報告或符合性聲明，來確保終端產品能夠符合歐盟RoHS指令（即“限制在電子電氣設備中使用某些有害物質指令”）

產品宣告

按最新時間排序

請輸入產品名稱/規格/型號

01

ebook
 編號：1840294265880604673 | 產品型號：KP33 | 產品規格：229.46mm*196.38mm*5.72mm | 類型：產品RoHS符合性宣告
 2024-09-29

查看詳情

02

ebook
 編號：1840294046409453570 | 產品型號：KP32 | 產品規格：108.58mm*157.80mm*8.03mm | 類型：產品RoHS符合性宣告
 2024-09-29

查看詳情

2024-09-29

ebook

企業名稱	鴻海精密工業股份有限公司
企業地址	236新北市土城區自由街2號
企業郵箱	cherry.q.wang@foxconn.com
產品名稱	ebook
產品型號	KP33
產品規格	229.46mm*196.38mm*5.72mm

我方鄭重聲明：

上述產品中鎘、鉛、汞、六價鉻、多溴聯苯、多溴聯苯醚、DBP、BBP、DEHP、DIBP的含量符合歐盟RoHS 2011/65/EU Annex II 及其修訂指令(EU)2015/863之限值要求，並對上述聲明內容及相關技術文檔的真實性、完整性、一致性負責。

備註：產品RoHS符合性技術文檔見後續頁

產品RoHS符合性技術文檔

1、產品描述

企業名稱	鴻海精密工業股份有限公司
產品名稱	ebook
產品規格	229.46mm*196.38mm*5.72mm

2 ESG Training and Assessment

The Group advocates the Group's ESG policies and requirements to suppliers and provide professional training, while suppliers can also invite their upstream suppliers to participate in the training through the system.

◆ 向供應商宣導集團ESG政策與要求，提供專業培訓； 供應商可通過系統邀請上一級供應商參加培訓。

The screenshot displays the Foxconn Supplier ESG Management Platform. The top navigation bar includes links for Home, Learning Center, Resource Center, Green Products, Learning Center, Product Announcements, and Supplier Portal. The main section is titled '學習中心' (Learning Center) and features a search bar and a filter for '課程主題' (Course Theme) with options for '全部' (All), 'ESG', and '合規' (Compliance). Below this, there is a grid of course thumbnails, including topics like 'Foxconn Supplier ESG Digital Management', 'Carbon Footprint and Energy Saving Case Studies', 'UL2799 Zero waste to landfill', 'IPE CITI&CATI Name Labeling', 'Dual Carbon Progress Measures - EMC Energy Management Model', 'Renewable Energy Management System', 'Supplier Energy Management System', and 'Foxconn Supplier Code of Conduct (CoC)'. To the right of the grid, there is a vertical label '視頻課程' (Video Course) and a section for '線上考核' (Online Test). The test section shows a score of 100 and a list of questions related to the CoC and energy management.

3 ESG Rating

The Group establishes an ESG performance rating mechanism to evaluate and rank the ESG performance of 200 significant suppliers in 2024 based on four dimensions: “green products, net zero emissions, zero waste, and labor rights”. Additionally, the rating management system will be fully digitized.

4 ESG Empowerment

Supplier Empowerment

The Group is also actively expanding the scope of supplier education through the platform and training mechanisms; for details, **please refer to” III. Expanding Supply Chain Influence Action”** .

Internal Procurement Staff Training

Hon Hai not only provides extensive education and training for suppliers but also designs a comprehensive ESG training program for its internal procurement team. In 2024, the Group provided multiple supplier ESG management training courses for buyers and relevant internal personnel through offline training and an online education training platform. This training aimed to help buyers and relevant internal personnel understand their roles in promoting supplier ESG projects, thereby supporting the advancement of these initiatives. The training courses included: an overview of RBA code of conduct, an introduction to supplier ESG management, interpretation of suppliers’ Environmental Protection and Social Responsibility Undertaking, introduction to the supplier SER code of conduct, and explanations on promoting the use of green electricity among suppliers. In addition, ESG performance indicators are also incorporated into the assessment mechanism for procurement personnel to strengthen internal sustainability responsibilities and ensure effective implementation.



1.4 Risk Management and Response Measures

Risk management is also a critical area of focus for Hon Hai. Through the implementation of the “Supplier Risk Management Guidelines”, the Group continuously identifies potential high-risk suppliers. Regular audits are conducted based on the “Supplier Code of Conduct “. For suppliers identified as high risk, the Group requires the submission of corrective action plans within a specified timeframe to strengthen risk control capabilities. In order to address the supply chain risks of the Group for effective management, the Group adopts the “ISO 20400 Sustainable Procurement Guidelines” assessment principles to analyze the sustainable risk issues faced in the supply chain for different procurement categories. In 2024, risk issues were slightly adjusted from those in 2023, the primary focus includes human rights, labor standards, environment, fair operating practices, and consumer issues, followed by corporate governance, community engagement, and development.

In 2024, Hon Hai collected data from a total of 307 suppliers across regions including China, Taiwan, India, and Vietnam. This represents an increase of 103 suppliers compared to 204 in 2023. Based on total procurement amount rankings, identification as significant suppliers, procurement categories, and alignment with Hon Hai’s net-zero emission initiatives, together with external consultants, 11 significant suppliers were selected for on-site assessment. The audit found that the suppliers excelled in raw material traceability management, management of conflict minerals, status of industrial wastewater management, labor management practices, and internal feedback mechanisms. However, areas such as greenhouse gas management, energy management, and human rights due diligence were relatively weaker. Among these, human rights due diligence was identified as the top risk based on prior risk analysis. Hon Hai will continue to require suppliers to implement human rights due diligence and collaborate with them to create safe, healthy, and equitable workplaces.

Risk Level	Risk Issue	Issue Description
 Primary Risk Issues	Human Rights	Human Rights Management Policy / Human Rights Due Diligence
	Labor Standards	Labor Management Policy / Labor-Management Negotiation and Internal Communication / Occupational Health and Safety Management and Hazardous Environment / Labor-related Fines and Penalties
	Environment	Environmental Compliance and Penalties / Environmental Management System / Waste Management
	Fair Business Practices	Corporate Integrity Code of Conduct
	Consumer Issues	Quality Control / Information Security and Personal Data Protection / External Stakeholder Communication / Fair Marketing
 Secondary Risk Issues	Corporate Governance	Supplier Management / Information Disclosure / Trade Secret Protection / Intellectual Property Rights and Legal Compliance / Business Continuity Management
	Community Engagement and Development	Community Resident Engagement Activities / Social Participation

In addition, in light of the impact from extreme weather events, the Group has established the “Supplier Chain Risk Management System.” The system consolidates information such as the campuses suppliers provide services, their geographic coordinates, and the items the Group procures from. It enables real-time monitoring of natural disasters worldwide, including earthquakes and typhoons. In the event of a disaster, the platform automatically assesses the geographical area impacted by the natural disaster and analyzes it in conjunction with the supplier data in the system. It then automatically sends email notifications to the personnel in charge of the relevant campuses. This allows each campus to promptly identify the suppliers and procured materials potentially affected, enabling them to take actions early on.

This year marked the first time that labor dispatch suppliers were included in the scope of due diligence—a significant and forward-looking initiative that offered valuable insights into this supplier category. Compared to the previous year, suppliers in Mainland China and Taiwan demonstrated noticeable improvements in ESG performance, along with steady progress in the maturity of their management systems, reflecting the effectiveness of Hon Hai's long-term sustainability efforts. Meanwhile, as operations in India continue to expand, the Group is progressively promoting the establishment and implementation of sustainability policies among local suppliers to strengthen supply chain resilience across all regions. While the expansion of audit scope presents growing management challenges, Hon Hai remains steadfast in its proactive approach. The Group will continue to deepen collaboration with suppliers and accelerate improvements in overall supply chain sustainability performance.

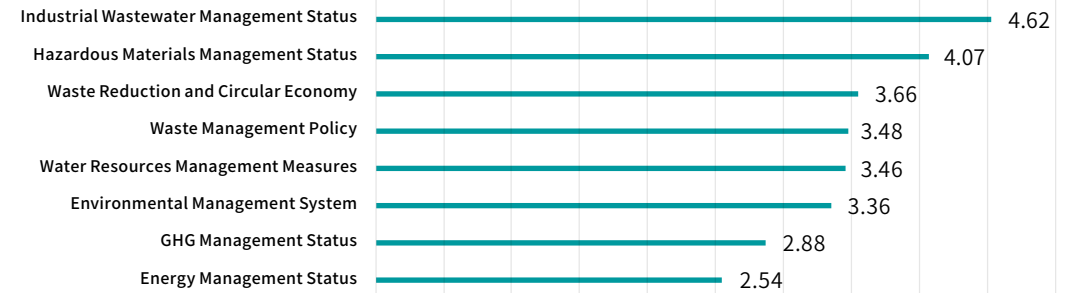
The Group will continue to strengthen its sustainability governance requirements for suppliers, particularly focusing on the establishment of human rights systems and the implementation of human rights due diligence in overseas operations. This ensures that human rights and social responsibility are upheld across all stages of the supply chain, with regular monitoring and improvements to stay informed on labor and human rights practices.



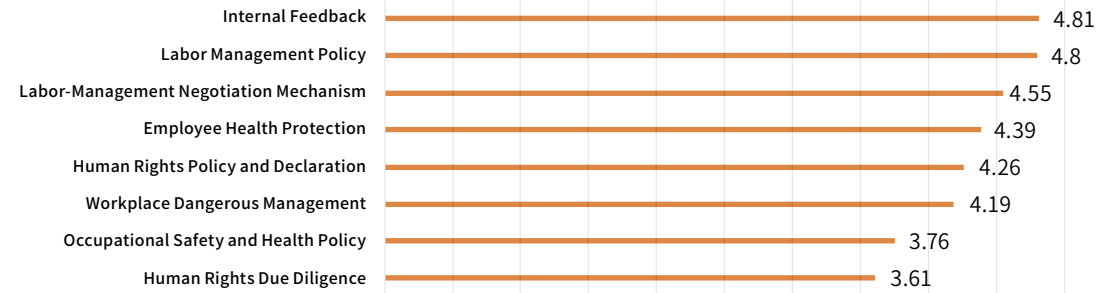
《 2024 Supply Chain Sustainability Due Diligence Result 》

Note: The full score is 5 points; a higher score indicates better performance in that area.

Environment



Social



Governance



Sustainable Audit

The Group conducts regular assessments of quality, processes, social and environmental responsibilities, green products, and greenhouse gas audits for new suppliers, high-risk suppliers, and suppliers with ESG underperforming. Only if the audit results or improvement outcomes of new suppliers meet the Group's requirements can they be included in the list of qualified suppliers. For high-risk suppliers and those with poor ESG performance, if any zero-tolerance deficiencies are found, they will lose their supplier qualifications.

If there are zero-tolerance deficiencies, suppliers will be required to provide a corrective action plan within a specified period according to the severity level of the deficiencies outlined in the table below, and this will be confirmed by the relevant units. For those with serious deficiencies, the Group will conduct a re-examination; for those who do not improve within the deadline, they will be placed on the Restricted Supplier List (RSL) to restrict transactions.

Hon Hai Improvement Timeline Requirements

Supplier Classification	Improvement Deadline
Suppliers with priority issues	Within 1 month
Suppliers with major deficiencies	Within 3 months
Suppliers with minor deficiencies	Within 6 months

Zero Tolerance Non-Conformities



Use of child labor



Use of forced labor /prison labor



Discharge of untreated toxic or hazardous substances or materials



Behaviors and working conditions that immediately cause physical harm to employees



Provision of false information to the Group



Retaliation against employees who provide truthful information

In 2024, a total of 483 suppliers were audited, revealing 8,953 deficiencies. The status of these deficiencies has been tracked through the Supplier Audit Management System, and suppliers are required to provide deficiency corrective action plans and measures within the specified deadline.

The Group provides online guidance to suppliers in formulating and implementing improvement action plans, resulting in a total of 7,225 deficiencies improved. As of February 2025, the deficiency improvement rate was 81%. Specific guidance measures include: assisting in analyzing the root causes of deficiencies, formulating corrective and preventive measures, and verifying the supporting documents or on-site improvement photos submitted by suppliers to ensure that improvements have been made accurately. In total, 126 suppliers with unsatisfactory audit results developed and implemented corrective action plans after guidance. After evaluation, no suppliers terminated their cooperation due to non-compliance with improvements. The Group will continue to monitor and assist the remaining non-compliant suppliers in making improvements.

2024 Supplier ESG Audit Results

Aspects & Standards	Suppliers Audited	Pass Rate
Audit Items	QPA & QSA & SCM involving ISO 9000 or IATF 16949	483 89%
	GP involving QC 080000, RoHS, or REACH	306 98%
	SER & GHG involving RBA, ISO 14001, ISO 45001, ISO 14064-1, or ISO 50001	455 78%

Note:

QPA : Commodity Quality Process Assessment

QSA : Quality System Assessment

SCM : Supplier Chain Management Assessment

GP : Green Product Assessment

SER : Social and Environmental Responsibility Assessment

GHG : Greenhouse Gas Assessment

In addition, the Group continues to strengthen audit management for labor dispatch suppliers. Each park's Human Resources Department is required to conduct at least one regular audit per year and may initiate unscheduled inspections based on risk assessments. Key audit areas include dormitory management, accommodation and utility fee standards, compliance with social and commercial insurance requirements, as well as the legality of recruitment practices.

The audit approach integrates on-site inspections with document reviews and sets different audit frequencies depending on the item. For example, regarding the provision of commercial and social insurance for dispatched workers, the Group conducts monthly audits. From May to November 2024, the Group audited an average of 23 to 25 suppliers per month. Newly added dormitory sites are subject to ad-hoc audits, while specific violations—such as non-compliant recruitment advertisements—prompt immediate audits.

As a result of these proactive measures, the Shenzhen park completed a total of 14 labor dispatch audits in 2024, covering 25 labor dispatch companies. Notably, the corrective action completion rate for identified non-compliances reached 98%, underscoring our strong progress in ensuring full compliance across labor dispatch operations.



GP Audit Results

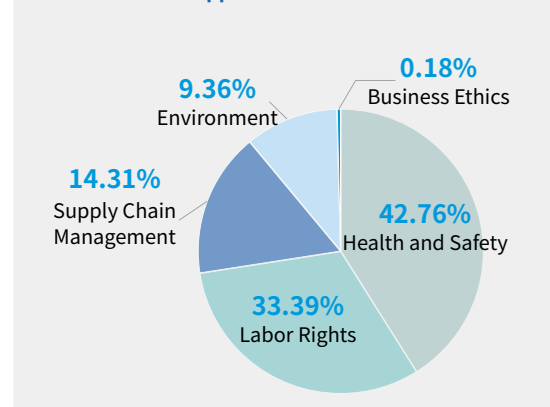
Hon Hai evaluates its suppliers based on the IECQ QC 080000 hazardous substances process management system, focusing on aspects such as the organization of green product policies, product design control, process management, self-testing of hazardous substances, laboratory configuration, and handling of anomalies. The audit content covers the identification and management of hazardous substances in the manufacturing process, periodic internal audits and management reviews of green product management, environmental management of upstream suppliers, classification and grading of environmental risks of materials, and incoming material inspections, conducted in accordance with environmental regulations such as RoHS, HF, and REACH. The audits were carried out through on-site or online verification methods. In 2024, a total of 306 suppliers were audited, revealing 975 deficiencies. The top five deficiency issues were concentrated on “GP change management, internal audits within the GP system, preservation and traceability management of environmental technical documentation, control of environmental compliance data collection from upstream suppliers, and mechanisms for handling GP anomalies”. The suppliers are required to submit a root cause analysis and improvement measures within two weeks for the deficiencies identified during the audit, and to continue mentoring the suppliers until the improvements are completed within three months. The completion rate for the improvement of deficiencies identified in the 2024 GP audit of suppliers is expected to reach 80%.

SER & GHG Audit Results

The Group employs the RBA VAP (Validated Assessment Program) methodology to conduct SER audits on suppliers. The audit team is composed of personnel from the supplier compliance and ESG management units, in collaboration with human resources, occupational safety, and environmental protection departments. The audit covers 5 major aspects: labor, health and safety, ethics, environment, and supply chain management.

In 2024, the Group completed SER audits for 455 suppliers, discovering a total of 2,788 deficiencies. The distribution of audit deficiencies is as follows: health and safety accounted for 42.76%, labor accounted for 33.39%, Supply Chain Management accounted for 14.31%, environment accounted for 9.36%, and business ethics accounted for 0.18%.

• Distribution of Supplier SER Audit Deficiencies in 2024



• Distribution of the Top Ten Deficiencies in Supplier Labor & Occupational Health and Safety

Working Hours	478
Emergency Preparedness	411
Occupational Injuries and Illness	316
Occupational Safety	220
Wages and Benefits	216
Industrial Hygiene	176
Freely Chosen Employment	110
Underage workers	70
Non-discrimination/Nonharassment/Humane treatment	54
Restaurant and Dormitory	36

Regarding the deficiencies identified in the SER audit, the Group will continue to follow up and assist in improving these deficiencies. 2,509 deficiency improvements have been guided for suppliers, with an improvement rate of 90%. Taking the top five deficiencies as examples:

Classification of deficiencies	Major deficiencies found	Improvement action plan
Working Hours	Weekly working hours exceed 60 hours	Recruit more employees to enhance production capacity
	Working continuously for 7 or more days	Implement automation to reduce manual operations
	No overtime control mechanism	Establish working hour alerts and improve overtime approval
Emergency Preparedness	Fire safety equipment is inadequately maintained	Commission a professional organization for the regular maintenance, servicing, and inspection of fire safety facilities
	Not all personnel have participated in the fire evacuation drill	Develop a fire evacuation drill plan and organize regular drills for all company employees
Occupational Injuries and Illness	The factory has no first aid personnel	Arrange for employees to learn first aid knowledge and obtain a first aid certificate
	The management of the first aid kit is not standardized	The first aid kit is managed by a designated person and is checked regularly
Occupational Health and Safety	Employees exposed to health and safety hazards did not wear protective equipment correctly	Conduct employee training, strengthen supervision, and incorporate it into assessments
	Employees have not been provided with the correct personal protective equipment	Identify occupational hazard factors and distribute the correct protective equipment
Wages and Benefits	Insufficient leave was granted to employees in accordance with local regulations	Establish and revise the Company's leave policy in accordance with local regulations and enforce it strictly
	Social insurance has not been purchased for all employees	Immediately purchase social insurance for employees and conduct insurance knowledge training

Four-Dimensional ESG Performance Evaluation

The 2024 annual supplier ESG performance evaluation covers four dimensions: “net zero emissions, zero waste, green products, and labor rights”. The evaluation subjects are selected based on the transaction amounts of significant product categories as the screening criteria, requiring them to log into the Supplier ESG Digital Management Platform monthly to complete their self-assessment for the month. Comprehensive consideration of supplier ESG performance scores and the characteristics of significant product industries will be used to prioritize the promotion of improvements for suppliers with potential for performance enhancement. In 2024, a review was conducted for 200 significant suppliers, publicly recognizing outstanding suppliers and inviting them to share their experiences, while providing guidance and assistance to those with poor performance.

Performance Assessment Management Items, Key Indicators, and Process

Standards

DJSI

MSCI ESG

IPE CITI/CATI

RBA

Customer SR Standards

QC 080000

ISO 14064

UL 2799



Carbon management mechanisms

Carbon emissions disclosure

Carbon reduction promotion

Carbon neutrality actions

Extended Producer Responsibility



Policy procedures

Compliance management

Recycling

Waste disposal

Management system



System management

Upstream management

Testing management

Process management

Declaration management



Certifications and awards

Labor Rights Policy

Labor management practices

Employee health and safety

Responsible mineral sourcing

At the end of the year, high-performing and underperforming ESG performance suppliers were identified in line with annual performance ranking. The high-performing ESG performance suppliers (top three in the commodity ranking with the KPI achievement rate $\geq 60\%$) were rewarded. The underperforming ESG performance suppliers (bottom three in the commodity ranking with the KPI achievement rate $< 60\%$ and the correction made on KPIs of the year $< 20\%$) faced reduced procurement amount to prompt corrective actions. Those who failed to cooperate with corrective efforts (correction made on KPIs of the year $< 20\%$) would be placed on the Restricted Supplier List of the Group.



1.5 Integrity and Responsibility

Hon Hai firmly believes that operating with integrity is the cornerstone of sustainable development and fulfilling responsibilities for enterprises. It is committed to establishing a sound corporate governance system and a culture of integrity, strictly adhering to principles of integrity, implementing a zero-tolerance policy, and eliminating any violations or misconduct.

The Company adheres to the requirements for integrity in operation outlined in the “Corporate Social Responsibility Code of Conduct”, using it as an important criterion for supplier evaluation and selection. It regularly holds supplier conferences and educational training sessions to strengthen suppliers’ compliance awareness and response capabilities through practical case studies. In addition, through the on-site inspection mechanism, potential risks are identified and corrected in real time, ensuring that integrity in operations is implemented throughout the supply chain.



A total of 6,503 suppliers have been communicated with regarding the organization’s anti-corruption policies and procedures



For semiconductor material suppliers, a total of 39 suppliers signed the “Supplier’s Undertaking” in 2024

Supplier Complaint Mechanism

Hon Hai adheres to the “Supplier Code of Conduct for Social and Environmental Responsibility”, requiring suppliers to establish internal complaint mechanisms and stipulating that retaliation against whistleblowers is prohibited, thereby protecting employees’ safety in voicing opinions and complaints. Hon Hai has also established a public complaint channel for the supply chain, allowing complaints to be submitted anonymously. It encourages suppliers, employees, and their representatives to report any violations of the code of conduct or related regulations, including issues related to labor and human rights, occupational health and safety, environmental concerns, and conflict minerals. All complaint information is strictly confidential, with protective measures taken to ensure the privacy and security of the complainant.

In 2024, the reported complaints included issues such as partial outsourcing of operations without prior notice to relevant departments, significant discrepancies between pricing strategies and market rates, and highly correlated bidding behavior among multiple suppliers suggesting abnormal competition. All issues have been addressed and resolved by the relevant departments.



2 PROMOTING THE IMPLEMENTATION OF HUMAN RIGHTS VALUES



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2.3 Supplier Occupational Health and Safety	33
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2.PROMOTING THE IMPLEMENTATION OF HUMAN RIGHTS VALUES

2.1 Supplier Employee Rights

The Group is committed to creating a safe and dignified working environment, promoting human rights progress, and generating positive and long-term social impact, with respect to fundamental human rights at its core. The Group has established the “Chapter on Employee Human Rights”, applicable to Hon Hai Precision Industry Co., Ltd. and its entities with substantial control, and in accordance with local regulations, it safeguards all types of workers, including formal employees, contract employees, interns, and others employed in any form. Hon Hai will also extend the value of human rights to its supply chain and industry chain partners, jointly establishing a culture of respect and trust in operations.

To strengthen the social responsibility of the supply chain, the Group has established the “Supplier Code of Conduct for Social and Environmental Responsibility”, which covers aspects such as labor, occupational health and safety, environment, ethics, and supply chain management. It explicitly requires adherence to its contents in the contractual terms and the “Environmental Protection and Social Responsibility Undertaking”, ensuring that partners have a consistent understanding of responsibilities and action guidelines.



Reasonable Wage and Working Hours Requirements

Hon Hai fully adopts the RBA Code of Conduct and promotes compliance among its suppliers. Regarding the semiconductor supply chain, the Group requires its partner manufacturers to sign the “Semiconductor Supplier Code of Conduct Commitment”, clearly committing to provide reasonable wages and working hours, ensuring employee rights and labor welfare. Hon Hai is also planning to supervise suppliers in continuously implementing relevant commitments through regular audits and assessments, ensuring that the principles of human rights governance are integrated into every aspect of the supply chain.



Supplier Training on Human Rights Issues

The Group firmly believes that the key to enhancing suppliers' awareness of social responsibility lies in continuous and systematic education and training. In 2024, we held three training sessions for suppliers on the Supplier Code of Conduct (CoC) and the RBA Code of Conduct to strengthen awareness and practical abilities regarding issues such as labor rights, environmental protection, occupational safety, and business ethics.

To enhance training effectiveness and improve efficiency, the Group has established an "Education and Training Module" within the Supplier ESG Digital Management Platform, promoting online learning and assessments for suppliers, which must achieve a perfect score to complete the course, thereby further ensuring training quality. At the same time, suppliers are encouraged to extend the course content to their upstream suppliers, thereby expanding the influence of the Group's responsibility philosophy to the second and third tiers of the supply chain.

In 2024, a total of 373 suppliers (including 200 significant suppliers) completed CoC training, extending participation to 195 upstream suppliers, demonstrating a gradual deepening of supply chain responsibility awareness. In the future, the Group will continue to promote education and training on the supply chain responsibility guidelines and audit mechanisms, working hand in hand with supply partners to jointly practice corporate social responsibility.



▲ Supplier ESG Digital Management Platform CoC Training



▲ CoC Training Examination

序號	課程名稱	是否需要考試	考試得分	考試狀態	操作
1	富士康供應商行為守則(CoC)宣導與培訓	是	100	已完成	查看

序號	上游供應商名稱	課程名稱	是否需要考試	考試得分	考試狀態	操作
1	昌隆	富士康供應商行為守則(CoC)宣導與培訓	是	100	已完成	查看
2	昌隆	富士康供應商行為守則(CoC)宣導與培訓	是	100	已完成	查看
3	昌隆	富士康供應商行為守則(CoC)宣導與培訓	是	100	已完成	查看
4	九介	富士康供應商行為守則(CoC)宣導與培訓	是	100	已完成	查看
5	昌隆	富士康供應商行為守則(CoC)宣導與培訓	是	100	已完成	查看

▲ Extending CoC training to upstream suppliers

2.2 Supply Chain Human Rights Due Diligence

In daily management, online training and examinations on the Supplier Code of Conduct are conducted for suppliers, requiring them to comply with the “Supplier Code of Conduct for Social and Environmental Responsibility”, which strictly prohibits six “Zero Tolerance” behaviors, including the use of child labor and forced labor. At the same time, suppliers are required to promote the Supplier CoC requirements to upstream suppliers and conduct due diligence management on them.

Hon Hai conducts assessments of quality, processes, social and environmental responsibilities, green products, and greenhouse gas audits for medium- to high-risk suppliers. The social environmental responsibility audit is based on the RBA Code of Conduct and utilizes the RBA VAP tool. The audit team is composed of dedicated personnel from the Group’s procurement department, in conjunction with staff from human resources, occupational safety, environmental protection, and other departments. The audit covers five aspects: labor, health and safety, ethics, environment, and management systems.

The Group will include labor human rights in the ESG performance evaluation criteria for suppliers, requiring the provision of corresponding supporting documents. Subsequently, group personnel will verify the submitted content and documents, which will ultimately be incorporated into the ESG performance ranking of suppliers. A project for identifying human rights risks in the supply chain is expected to be launched in 2025 for semiconductor raw material suppliers.

	Number	Proportion
 Supplier human rights due diligence	955	15%
 Suppliers with high risks of human rights	70	7%
 Suppliers that accept improvement counseling	70	100%

2.3 Supplier Occupational Health and Safety

Hon Hai requires its suppliers to strictly adhere to the RBA Code of Conduct and the Supplier Code of Conduct for Social and Environmental Responsibility, which includes various aspects of occupational health and safety regulations, covering occupational safety, emergency preparedness, prevention of occupational injuries and diseases, industrial hygiene, management of physical labor, safety protection of machinery and equipment, public health, dietary and accommodation conditions, as well as health and safety communication. To ensure that suppliers implement the relevant standards, Hon Hai supervises the compliance of suppliers through regular audits and performance evaluations. As part of the supplier onboarding process, Foxconn conducts SER audits to assess candidates' occupational health and safety performance and risk levels. Only suppliers who meet the standards are approved for qualification. **(See Chapter 1, Steering a Sustainable Supply Chain)**

In addition, for suppliers entering the park area, Hon Hai requires the signing of the “Supplier Safety Management Agreement”, which clearly stipulates the responsibilities and obligations of suppliers in areas such as personnel management, goods transportation, equipment and operational safety, fire safety, accident response, and emergency management. This is to ensure the health and safety of personnel working on-site and to prevent the occurrence of fire and workplace safety incidents.

Chemical management is an important aspect of Hon Hai's ESG, covering multiple areas such as product green design, source procurement, and industrial safety. To implement comprehensive chemical management, Hon Hai has established a complete chemical management system that enhances supervision from the supply chain end, ensuring that the use and disposal of chemicals comply with environmental safety standards.

To further extend chemical management to the upstream supply chain, Hon Hai is actively promoting the implementation of the ISO 45001 Occupational Health and Safety Management System among high-risk chemical suppliers. In 2024, 80% of high-risk contractors were covered by ISO 45001, and a total of 40 suppliers with potentially high risk of hazardous chemicals were certified with ISO 45001.

In addition, regarding semiconductor raw material suppliers, there are a total of 16 hazardous chemical high-risk suppliers. Starting from 2025, we plan to encourage high-risk suppliers to promote ISO 45001 system certification, with a target of 16 suppliers covering 100% to complete the system establishment.



2.4 RBA Column

As a member of the Responsible Business Alliance, Hon Hai not only incorporates the RBA Code of Conduct into its own corporate conduct and responsibility standards, actively fulfilling its social and environmental responsibilities, but also establishes the “Supplier Social and Environmental Code of Conduct” based on the latest RBA Code of Conduct, further extending its sustainability responsibilities throughout the entire supply chain.

To ensure that suppliers comply with these guidelines, Hon Hai has developed a CSR audit checklist for suppliers based on the RBA VAP (Validated Assessment Program) operation manual. This is monitored through regular SER (Social and Environmental Responsibility) audits to oversee the suppliers’ implementation status. The audits are conducted by a professional supplier management team in conjunction with departments such as Human Resources, Occupational Safety, and Environmental Protection, covering five major areas: labor, health and safety, ethics, environment, and supply chain management.

In addition, Hon Hai encourages suppliers to conduct RBA VAP audits through third-party organizations. If the supplier has completed the relevant audit and shared the report with the Group within the past two years, duplicate audits may be waived. At the same time, for suppliers certified through the RBA VAP, the

Group will appropriately enhance their labor rights performance ratings based on their audit ratings, thereby motivating suppliers to continuously improve their ESG performance.

From 2022 to 2024, there were 16, 26, and 45 suppliers respectively who completed the third-party RBA VAP audit and shared the audit reports with the Group. In 2024, the Group originally planned to promote over 40 suppliers to accept the audit, and has exceeded this target ahead of schedule, demonstrating the increasing importance and proactive response of supply chain partners to responsible governance. Among all audited tier-one suppliers, the proportion that does not meet the RBA VAP requirements is 6.7%, while the implementation rate of related corrective actions is 100%.

In addition, over 90% semiconductor raw material suppliers have completed the signing of the “Semiconductor Supplier Code of Conduct Commitment”, pledging to adhere to RBA standards and strengthen supply chain compliance. At the same time, the Group also held 2 online RBA Code of Conduct training sessions, with over 75% participating suppliers. The sessions combined case sharing and interactive Q&A, effectively enhancing the participating suppliers’ understanding and implementation capabilities of international standards.

	Number of suppliers that completed VAP	Number of VAP failed non-compliant suppliers	Percentage of improvement in VAP non-compliant suppliers (%)
2022	16	0	NA
2023	26	1	100%
2024	45	3	100%



3 EXPANDING SUPPLY CHAIN INFLUENCE ACTION



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3.Expanding Supply Chain Influence Action

3.1 Collaborative Partnership

Hon Hai is committed to implementing supply chain management, establishing long-term mutually trusted partnerships with suppliers to ensure shared corporate social responsibility, thereby enhancing supply chain resilience, reducing operational risks, promoting sustainable development, and has adopted the following three major measures:

Education and Training

The Group regularly provides ESG training courses and shares best practice cases to help suppliers gain a deeper understanding of core issues such as labor rights, environmental protection, and business ethics. Through professional training, not only has the awareness of ESG concepts among suppliers been strengthened, but it has also encouraged outstanding companies to exchange experiences and collectively enhance the management standards of the entire supply chain.

Establishment of Supplier Sustainability Capability

Hon Hai is committed to providing comprehensive building sustainability capabilities for its suppliers. During the regular ESG audits, experts are commissioned to provide guidance, effectively identifying and addressing management blind spots among suppliers. This helps suppliers establish a complete sustainability management system, thereby achieving a competitive advantage through continuous improvement. Additionally, the Group also holds workshops irregularly to facilitate suppliers in generating actionable ideas for sustainability through two-way interaction.

Strategic Cooperation Project

To promote the long-term sustainable development of the supply chain, Hon Hai has partnered with suppliers to launch multiple cooperation projects, including jointly promoting a responsible mineral supply chain, zero waste, net-zero emissions, and other sustainability action initiatives. Through these projects, both parties not only resolve operational issues in the short term but also align on long-term strategic goals, jointly advancing towards a sustainable vision.

Since 2022, Hon Hai has launched a series of supplier empowerment initiatives. The following is the statistical information on the number of participating suppliers:

Supplier Empowerment Action (Units)	Supplier Education and Training	Supplier Empowerment Workshop	Strategic Cooperation Project
2022	538	75	10
2023	687	150	30
2024	1,207	200	30



3.2 Education and Training

Training on Labor Rights for Dispatch Employees

The Group continues to strengthen its collaboration and oversight of labor dispatch suppliers by implementing a series of standardized, group-wide training programs designed to comprehensively enhance the service quality, management capability, and compliance performance of dispatch companies. These training sessions not only focus on enhancing the professional skills of supplier personnel but also emphasize effective management of dispatched workers, ensuring full alignment with both Group policies and applicable local regulations.

Through targeted training programs and a rigorous annual evaluation mechanism, the Group ensures that all dispatched employees complete essential pre-onboarding training and successfully pass the required assessments. This strategic initiative has significantly improved the suppliers' capabilities in key service areas such as recruitment, compensation and benefits, and labor dispute resolution, supporting long-term sustainability and establishing a stronger foundation for future labor cooperation.

Training Highlights for Labor Dispatch Suppliers

In 2024, two specialized training sessions were successfully conducted on April 13 and 20 for key personnel from labor dispatch companies. The courses were carefully designed to address current management challenges and enhance compliance with regulatory requirements:

Topic 1 : Group Regulations on Labor Dispatch Management and Recruitment Compliance Practices

This session provided an in-depth explanation of the Group's Labor Dispatch Discipline Management Regulations and Related Policies, alongside Practical Management of the Recruitment Process. It emphasized full alignment with both Group standards and local regulations from the outset, covering labor dispatch requirements, recruitment protocols, and basic legal knowledge.

Topic 2 : Handling Labor Disputes and Social Insurance Practices

The second session focused on Labor Dispute Resolution and Social Insurance and Housing Fund Operations (Five Insurances and One Housing Fund). Through case studies of collective labor incidents and key compliance topics such as contributions and entitlements, the course aimed to strengthen suppliers' capabilities in managing complex employment-related issues.

Led by the Group, these training programs have significantly enhanced the professional competencies and management capabilities of personnel responsible for labor dispatch services. They also reinforce the Group's foundation for legally compliant and efficient management of all dispatched employees, reflecting Hon Hai's commitment as a responsible corporate.

Supplier Carbon Reduction and Waste Minimization Promotion Conference

In March 2024, the Group held the "Supplier Carbon Reduction and Waste Minimization Promotion Conference", with over 380 suppliers participating. The meeting covered experiences in energy-saving projects, innovative management mechanisms, the cooperative model of Energy Management Contract (EMC), and zero-waste park management, aiming to build consensus across the supply chain and explore collaborative pathways to energy conservation, waste reduction, and sustainable development.

Supplier Carbon Reduction Achievement Conferences

To promote communication and cooperation between Hon Hai and its suppliers, the Group organized two "Supplier Carbon Reduction Achievement Conferences" in 2024. The first conference was held on 18 September 2024 in a hybrid format, both online and offline, aimed at showcasing the implementation results of the carbon reduction program and sharing experiences in Hon Hai's net-zero practices. The event provided a professional platform for supply chain members to exchange and deepen the implementation of low-carbon management. Hon Hai took the lead in sharing its progress and achievements in carbon reduction, and invited expert consultants to share their practical experience during the guidance process, assisting suppliers in addressing carbon reduction challenges.

To deepen the exchange of experiences among the supply chain, the second “Supplier Carbon Reduction Achievement Conference” was held on 20 December 2024, inviting suppliers to participate and expanding its influence through social media platforms such as Facebook, Instagram, and LinkedIn. This time, three suppliers with outstanding carbon reduction performance were specially invited to share their innovative carbon reduction technologies and practical experiences, including actual cases such as the installation of solar power generation systems, the replacement of chiller units and blowers, and to explain their respective net-zero strategies and targets. Through rich experience exchange and strategy sharing, we further consolidate the sustainable consensus of the supply chain and foster collective progress towards the common goal of net-zero emissions by 2050.

Supplier Code of Conduct Training Course

To strengthen suppliers’ understanding and compliance with the code of conduct, the Group actively expands the scope of supplier education through digital tools and training mechanisms. In 2024, Hon Hai held 3 online training sessions on the Supplier Code of Conduct (CoC) and simultaneously launched online learning resources on the website to encourage suppliers to engage in self-learning and testing, with a total of 373 suppliers participating. To integrate sustainability requirements into the upstream supply chain, we also encourage suppliers to promote the participation of second-tier suppliers in training courses, with a total of 195 second-tier suppliers completing the CoC course.

Carbon Reduction Related Education and Training

In 2024, the Group committed to using 100% green electricity in its global campuses by 2040, expecting to further drive market transformation, develop renewable energy, and enhance the supply chain’s use of green electricity. Therefore, to enhance suppliers’ awareness and capability in carbon reduction, the Group held 4 sessions covering carbon-related topics, including 2 greenhouse gas inventory training sessions, 1 green electricity briefing, and 1 training session on carbon fee collection. In the future, consideration will be given to incorporating courses on ISO 14067 product carbon footprint, renewable energy, and energy efficiency improvements.

To assist suppliers in enhancing their low-carbon management capabilities and to proficiently use the Supplier ESG Digital Management Platform for carbon emission data recording and management, Hon Hai held a training session on the “Supplier Management Platform System Operation Briefing” on 1 August 2024. Through systematic training, we assisted suppliers in gaining a deeper understanding of carbon management mechanisms and system operation processes, enhancing the execution capabilities of supply chain partners in low-carbon management practices.

The course focused on four main themes, starting with an explanation of the role and responsibilities of suppliers in a low-carbon supply chain, as well as an introduction to relevant regulations and standards to enhance awareness of carbon management systems. Secondly, we conducted an operational tutorial for the Supplier ESG Digital Management Platform to help familiarize users with the system interface, data reporting process, and key features. Next, we explained the considerations that suppliers should pay attention to in carbon management, including data accuracy, submission timelines, and the handling of common issues. Finally, through practical cases and data calculations of greenhouse gas inventories, suppliers were guided to utilize the inventory results to formulate carbon reduction strategies and implement corporate environmental sustainability goals.

3.3 Establishment of Supplier Sustainability Capability

Hon Hai has established supplier ESG evaluation standards and developed a supplier sustainability performance evaluation system, referencing well-known sustainability rating indicators in the industry. Through the monthly ESG performance ratings, the Group encourages 200 significant suppliers to continuously enhance their management efficiency, covering aspects such as the establishment of ESG management policies, management systems, achievement of key performance indicators, and management of upstream suppliers, providing comprehensive improvements. The Group ranks suppliers within the same key product category based on their ESG performance. Each supplier can log in to the Supplier Sustainability Performance Evaluation System to view its ESG benchmark compared to peers. Additionally, the Group annually invites high-performing suppliers in ESG to share their best practices with others. We assess how different supplier types perform on ESG priorities identified by Hon Hai, and select suitable suppliers for dedicated sustainability support programs.

Carbon reduction and waste minimization guidance

The Group is committed to encouraging suppliers to enhance energy efficiency and reduce carbon emissions. To date, it has established an expert team to carry out 2 phases of on-site energy-saving and carbon reduction guidance, supporting a total of 20 suppliers in energy-saving and carbon reduction. After the “Supplier Carbon Reduction and Waste Minimization Promotion Conference” held in March 2024, 10 key suppliers were selected for on-site guidance in energy saving and zero waste initiatives. The advisory team proposed a total of 61 energy-saving recommendations, of which the suppliers confirmed the adoption and implementation of 43. After full implementation by the suppliers, it is expected to save 29.37 million kilowatt-hours of electricity annually, equivalent to a reduction of 16,749 tons of CO₂e. Additionally, 18 waste reduction recommendations were proposed, 13 of which were adopted and implemented.



• Improvement suggestions accepted by suppliers during 2024 on-site carbon reduction and waste minimization guidance

Supplier	Energy Conservation and Waste Reduction Analysis	Improvement Suggestions	Effectiveness
A	The chiller plant equipment is outdated and lacks intelligent control	Develop a comprehensive three-year replacement plan for the entire chiller plant equipment	Energy saving 40%
	17 screw-type air compressors have low energy efficiency and lack group control	Implement intelligent retrofiting in compliance with Grade 2 air compressor room standards	Energy saving 40%
	The wastewater treatment station uses Roots blowers, with high energy consumption	The wastewater treatment station will be replaced with high-efficiency magnetic levitation blowers, optimizing the intelligent control system for aeration	Energy saving 32%
B	The cooling water circulation valves of the stopped air compressor and chiller are in a normally open state, resulting in unnecessary energy waste	Close the cooling water valve and shut down the corresponding cooling water pump for the equipment in shutdown status	Energy saving 30%
	The dust collection system uses filter bags, with high resistance in the piping design	The dust collection system has been upgraded from filter bags to sintered filter plates, and the new factory has optimized the pipeline design	Energy saving 40%
	The production line has 2/3 workstations waiting for air-blowing treatment, resulting in energy waste	Review the scheduling of workpieces and improve the vacuum suction of workpieces to avoid the occurrence of empty slots due to failures	Energy saving 10%
	The on-site etching solution discharge is controlled based on copper concentration	Gradually attempt to raise the upper limit of copper ions and extend the usage time of the etching solution	Reduce waste 30%
C	The injection molding machine has a waste pipeline that exhausts for 24 hours. After disassembling the pipeline, the air inlet was not sealed, and the 18.5 kW fixed frequency motor operates continuously for 24 hours	Add shut-off valves to the waste pipes of the injection molding machine. Close the valves when the injection molding machine is not in operation, seal off the unused air inlets, and install a variable frequency drive	Energy saving 27%
	The air compressor discharge pressure is 0.75 MPa, the workshop supply pressure is 0.65 MPa, and the pressure requirement for the end-use equipment is 0.5 MPa	Gradually reduce the discharge pressure of the air compressor to determine the final supply pressure while ensuring product quality and production output	Energy saving 16%
	The current utilization rate of PE materials in the factory is approximately 70%, generating 30% of scrap waste	Design more optimized molds and cutting methods to reduce the proportion of scrap waste	Reduce waste 11%

Supplier	Energy Conservation and Waste Reduction Analysis	Improvement Suggestions	Effectiveness
D	The air compressor exhaust pressure is 0.7 MPa, and the workshop supply pressure is 0.4 MPa	Investigate the minimum pressure required for various air-consuming equipment and processes, and implement zoned and pressure-divided air supply	Energy saving 16%
	Manual leak inspections may miss some leaks	Procurement of ultrasonic leak detectors for testing easy leak points	Energy saving 8%
	The cleaning machine motor was put into use in 2013 and is a model listed in the national motor elimination catalog	Replace with high-efficiency variable frequency motor	Energy saving 60%
	Copper chips are directly pushed onto the tray, and the oil filtering method has not yet achieved the optimal separation effect of oil and residue	A self-made metal chip filtration tank, equipped with a drainage valve at the bottom, is designed to hold a mesh rack for copper chips, facilitating the dripping of filtered cutting fluid and preventing leakage	The recovery volume of cutting fluid has improved by 6%
	The factory is currently using high-pressure water jets for rinsing after washing the boards, resulting in a large amount of wastewater	The factory can evaluate segmented cleaning, collecting cleaner water from the later stages for reuse in the earlier stages	Wastewater reduction 51%
	Oil rags constitute a significant portion of hazardous waste generated in factory production	Factories can exempt oily rags from classification as general solid waste through assessment and certification	Reduction of hazardous waste from rags 95%
E	The air compressor is outdated, lacks an energy efficiency label, consumes excessive energy, and has no flow meter installed. Additionally, the right-angle bends in the pipeline are causing compressed air pressure loss	Replace with Grade 1 efficiency air compressors, upgrade exhaust valves to zero-air-loss drain valves, optimize piping layout by eliminating redundant right-angle bends	Energy saving 50%
	The air compressor exhaust pressure is 0.8 MPa, and the workshop supply pressure is 0.73 MPa	Investigate the minimum pressure required for various air-consuming equipment and processes, and implement zoned and pressure-divided air supply	Energy saving 16%
	The air conditioning unit lacks an energy efficiency label, has a service life exceeding 10 years, and is considered outdated equipment with high energy consumption	Upgrade to Class 1 energy efficiency chiller /split air conditioner	Energy saving 50%

In addition, regarding semiconductor suppliers, the Group plans to establish the greenhouse gas inventory standard for semiconductor suppliers by the second quarter of 2025 and complete the dedicated ESG - greenhouse gas management platform for semiconductor suppliers by the third quarter. The Group leverage the leadership position in the industry to establish a long-term carbon reduction and zero waste mechanism for suppliers, effectively reducing their operating costs and enhancing carbon reduction performance in the supply chain.

3.4 Strategic Cooperation Project

Low Carbon Supply Chain Transformation Initiative

The Group actively responds to global climate action, participating in the CA100+ and RE100 initiatives in recent years, and pledged to achieve achieving net-zero emissions across its value chain by 2050. In addition to its decarbonizing operations, the Group is also promoting the transformation of the entire supply chain. With the support of the Ministry of Economic Affairs' Industrial Development Bureau, it is implementing the "Hon Hai Low Carbon Supply Chain Transformation Initiative", assisting 7 first-tier suppliers in energy conservation and carbon reduction, while also encouraging 23 second-tier suppliers to adopt digital management platforms and greenhouse gas inventory tools, achieving comprehensive low-carbon governance.

The initiative was launched in April 2023, and in September of the same year demonstrated a commitment to green transformation through the "Supplier Low Carbon Kick-off Conference". During its implementation, an expert advisory team was integrated to conduct energy-saving diagnostics and carbon reduction recommendations at supplier facilities, setting specific targets and conducting regular tracking and reviews.

Since the launch of the initiative, the original target was to reduce carbon emissions by 10,000 metric tons of CO₂e within two years. As of March 2025, with the joint efforts of the Group and supply chain partners, 25 carbon reduction projects covering facility system optimization and process improvements have been implemented, achieving a total carbon reduction exceeding 15,000 tons of CO₂e, surpassing the original target by 50%, equivalent to 15,046 acres of U.S. forests in one year. Among them, the total carbon reduction achieved by the participating suppliers in the project reached 11,000 tons of CO₂e, demonstrating solid results in the supply chain's collaborative efforts towards net zero.

First-tier supplier carbon reduction achievements

Supplier	A	B	C	D	E	F	G	Total
Expected goals of the initiative (t CO ₂ e)	4,718	70	127	851	1,024	1,089	137	8,016
Current cumulative carbon reduction (t CO ₂ e)	7,936	96	101	732	832	1,493	115	11,305
Achievement rate	168%	138%	80%	86%	81%	137%	84%	141%
Carbon reduction from April 2023 to June 2024 (t CO ₂ e)	5,524	66	72	522	784	867	82	7,917
Carbon reduction from July 2024 to December 2024 (t CO ₂ e)	2,412	30	29	210	48	626	33	3,388

Future Plans and Objectives

The ESG performance of the supply chain is a key focus for external ESG rating agencies and end brand customers. The Group has long been committed to enhancing the sustainability performance of suppliers through a systematic management mechanism. In 2025, the main driving methods will continue to be ESG performance evaluation, on-site energy-saving guidance, and online education and training, deepening the ESG management of the supply chain. The specific plans are as follows:

1 Four-Dimensional ESG Performance Evaluation

It is expected to complete ESG performance assessments for 300 significant suppliers. Based on the assessment results, suppliers with outstanding ESG performance will be publicly recognized and share their experiences at the annual supplier conference; for suppliers with ESG underperforming, improvement suggestions and follow-up guidance will be provided to promote their continuous progress.

2 On-site Energy-saving Guidance

10 suppliers are proposed to be selected to form a professional advisory team for on-site energy-saving diagnostics and technical empowerment, assisting suppliers in optimizing energy management processes, enhancing energy efficiency, and reducing carbon emissions, thereby promoting the overall low-carbon transformation of the supply chain.

3 ESG Education and Training

We continuously promote the ESG series of online thematic courses and assessments, covering topics including chemical management, zero waste landfill certification, energy-saving case sharing, science-based carbon reduction target setting, conflict minerals management, and supplier code of conduct, to enhance suppliers' professional knowledge and practical capabilities, improve the overall sustainability execution of the supply chain, and respond to the high expectations of international clients and the market regarding corporate responsibility.

4 TOWARDS SUSTAINABLE PROCUREMENT



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4. Towards Sustainable Procurement

4.1 Conflict Minerals Management

Conflict Minerals Management Commitment

The Group adheres to the OECD “Due Diligence Guidance for Responsible Supply Chains of Minerals”, supporting responsible mineral procurement and avoiding the direct or indirect procurement of raw materials and products containing illegal conflict minerals (tin, tantalum, tungsten, gold) from the Democratic Republic of the Congo and its neighboring high-risk areas. The Group requires all suppliers to commit to not using minerals sourced from conflict areas and to ensure that the metals contained in their products come from compliant, transparent, and traceable refineries, prioritizing sources certified by international standards such as the Responsible Minerals Assurance Process (RMAP).

The Group will continue to promote supply chain transparency and responsible sourcing, collaborating with suppliers to establish a conflict-free, compliant, and sustainable mineral supply chain, in order to fulfill corporate social responsibility and implement international commitments to human rights and environmental protection.

Conflict Minerals Management Process

As a member of RMI, the Group regularly monitors its publication of the latest requirements, utilizing the survey tools developed by RMI, namely the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT). Each year, the Group conducts due diligence on suppliers and requires that the mineral smelters or refineries used by suppliers comply with RMI’s Responsible Minerals Assurance Process.

1 Governance and Management System

The Group’s Sustainability Committee is responsible for overseeing the management of conflict minerals at the group level, while the Supplier Compliance and ESG Management Department is responsible for formulating policies, processes, and standards for responsible mineral procurement management. This includes building and maintaining management systems, as well as developing training materials for relevant procurement management personnel. The procurement department assists in collecting suppliers’ conflict minerals due diligence reports and promotes the signing of Environmental Protection and Social Responsibility Undertaking by suppliers.

The Group has established policies and processes such as the “Statement concerning Responsible Minerals Sourcing” and the “Supplier Responsible Minerals Sourcing Management Process”, creating a conflict mineral management system and due diligence framework. Responsible mineral procurement is incorporated as a component of the suppliers’ ESG management system and integrated into the new supplier certification and annual audit requirements, ensuring that the supply chain does not use illegal minerals from conflict or high-risk areas.

The Group has developed a “Conflict Mineral Management System” to digitize the management of conflict minerals, enabling all business units to collect, verify, and consolidate suppliers’ due diligence reports, ensuring the long-term preservation and traceability of data. It also encourages stakeholders to provide feedback on issues or violations related to conflict minerals through the contact window on the official website (<https://www.honhai.com/en-us/contact>).

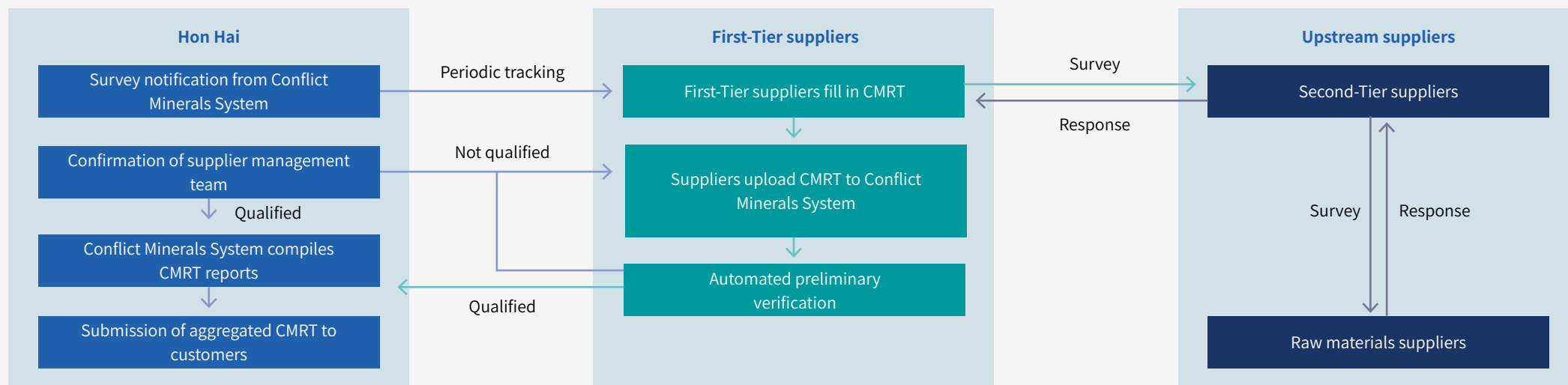
2 Supply Chain Risk Identification and Assessment

The electronic products manufactured by the Group involve a wide variety of electronic and mechanical components, and to achieve specific functions, it is necessary to contain one or more of the following components: 3TG (tantalum, tin, tungsten, and gold), cobalt, or mica. The Group’s Components Engineering Department has developed a list of the necessary usage of 3TG and other minerals in electronic and mechanical components according to the material classification standards, in order to identify the risks associated with conflict minerals from various product suppliers.

The Group conducts due diligence on qualified suppliers involved with conflict minerals every year using the investigation tools CMRT and EMRT developed by RMI. The Group assesses whether suppliers use minerals sourced from Covered Countries (the Democratic Republic of the Congo and its 9 neighboring countries) and from conflict-affected and high-risk areas by verifying the CMRT and EMRT reports provided by the suppliers, and examines whether the suppliers utilize smelters that have third-party RMAP certification or equivalent recognized sources. At the same time, the Group uses the RMI Reasonable Country of Origin Inquiry (RCOI) database to conduct reasonable investigations into the origin of minerals, identifying the sources of conflict minerals 3TG and regulating upstream risks associated with conflict minerals.

For semiconductor raw material suppliers, the Group also requires the submission of CMRT and EMRT reports. Starting from 2026, the management process will be further optimized and strengthened, mandating that suppliers regularly submit CMRT and EMRT to ensure the responsible sourcing of 3TG minerals in accordance with regulatory and customer requirements.

• Flowchart of Management Operations for Conflict Minerals



3 Supply Chain Risk Response

The Group has taken the following measures to mitigate the risk of conflict minerals in the supply chain:

1) New suppliers must sign the “Environmental Protection and Social Responsibility Undertaking”, pledging to comply with the Group’s Responsible Mineral Procurement Policy and submit qualified CMRT and EMRT reports in order to become qualified suppliers of the Group.

2) Each year, we collect the CMRT/EMRT reports from suppliers and compare the smelter information provided by suppliers with the list of certified smelters published by RMI. If we identify any smelters or refiners that have not obtained certification under the Responsible Minerals Assurance Process, we require suppliers to ensure that these smelters or refiners complete RMAP certification within the stipulated timeframe or be removed from the supply chain. Suppliers failing to meet the deadline will be listed as underperforming suppliers and face trading restrictions. If the supplier is unable to improve, alternative sources for these minerals will be sought.

3) When conducting on-site audits of suppliers regarding SER, verify the suppliers’ conflict mineral management procedures and review their implementation of upstream supplier

due diligence records to ensure that the mineral sources in their products comply with the OECD Due Diligence Guidance for Responsible Supply Chains or an equally recognized due diligence framework. If deficiencies are found, the suppliers will be urged and guided to make improvements within a specified period. Suppliers that fail to make improvements will be listed as underperforming suppliers and restricted from trading.

4) By participating in the monthly online meetings of RMI members in the China region, we exchange experiences on responsible mineral sourcing with RMI and industry experts, and obtain the latest updates from mineral smelters. The Group collaborates with suppliers to encourage the involved mineral smelters to accept and advance the third-party RMAP audit.

5) Through online education training and sharing of training materials, we provide suppliers with educational training on the interpretation of conflict minerals regulations/standards, Foxconn’s responsible mineral procurement policy, and CMRT/EMRT reporting, ensuring that supplier understand and implement the Group’s requirements.

6) The Group includes the management of conflict minerals as a key performance indicator in the ESG assessment of suppliers, and urge suppliers to implement the Group’s requirements through regular performance evaluations.

4 Independent third-party audit

The Group does not directly procure raw materials from upstream 3TG, cobalt, and mica mineral smelters/refiners, and therefore cannot directly participate in third-party audits of the mineral smelters. As a downstream enterprise, the Group requires that products from direct suppliers use only conflict-free certified minerals by an independent third party. By cascading our requirements upstream through the supply chain, the Group ultimately ensures that 100% of the 3TG, cobalt and mica mineral smelters/refineries involved in the Group's products have passed the RMAP third-party audit validation.

The Group's various factories regularly undergo third-party RBA VAP audits. During these audits, the third party verifies that the Group's factories have established and implemented effective conflict mineral supply chain policies and management systems to reasonably ensure that the tantalum, tin, tungsten, gold, cobalt and mica in the products they manufacture are sourced in a way consistent with the OECD Due Diligence Guidance or an equivalent and recognized due diligence framework.

• 2024 Results of the Conflict Minerals Due Diligence

	3TG	Cobalt, Mica
Number of Suppliers Investigated	2,166	1,740
Number of Suppliers Responded	2,166	1,740
Qualified Rate	100%	100%

• RMAP-Compliant Smelter

Conflict Minerals	Tantalum	Tin	Tungsten	Gold	Cobalt	Mica
Certification Status						
Conformant	39	71	37	93	50	3
Active	0	0	0	0	0	0
Not conformant	0	0	0	0	0	0
Total	39	71	37	93	50	3

5 Disclosure of due diligence results

In 2024, a total of 2,166 suppliers (covering more than 90% of the Company's purchases) completed due diligence investigations on conflict minerals through the system platform, with a response rate of 100%. As of the end of 2024, the Group has not found any products delivered by suppliers that contain 3TG, cobalt, mica, or other minerals sourced from conflict areas or other high-risk regions that have not been certified by a third-party RMAP.

By 2024, a total of 1,761 suppliers were engaged to sign the commitment letter on the non-use of illegally sourced conflict minerals, achieving a rate of 100%.

In 2024, the Group was involved with 293 3TG, cobalt, and mica smelters or refiners, all of which were listed as conformant on the RMI's published list of third-party RMAP certified smelters. An analysis of the geographical distribution of these smelters showed that they were primarily located in Asia.

• Results of the Conflict Minerals Due Diligence in the Past Three Years

	2022	2023	2024
Number of Suppliers Investigated	2,002	1,975	2,166
Number of Suppliers Responded	2,002	1,975	2,166
Response Rate	100%	100%	100%

• Smelter Distribution Area

Area	Tantalum	Tin	Tungsten	Gold	Cobalt	Mica	Total
Asia	25	49	28	50	31	3	186
Africa	1	3	0	5	12	0	21
Europe	4	5	4	22	4	0	39
North America	6	3	4	11	2	0	26
Australia	3	11	1	4	0	0	19
South America	0	0	0	1	1	0	2
Total	39	71	37	93	50	3	293

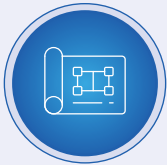
4.2 Chemical Substance Management

Regulations on the Management of Chemical Substances

The Group has established the “Hon Hai Global Chemical Management System”, adhering to the five principles of “no design, no procurement, no inflow, no manufacturing, and no output”. This system manages the entire lifecycle of chemical substances in production operations and products. Through comprehensive process supervision, tiered management, and continuous improvement, it ensures that chemical management complies with international standards, advancing towards the sustainable development goals of “zero hazard and zero pollution”.

Chemical Substance Lifecycle Management Process

1.Green Design



We follow the twelve principles of green chemistry and the “Guidelines for Product Ecodesign” and “Guidelines for Ecodesign Product Evaluation” to establish the “Green Product Design and Development Guidelines”. During the product design phase, the four major requirements of “non-toxicity, energy efficiency, reduction, and recyclability” are introduced. The system evaluates the impact of raw material selection, production, use, and recycling on health and the environment to ensure that the product meets environmental protection standards.

4.Risk Assessment



A risk assessment team is formed by the safety management, production, and R&D departments to conduct a comprehensive chemical substance risk assessment at least once a year. Based on the risk level, we implement corresponding control measures to ensure that the risk is maintained within acceptable limits.

2.Green Procurement



Suppliers are required to sign the “Environmental Protection and Social Responsibility Undertaking”, pledging to comply with the Group’s environmental standards. Suppliers must submit the “Environmental Management Material Composition or Component Disclosure Form”, disclosing the content of hazardous substances in the product. Among these, testing reports for the 10 restricted substances under the EU RoHS must be provided and reviewed by the Group.

5.Safe Use



The Group keeps a register of all chemicals to understand their hazardous characteristics. When introducing or changing chemicals, a safety assessment must be conducted, including verification of environmentally friendly materials and compliance testing for hazardous substances, to prevent the emergence of non-environmentally friendly products.

3.Chemical Substance Registration



In accordance with international regulations such as RoHS, REACH, TSCA, and POPs, the “Group Chemical/Substance Registration Management System” has been established to create a list for the control of chemical substances. The Group implements strict review and classification management for incoming chemicals to ensure compliance with regulations and customer requirements.

6.Outflow Control



The Group sets up a large-scale materials testing organization to monitor process materials, products, and waste, ensuring compliance with health, safety, and environmental standards. The Group strictly prohibits the shipment of products containing hazardous substances to protect the rights and interests of customers and the environment.

Management of Prohibited and Restricted Use of Hazardous Chemicals

To effectively manage hazardous chemicals, the Group refers to international regulations, customer requirements, and trends, while considering the differences in standards and regulations across various countries and regions. Through the “Regulatory and Stakeholder Requirements Management Procedure”, the Group keeps abreast of the latest changes and information regarding safety and health laws and stakeholder requirements. The Group has established the “Chemical/Substance Classification Management Specifications” to implement tiered control over hazardous chemicals.

1 Control Principles

Prohibited substances → Immediate replacement

Restricted substances → Confirm whether the restriction conditions are met; if not, replace

Controlled substances → Strengthen usage management and gradually implement the replacement plan

2 Execution Content

1) Assessment Review

In-use chemicals: Chemical data must be reported annually in accordance with the format of the “Summary of Chemical/Substance Information” and verified by safety management departments at all levels.

New chemicals: The “New Chemical Substance/Substance Evaluation Review Form” must be completed and reviewed by the safety management departments at all levels. Only after confirming that there are no prohibitions or restrictions can the procurement department establish material numbers or proceed with procurement.

2) Continuous Improvement

Units using the prohibited substances are required to formulate a “Hazardous Substance Improvement Plan”, prioritizing measures of “elimination → substitution → reduction”, and submitting it to the park-level safety management department for record-keeping.

3) Supervisory Audit

The Group conducts irregular audits and reviews the improvement effectiveness of hazardous chemicals in each unit to ensure the effective replacement of hazardous chemicals.

Elimination of High-risk Chemicals

Hon Hai has established the “Chemical/Substance Replacement Management Specification” to systematically promote the elimination and substitution of high-risk chemicals. The content covers identification, formulation of substitution standards, program evaluation, and tracking of implementation effectiveness to reduce health and environmental risks. The specific implementation details are as follows:

1 Identification of Hazardous Substances

Based on the selection of high-risk chemicals according to 9 categories of hazardous characteristics such as PBT, vPvB, and carcinogenicity, data is compiled through channels such as SDS and supplier information, and compared against internal safety standards to determine the priority for phase-out levels.

2 Establishment of Alternative Standards

We integrate international conventions (such as REACH), regulations, group prohibitions, customer requirements, and risk assessment results to dynamically update alternative standards, ensuring alignment with global trends.

3 Development of Alternative Solutions

1) Diversified alternative pathways: including chemical alternatives (low-toxicity chemicals), material alternatives (environmentally friendly materials), and product redesign (elimination of hazard sources).

2) Collaboration mechanism: Joint development of alternatives by the supplier and group design team; if no feasible alternatives are available, reduce risks through engineering controls, personal protective equipment, and other measures.

4 Comprehensive Assessment of Alternatives

1)Health and exposure assessment: Review the toxicity of alternatives and exposure pathways, ensuring that control measures are in place.

2)Performance verification: Validate the applicability of alternative functionality.

3)Cost analysis: Consider the total lifecycle cost to avoid the increase in hidden costs due to hazard transfer.

5 Implementation and Continuous Improvement

After approval, we proceed with the substitution and simultaneously update the processes, equipment, and training. Each year, the list of substances is updated and disclosed in real-time on the official website to ensure transparency and compliance.

Declaration of Product RoHS/REACH Compliance

To ensure that products and raw materials comply with global chemical substance management regulations and environmental protection requirements, the Group has established a strict chemical management and compliance audit mechanism for new suppliers. This mechanism covers regulatory compliance items such as RoHS, REACH SVHC, HF, halogen-free, and VOC, and requires suppliers to provide RoHS testing reports and REACH compliance declarations to ensure that the raw materials and components they supply do not contain high-risk restricted substances.

Regarding the Group's semiconductor business, the Group regularly requests suppliers to update the RoHS testing reports and REACH compliance statements. The Group also regularly monitors updates to the REACH SVHC list (in June and December each year) and promptly reflects these in the internal material compliance database. In addition, the Group also uses supplier green procurement standards to ensure that semiconductor raw materials comply with regulatory requirements.

• Status of ESG Material Compliance Verification



At the same time, for departments and suppliers that have used or may come into contact with high-risk chemicals, the Group has established a chemical classification and identification system, a list of restricted and phased-out chemicals, hazard labeling management, and employee education and training processes. Suppliers must carry out graded storage and clear labeling in accordance with regulations, and implement safety operation training for on-site personnel; they must also establish an internal regulatory tracking system to ensure that their chemical usage continues to comply with local and international regulations, and cooperate with the Company's requirements to establish a compliance data and update mechanism for chemicals.

In the case of material changes or the introduction of new products, suppliers are required to resubmit the RoHS and REACH compliance declarations and testing reports. If there are any abnormalities or if the requirements are not met, supplementary testing may be conducted or cooperation may be suspended depending on the situation. Through this systematic promotion and auditing mechanism, the Group effectively enhances its environmental compliance capabilities in the supply chain, reduces environmental and human health risks, and fulfills its commitment to green manufacturing and sustainable operations.

4.3 Implement Green Procurement

Green and Sustainable Raw Materials Policy

The Group is committed to selecting green and sustainable raw materials with the aim of minimizing the negative environmental and social impacts associated with raw material usage. We actively collaborate with external stakeholders to promote best practices in green sustainability raw materials, thereby enhancing the overall sustainability of the supply chain. Where feasible, we strive to increase the use of third-party certified raw materials and recycled materials to reduce reliance on virgin resources. At the same time, we avoid sourcing raw materials from critical biodiversity areas to help protect ecosystems.

Green and Sustainable Raw Materials Management Program

The Group requires all raw material suppliers to sign the “Environmental Protection and Social Responsibility Undertaking” and provide relevant documents such as the “Conflict Minerals Due Diligence Report” and the “Product RoHS Compliance Declaration”. Regular ESG audits and performance evaluations are conducted on raw material suppliers to assess and mitigate environmental and social risks associated with raw material production. The Group prioritizes raw materials (including controversial materials) for management based on procurement volume, regulatory requirements, and key customer expectations. For controversial materials (including tantalum, tin, tungsten, gold, cobalt, and mica), the Group traces origin information through its supplier ESG digital platform and ensures that all involved smelters/refiners are certified under the third-party Responsible Minerals Assurance Process (RMAP). Additionally, the Group provides regular training to internal employees on sustainable raw materials to ensure effective implementation of the Green and Sustainable Raw Materials Policy.

The Group’s green procurement policy has been implemented under the “QC 080000 Hazardous Substance Management System”, continuously promoting the following management principles:

- 1) Strictly comply with relevant environmental protection regulations in China and overseas, as well as customer substance restriction management specifications.
- 2) Through technical collaboration and communication with suppliers, actively develop and adopt alternative raw materials and processes to reduce overall environmental impact.

At the same time, we will strengthen internal education and training as well as the promotion of regulatory standards, enhancing employees’ awareness of product environmental management materials and conveying these concepts to customers and suppliers.

	2022	2023	2024
Proportion of Green Procurement Amount (%)	100%	100%	100%



4.4 Local Procurement

In 2024, the Group's local procurement amount ratio was 73%. Under the same conditions, priority was given to sourcing raw materials and components from local suppliers in each production park area to shorten supplier delivery cycles, enhance supply chain resilience, reduce energy consumption in product transportation, lower carbon emissions, and promote local economic development, thereby creating more job opportunities for local community residents.

In 2024, the proportion of locally sourced procurement amounts for semiconductor-related raw materials reached 48%. However, due to the high technical barriers and the reliance on international suppliers for most raw materials, the local advantage will only be considered when the technical capabilities, industry track record and status, pricing, and supply capacity are on equal terms.

	2022	2023	2024
Proportion of Local Procurement Amount %	53%	47%	73%



5 ENVIRONMENTAL AND CLIMATE-RELATED PRACTICES



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5.Environmental and Climate-related Practices

5.1 Greenhouse Gas Management

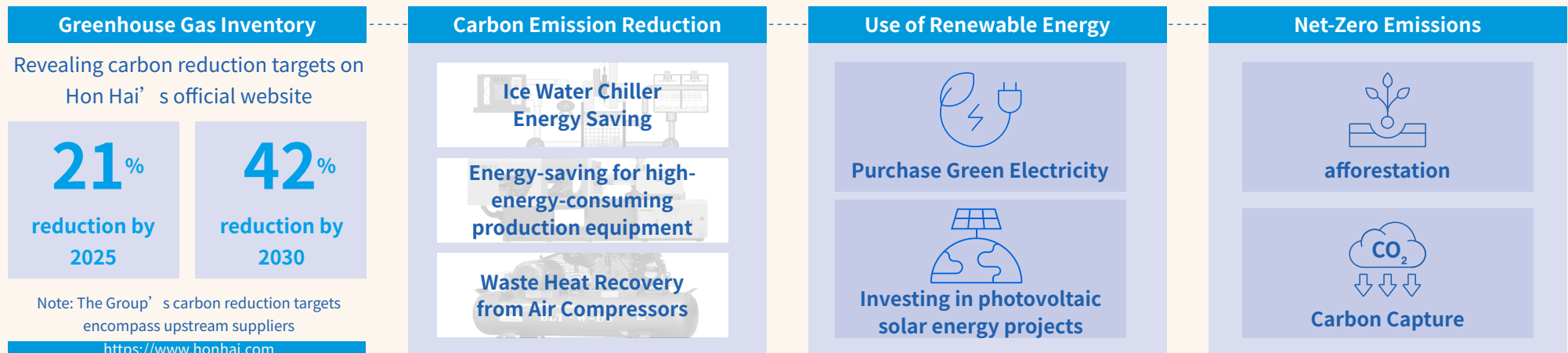
Supplier Greenhouse Gas Management Policy

In response to the “Paris Agreement” 1.5° C carbon reduction pathway, countries around the world are actively formulating net-zero emission targets and taking actions. The Group also actively supports the Paris Agreement and participates in the CA100+ climate initiative, committing to net zero emissions across its value chain by 2050. As a crucial part of the value chain, suppliers must take immediate actions to reduce emissions. Therefore, the Group has established the following net zero emissions policies and requirements for suppliers:

- 1 Suppliers must commit to achieving net zero emissions by 2050 and establish science-based carbon reduction target (SBT), taking proactive and effective measures to ensure the targets are met. If end customers have stricter requirements, the customer’s demands shall take precedence.
- 2 Suppliers are required to disclose third-party verified carbon emission data and carbon reduction results annually on the Supplier ESG Digital Management Platform.
- 3 Suppliers should implement energy-saving and carbon reduction projects (e.g., solar energy installations, renewable energy adoption, and zero waste to landfill) to reduce carbon emissions and ultimately achieve net-zero emissions. The Group conducts energy-saving and carbon reduction performance assessments, with the assessment results serving as the basis for selecting high-performing/underperforming ESG suppliers.

In line with the Group’s net-zero emissions policy, the Group has also established a net-zero emissions pathway for suppliers, promoting energy-saving renovations and the use of green electricity by manufacturers to achieve net zero emissions goals.

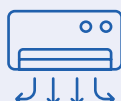
• Net Zero Emissions Pathway for Group Suppliers



• Description of Net Zero Emissions Pathway:



Conduct internal greenhouse gas inventory in accordance with ISO 14064 and GHG Protocol standards



Implement energy-saving retrofit plans, such as energy-saving for central air conditioning or air compressors



Use renewable energy, such as purchasing green electricity or installing solar panels



Offset unavoidable carbon emissions from enterprises through afforestation or carbon capture

Carbon Reduction Targets for Suppliers

To achieve the Group's commitment to net-zero emissions across the value chain by 2050, the Group set scientific carbon targets and conducted a carbon footprint calculation in 2021. Scope 3 emissions accounted for 80.49% of the Group's total emissions, with carbon emissions from Category 1a production-related raw materials and services amounting to 17.1281 million tons of CO₂e. Carbon emissions from electronic and mechanical suppliers totaled 8.6 million tons of CO₂e. To achieve the carbon reduction targets in the supply chain, Hon Hai has established a carbon reduction implementation plan for suppliers and is actively promoting partners to undertake net-zero emissions actions.




The Group has publicly committed to achieving net-zero emissions across the entire value chain by 2050 and received official recognition for its science-based carbon reduction targets through the SBTi review in 2023. According to the target roadmap, the Group has communicated its Scope 3 carbon reduction goals to suppliers, requiring key suppliers to achieve a carbon reduction target of 42% by 2030.

The Group collaborated with 200 suppliers in 2024 to promote the completion of the greenhouse gas inventory work for 2023 and assist in formulating specific carbon reduction action plans. Through installing solar power generation systems and procuring green electricity, suppliers have cumulatively reduced emissions by 1.38 million tons of CO₂e. The Group is also continuously promoting the net-zero emissions management of suppliers from five perspectives, including the following aspects: carbon management mechanisms, carbon emission disclosure, carbon reduction initiatives, net-zero actions, and responsibility extension.

Since 2022, the Group has established a "Supplier Net Zero Emissions Performance Evaluation Form" and has launched a pilot evaluation of 75 key suppliers through the Supplier ESG Digital Management Platform. In 2023, the implementation was further expanded, completing carbon

management performance evaluations for 150 suppliers. In 2024, performance evaluations for 200 suppliers were completed, with a target of 300 suppliers by 2025. With standardized and digitized mechanisms, the overall carbon management maturity and resilience of the supply chain are systematically enhanced.

• Foxconn Scope 3 Emissions (Unit: tons CO₂e)

Scope	2022	2023
 Scope 3	27,175,368	20,230,383
 Scope 3 Category 1a: Emissions from production-related raw material suppliers	20,430,783	12,485,105
 Proportion of total spending amount from production-related raw material suppliers included in the statistics	100%	100%

Note: Due to the complexity of the calculation methods for Scope 3, the Group's baseline year emissions data for Scope 3 is currently calculated using financial data. At the operational level, data from suppliers has been collected through the system, and there is in-depth collaboration with suppliers to gather more accurate information.

5.2 Towards Net Zero Emissions

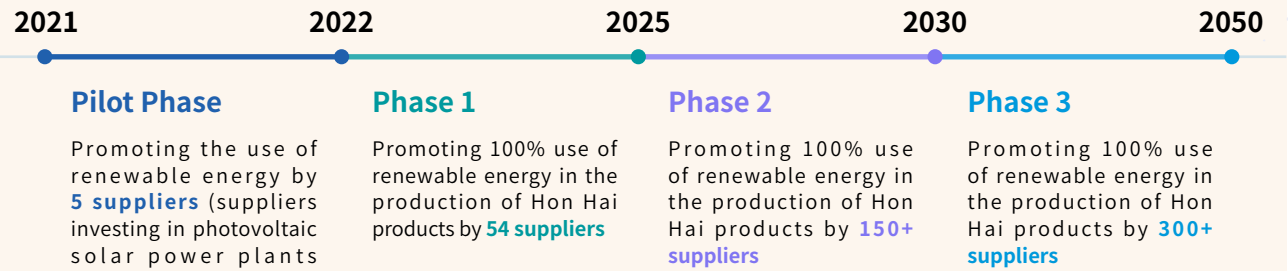
Promotion of Renewable Energy Adoption by Suppliers

According to the analysis of supplier carbon emission data, over 90% of emissions come from purchased electricity. To assist supplier partners in achieving net-zero emissions, it is necessary to offset carbon emissions from purchased electricity by establishing solar power (photovoltaic) systems or purchasing green electricity. In line with the core strategy for the Group's renewable energy transformation, critical suppliers have been encouraged to sign the "Renewable Energy Agreement" in phases since 2022. As of the end of 2024, a total of 36 suppliers have completed the signing.

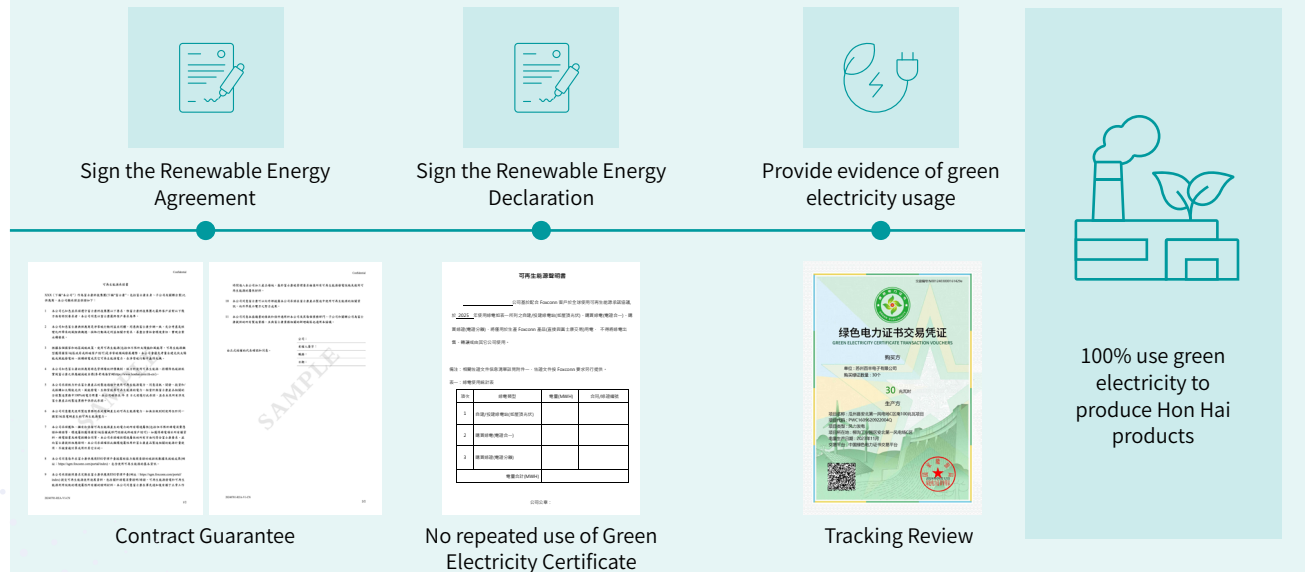
To enhance the authenticity and auditability of green electricity usage, the Group also requires suppliers to sign the "Renewable Energy Declaration", clearly committing that the green electricity used will be 100% for the production of Hon Hai products and must not be reused as evidence of green electricity for other customers. Through continuous tracking and verification by the Group, a total of 36 suppliers completed their declarations in 2024, with actual green electricity usage reaching 169 million kilowatt-hours, equivalent to reducing approximately 96,000 tons of CO₂e, demonstrating proactive supply chain efforts in energy transition and climate action.

The Group will follow the steps below to continuously promote green electricity adoption among suppliers, aiming to encourage 150 suppliers to use 100% renewable energy to produce Hon Hai's products by 2030, facilitating the low-carbon transformation of the supply chain to fulfil the Group's carbon reduction requirements of Scope 3.

Supplier Renewable Energy Adoption Plan



Promote Suppliers' Adoption of Green Electricity



5.3 Environmental Impact Management



Environmental Compliance Management

The Group places great importance on environmental compliance management among its suppliers, continuously requiring suppliers to comply with local regulations and obtain ISO 14001 certification over the years. When introducing new suppliers, the Group rigorously assesses potential environmental risks and requires the submission of compliance documents (including environmental impact reports, discharge permits, hazardous waste disposal agreements, etc.) are required, with zero tolerance for any environmental violations.

In terms of public supervision, the Group collaborates with IPE (Institute of Public and Environmental Affairs) to monitor supplier performance through the Blue Map database and provide support and improvement plans for the identified environmental issues. In 2024, 17 suppliers that violated the environmental regulations were encouraged to complete improvements, pass the audits conducted by IPE and its accredited professional third party, GCA (Green Choice Alliance), and have their regulatory records removed from the IPE Blue Map database.

At the same time, the Group actively promotes environmental management to the upstream supply chain, encouraging more suppliers to enhance their environmental compliance and independently carry out comprehensive supply chain environmental management. In 2024, the Group's central procurement facilitated 226 suppliers with high environmental impact to report their previous year's PRTR (Pollutant Release and Transfer Register) data, which was publicly disclosed on the IPE website, and provided guidance to 5 major suppliers, enabling them to independently carry out supply chain environmental management.



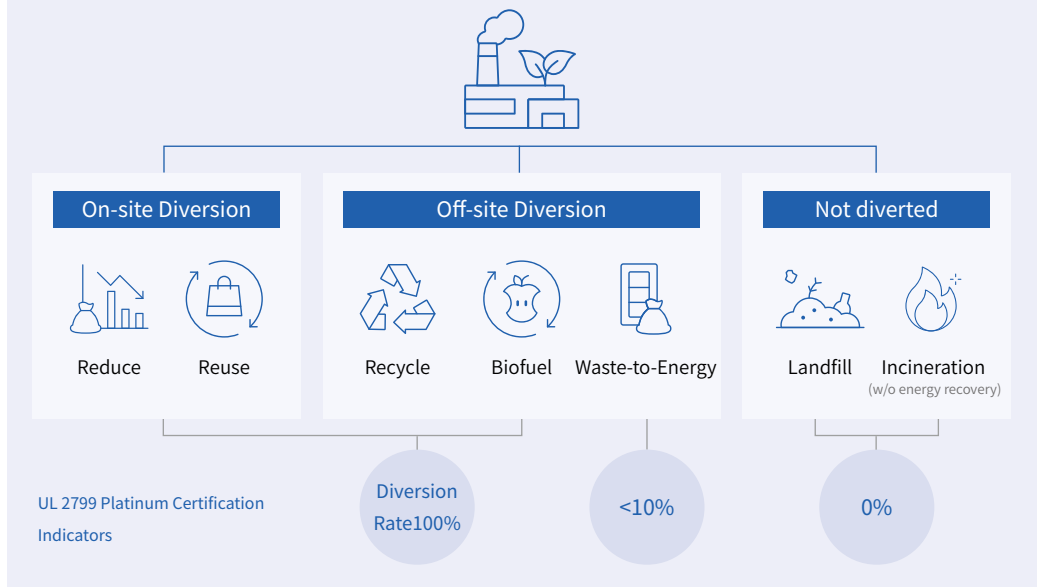
Waste Management

To promote resource recycling and utilization, the Group’s “Zero Waste Factories” initiative incorporates solid waste into environmental management and collaborates with UL Solutions to advance UL 2799 Zero Waste to Landfill certification in the factories.

To encourage suppliers to adopt zero waste management practices and proactively apply for UL 2799 certification, the Group has integrated the “Zero Waste” project into its ESG performance evaluation of suppliers. The zero waste management performance of suppliers will be assessed from five dimensions: policy procedures, compliance management, recycling, waste disposal, and management systems. As of the end of 2024, a total of 20 electronics suppliers have been supported in obtaining Zero Waste to Landfill certification.

In 2022, the Group implemented a monthly zero-waste management performance evaluation for 75 significant suppliers. This scope has expanded to 150 significant suppliers in 2023 and further increased to 200 in 2024.

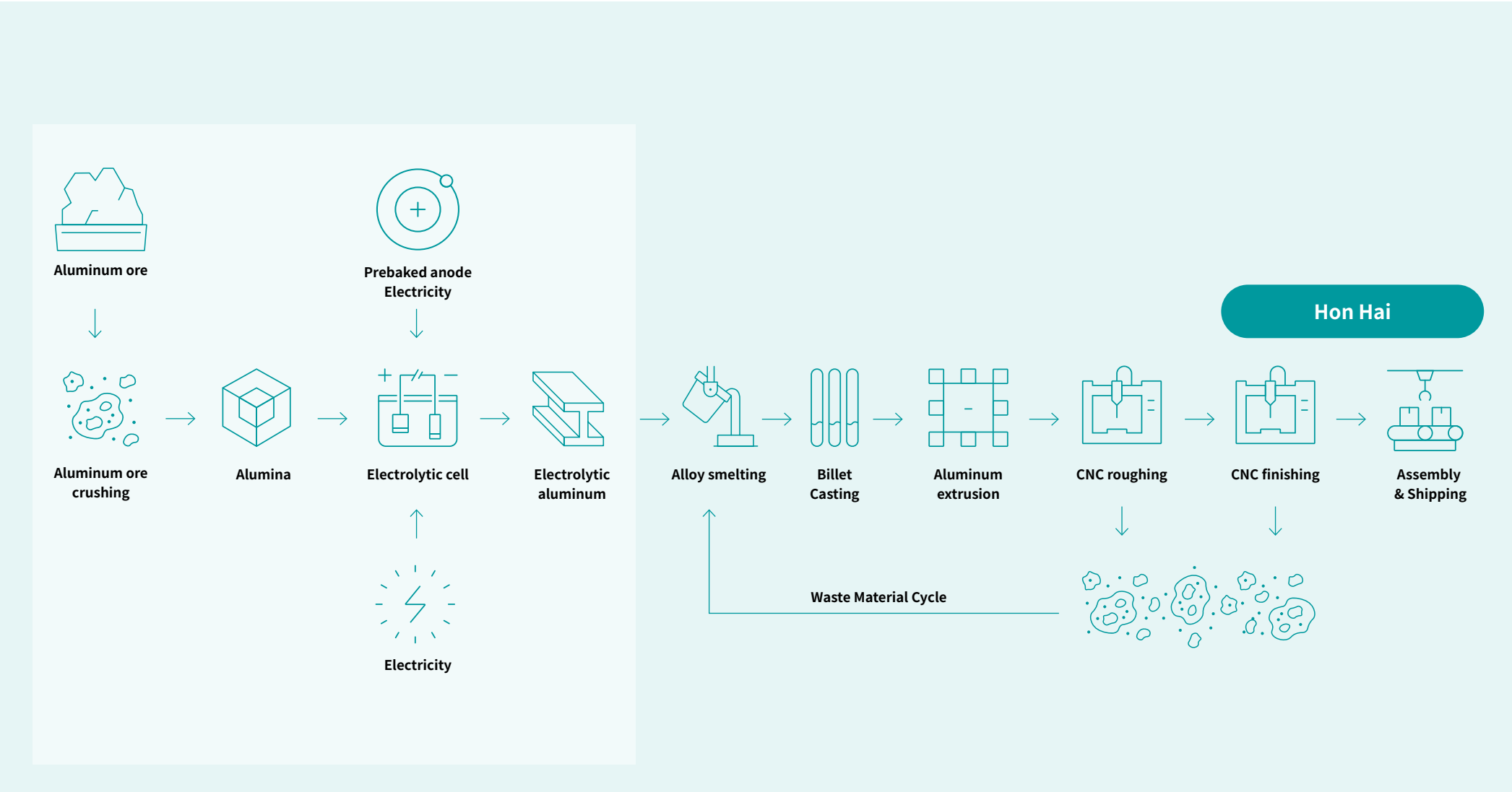
• Diagram of Zero Landfill for Factory Waste



Waste Reduction Measures and Programs

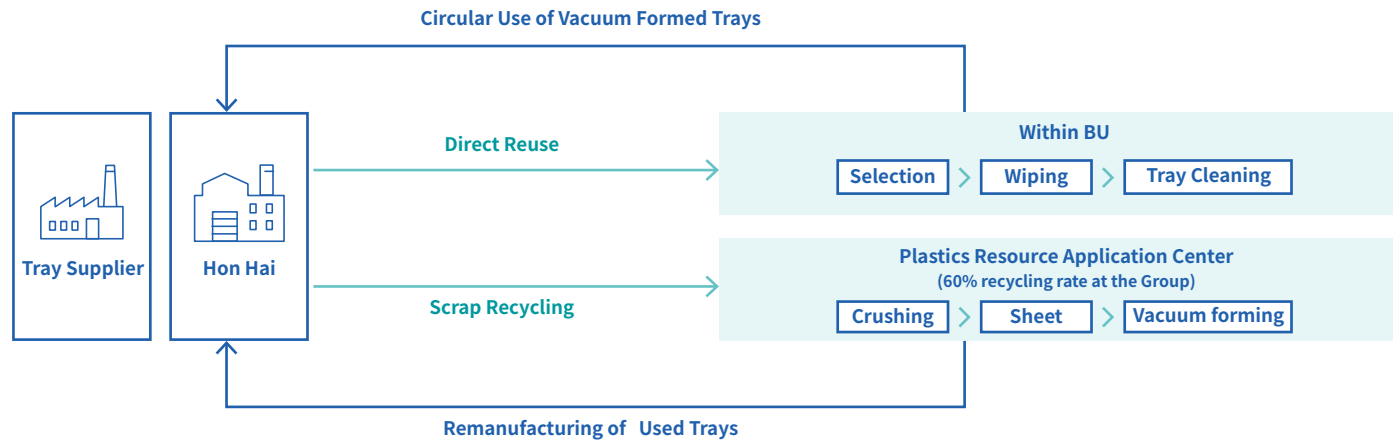
1 Recycled Aluminum

In recent years, the Group has continuously promoted bulk raw material recycling to reduce carbon emissions from raw material extraction and collaborated with suppliers on implementing a recycled aluminum project. In 2024, the Group used 9,500 tons of recycled aluminum.



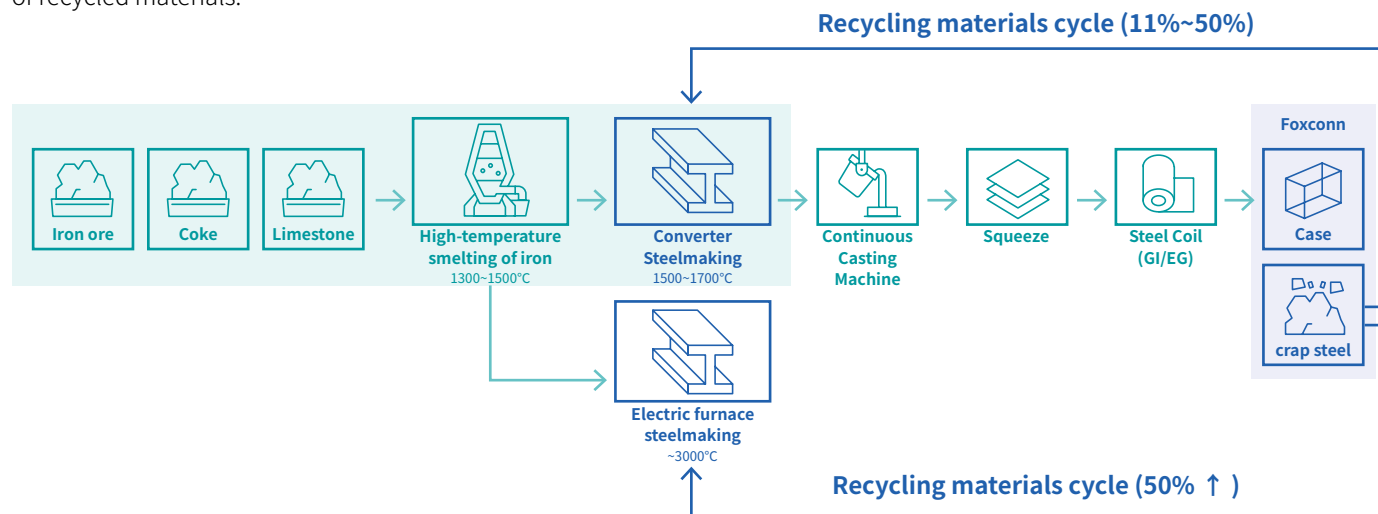
2 Recycling of Plastic Pallets

Due to the large volume of plastic pallets required by the production process, even with multiple reuses, a significant amount of plastic waste is still generated. To this end, the Group promotes the recycling of vacuum-formed pallets, realizing pallet recycling and reducing plastic purchases by 4,450 tons in 2024.



3 Recycled Steel

The traditional steelmaking process involves blast furnaces and converters, primarily using coal energy, resulting in higher carbon emissions, and can only add 11% recycled materials in general; whereas the emerging electric arc furnace steelmaking process uses electricity for heating, generates no waste gas, and allows the addition of more than 50% recycled materials. The Group works with steel suppliers to promote the use of steel produced through electric furnace processes that contain a high proportion of recycled materials.



In 2024, the central procurement promoted the total recycling volume of bulk raw materials (recycled aluminum, recycled steel, PCR recycled plastic, and recycled pallets) to reach 24,438 tons, driving the supply chain towards green circular development.

In addition, the Group encourages suppliers to disclose pollutant emission transfer data on the IPE platform, including general industrial waste generation, hazardous industrial waste, comprehensive utilization volumes (reuse, recycling, composting), and waste reduction targets for the subsequent year. It also requires suppliers to reduce waste year by year.

In 2024, the Group encouraged 226 suppliers to report their PRTR data, which resulted in the generation of 230,000 tons of general industrial waste and 640,000 tons of hazardous industrial waste in 2023. A total of 150,000 tons of general industrial waste was reused, achieving a reuse rate of 65%. Among them, 152 suppliers have disclosed their PRTR data for two consecutive years, achieving a reduction of 16,000 tons of general industrial waste and a reduction of 25,000 tons of hazardous industrial waste.

5.4 Biodiversity

Supply Chain Biodiversity Declaration

In 2023, the Group established the “Biodiversity and No-Deforestation Commitment”, actively responding to initiatives such as the United Nations Convention on Biological Diversity (CBD). It commits to requiring supply chain partners to comply with local government biodiversity regulations and guidelines. If there are activities near sensitive areas, they must take mitigation hierarchy principles such as “avoid impact”, “minimize impact”, “restore”, and “offset” in order. Additionally, the Group collaborates with partners, suppliers, and stakeholders to promote awareness of biodiversity conservation and to jointly practice biodiversity restoration.



6 CONCLUSION

6. Conclusion

*Each year, through the Supplier Responsibility Report,
Hon Hai carefully reviews the concrete progress made with our suppliers in advancing ESG goals,
embodying our core principle of "Compliance and Commitment."
This report serves as a meaningful milestone on our path toward sustainability.*

*We sincerely thank all our supplier partners for their continued support and participation.
Guided by the spirit of "Share, Collaborate and Thrive,"
Hon Hai remains committed to deepening engagement with suppliers.
We invite all suppliers to align with Hon Hai's Code of Conduct and Responsibility Standards,
and to join us in pursuing ESG objectives together,
striving for a resilient and everimproving sustainable supply chain.*

Sustainability Committee

 2025.07



7 APPENDIX

7. Appendix

We would like to express our sincere appreciation to all supply chain partners for cooperation and collaboration, which enabled this report to fully showcase the joint sustainability achievements between Hon Hai and suppliers.

List of Suppliers for Acknowledgment

NO.	Supplier
1	ACBEL POLYTECH INC.
2	AIR PRODUCTS SAN FU CO., LTD.
3	BEST SMART LIMITED
4	BIWIN STORAGE TECHNOLOGY CO., LTD.
5	CONG TY TNHH CONG NGHIEP YONGXINAN
6	DELTON TECHNOLOGY (GUANGZHOU) INC.
7	DONGGUAN YUQIU ELECTRONIC CO., LTD.
8	GUANGDONG FAITH LONG CRYSTAL TECHNOLOGY CO., LTD
9	HERMES-EPITEK CORP.
10	JIANGSU SIYUAN HUMAN RESOURCES CO., LTD.
11	K R INDUSTRIES
12	KINWONG ELECTRONIC (HONG KONG) LIMITED
13	LEAP SEMICONDUCTOR CORP.
14	MARKETECH INTERNATIONAL CORP.

NO.	Supplier
15	MGC PURE CHEMICALS TAIWAN
16	SHANDONG INNOVATION PRECISION TECHNOLOGY CO., LTD.
17	SHANGHAI STAL PRECISION STAINLESS STEEL CO., LTD.
18	SHANGQIU JINZHENYUAN ELECTRONIC TECHNOLOGY Co., LTD.
19	SHENZHEN HONOR ELECTRONIC CO., LTD.
20	SHIN ZU SHING CO., LTD.
21	SICC CO., LTD
22	STMICROELECTRONICS ASIA PACIFIC PTE LTD.
23	SUZHOU TIANMAI THERMAL TECHNOLOGY CO., LTD.
24	TOK TAIWAN CO., LTD.
25	VICTORY GIANT TECHNOLOGY (HUIZHOU) CO., LTD.
26	WAFER WORKS CORPORATION
27	YAGEO ELECTRONICS (DONGGUAN) CO., LTD.
28	YUHUA VIETNAM PACKAGING TECHNOLOGY CO., LTD.

Suppliers are listed in alphabetical order.



Integrity, Diligence, Agility, Share, collaborate, Thrive