

2025 HUMAN RIGHTS DUE DILIGENCE report





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1. About this Report

Hon Hai Technology Group is committed to respecting and promoting fundamental human rights, creating a respectful and safe work environment and culture for all individuals providing labor within the Group's value chain in any form (including formal employees, contract and dispatched personnel, migrant workers, interns and student workers, and outsourced and subcontracted personnel); this commitment extends to the supply chain and business partners.

In addition to complying with the laws and regulations of all operating locations, where local regulations differ from or conflict with international standards, the Group shall adopt stricter management and implement measures based on the spirit and norms of international documents such as the UN Guiding Principles on Business and Human Rights (UNGPs), the Responsible Business Alliance (RBA) Code of Conduct, and the EU Corporate Sustainability Due Diligence Directive (EU CSDDD). For operational issues involving human rights, we strictly follow relevant declarations, guidelines, and standards, taking appropriate mitigation and remediation measures as necessary.

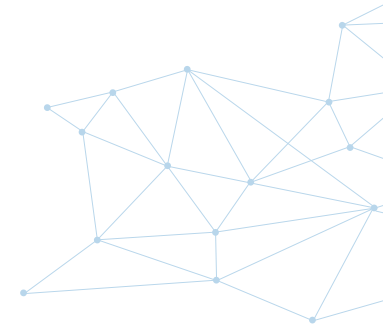
This Human Rights Due Diligence report (hereinafter referred to as "this Report") covers Hon Hai Precision Industry Co., Ltd. (also known as Hon Hai Technology Group), hereinafter referred to as "the Group" or "Hon Hai," and its directly or indirectly controlled legal entities and enterprises, including Hon Hai Taiwan and operating locations in Mainland China.

This year marks the first issuance of our Human Rights Due Diligence Report. In the future, Hon Hai will continue to issue relevant reports annually and establish and follow a periodic review mechanism, committing to conducting at least one human rights investigation every year to continuously monitor, assess risks, and optimize management measures, effectively identifying and properly addressing actual and potential adverse human rights impacts arising from the Group's operational activities.

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Message from the Chairman

"Starting from the labor site, anchoring with governance, and empowering with technology, we build respectful, resilient, and sustainable human rights management with global partners."

In the context of rapidly evolving global sustainability governance, human rights are becoming a vital core of corporate resilience, governance quality, and value creation.

As the world's largest technology manufacturing platform service company, Hon Hai is deeply aware that sustainable competitiveness stems not only from operational efficiency and technological innovation but also from building a safe, fair, and inclusive work environment based on respect, transparency, and responsibility.

We believe that human rights are not an adjunct issue but the foundation of corporate culture and governance. The issuance of this Human Rights Due Diligence report signifies Hon Hai's commitment to systematically incorporating human rights issues into its governance framework, starting from its own operational sites. We will continue to drive the implementation of human rights values across various global operating locations and treat this as a significant pillar for the Group's long-term sustainable development.

In the face of challenges brought by technological change, industrial transformation, and geopolitics, Hon Hai will continue to uphold the spirit of "Share, Collaborate and Thrive" to strengthen the resilience of the ecosystem alongside global customers, partners, and all stakeholders. We will take concrete actions to ensure that "respect, safety, and fairness" become fundamental rights shared by all employees and partners.

We hope that through this report, we can join hands with more partners to drive a more inclusive future, enabling technology to not only drive industrial progress but also become a force for promoting human rights and social resilience.



Message from the CHRO

"Based on the employment characteristics of the technology manufacturing industry, we systematically identify and analyze Hon Hai's internal labor and human rights risks, proposing a human rights governance and improvement path that can be progressively replicated across the Group and its value chain."

As labor and human rights become a central focus of global sustainability governance, enterprises must go beyond upholding human rights commitments to developing a human rights risk governance capability that can be implemented cross-border and through cross-departmental collaboration. As the coordinating unit for ESG-Social, we are dedicated to integrating governance frameworks, strengthening institutional alignment, and ensuring that human rights management reflects the actual conditions of different countries and operational sites with effective execution.

This Human Rights Due Diligence (HRDD) report focuses on labor and human rights issues within Hon Hai's own operational sites. Adhering to the spirit of the EU CSDDD and UNGPs, we utilize quantitative surveys, interviews, and field observations to systematically identify potential risks faced by various types of employees, particularly in labor-intensive work environments, involving dispatched personnel and vulnerable groups.

Building on this foundation, this year's human rights due diligence project has identified eight major human rights issues of concern for the Group through systematic assessment. The risk levels for these issues are categorized as relatively low, indicating that current governance and management measures have achieved a degree of effectiveness, though continuous attention and refinement remain necessary.

Through the collective efforts of multiple departments, we have gradually established a governance process replicable across regions, moving Human Rights Due Diligence from a one-off project toward institutionalized operations. In the future, we will continue to enhance the maturity of HRDD, expanding the scope of assessment, deepening governance tools, and fostering capacity building to ensure that respect, safety, and fairness become the consistent standards across the Group's global operational sites.



Human Rights Achievements and Highlights

HR Asia 2025
"BEST COMPANIES TO WORK FOR IN ASIA"
 and three specialty awards: "Most Caring Company Awards,"
 "Sustainable Workplace Awards," and "Diversity, Equity &
 Inclusion Awards".



CommonWealth Magazine 2025
"CommonWealth Talent Sustainability Award" (5th Place)



Brandon Hall 2025
"Best Use of AI to Improve Diversity, Equity, Inclusion and Belonging Programs".



CommonWealth Magazine 2025
"Family Friendly Workplace Award"



CommonWealth Magazine 2025
"Excellence in Corporate Social Responsibility Award" (6th Place)



2

Human Rights Due Diligence Methodology and Process

- (1) Description of Human Rights Due Diligence Methodology and Process
- (2) Risk Identification and Assessment Methodology



2. Human Rights Due Diligence Methodology and Process

(1) Description of Human Rights Due Diligence Methodology and Process

1. Scope of Due Diligence

Upholding its commitment to corporate sustainable development, the Group adheres to the due diligence requirements disclosed in the EU CSDDD (Corporate Sustainability Due Diligence Directive). Based on the AA1000 Stakeholder Engagement Standard (AA1000 SES), we have systematically identified seven categories of key stakeholders: employees, customers, shareholders/investors, suppliers/contractors, government agencies, non-governmental organizations (NGOs), and the media.

In accordance with the principle emphasized in the UN Guiding Principles on Business and Human Rights (UNGPs) that due diligence should involve consultation with potentially affected groups, and considering this is the first issuance of a specialized report, the scope of this due diligence project focuses on internal labor and human rights.

At this stage, employees are defined as the core stakeholders of this investigation. Two major operating locations—Tucheng in Taiwan and Shenzhen in Mainland China—have been prioritized as pilot areas. When identifying and assessing stakeholders, we primarily consider their relevance to operational activities, the degree of potential adverse impacts, and the stakeholders' own level of concern regarding the issues, while referring to the prioritization principles suggested in the OECD Due Diligence Guidance for Responsible Business Conduct.

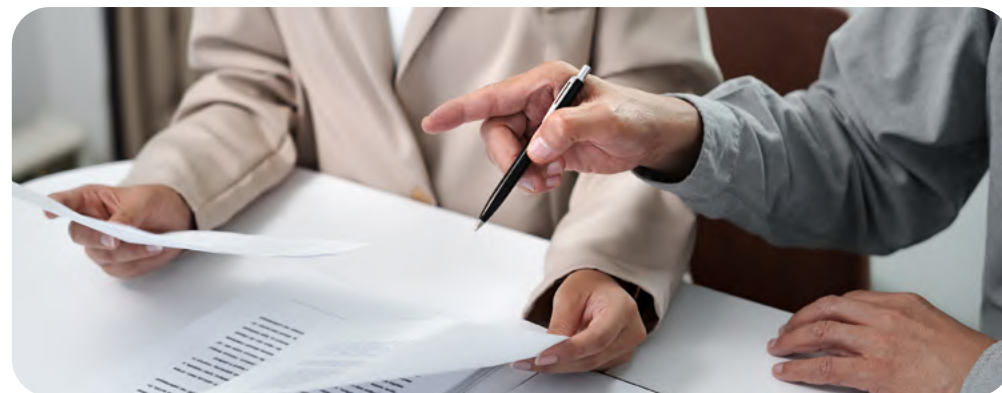
To identify and assess risks more accurately, and fully considering the complexity and group differences of human rights issues, the Group identifies highly concerned vulnerable groups as priority groups for in-depth analysis: direct employees, dispatched personnel, and female employees. Therefore, the stakeholder scope of this due diligence covers all workers at the major operating locations, including migrant workers. The Group has also planned to gradually expand the due diligence scope in future stages to include value chain partners such as local communities, customers, and suppliers to fully comply with CSDDD requirements.

2. Description of Due Diligence Process

Hon Hai Technology Group has a long-standing commitment to human rights protection and has integrated the concept of due diligence into its daily operational practices. To further enhance the transparency of human rights management information, the first human rights report is issued in 2026, marking a new milestone in our human rights management commitment.

The Group's due diligence methodology uses the core spirit and specific articles of the EU CSDDD as a guiding framework to ensure that the due diligence system effectively aligns with international regulatory trends and sustainability requirements.

We also actively follow the spirit of the UNGPs and international human rights conventions and declarations. Furthermore, the Group combines the Responsible Business Alliance (RBA) Validated Assessment Program (VAP) to implement internal and external audits on human rights, occupational health and safety, and other employee rights-related topics across global operating locations to identify, manage, and reduce human rights risks, continuously enhancing social responsibility standards.



The execution process of this Human Rights Due Diligence is divided into the following five main steps:

Step		Content
Step 1	Policy Commitment and Governance	<ul style="list-style-type: none"> Formulate and periodically review relevant regulations such as the Code of Conduct (CoC), Standards of Responsibility, and Chapter on Employee Human Rights to commit to respecting human rights. From the levels of corporate commitment and governance to daily operations, strive to prevent adverse human rights impacts.
Step 2	Identification and Risk Assessment of Human Rights Issues	<ul style="list-style-type: none"> Refer to global standards, including the UN Guiding Principles on Business and Human Rights (UNGPs), the EU CSDDD (Corporate Sustainability Due Diligence Directive), OECD Guidelines, and International Labor Organization (ILO) Conventions. Consolidate and research human rights issues within the industry to identify areas with the most severe risks and potential impacts, paying special attention to vulnerable groups (such as direct employees, dispatched personnel, and female employees). Utilize employee questionnaire responses to collect and determine the frequency and scope of impact for various human rights issues as the basis for risk assessment and prioritization. Conduct field checks through third-party teams to conduct on-site assessments, review policy implementation, and interview employees in a confidential and safe environment to gather observations and feedback. Based on field check results, re-examine and adjust the prioritization of human rights risk issues established through questionnaire analysis; comprehensively consider self-assessment questionnaires, field visits, and employee interviews to ensure the prioritization reflects the actual human rights challenges at operational sites and provides a foundation for management optimization.
Step 3	Prevention, Mitigation, and Ceasing Measures	<ul style="list-style-type: none"> Third-party audit teams review management document records and execution status for each human rights issue to confirm the implementation of measures. Prioritize preventive measures to avoid the occurrence of human rights issues; when adverse impacts have occurred, take action to cease their continuation; if they cannot be completely avoided, actively mitigate potential likelihood and impacts. Periodically assess whether prevention, mitigation, and ceasing measures are applicable to current management practices.
Step 4	Remediation Measures and Grievance Mechanism Review	<ul style="list-style-type: none"> Propose remediation measures for adverse impacts that have already occurred. For the grievance mechanism, periodically review its design and operational effectiveness, strengthen employee awareness of grievance channels, and provide relevant training resources.
Step 5	Communication and Disclosure	<ul style="list-style-type: none"> In accordance with international standards, periodically disclose the process, findings, measures taken, and risk tracking progress of Human Rights Due Diligence to internal and external stakeholders.

(2) Risk Identification and Assessment Methodology

1. Identification of Human Rights Issues

To ensure international consistency and practical feasibility in human rights issue inventorying and subsequent risk management, the Group adopts a multi-level approach for consolidation and integration. First, we refer to international authoritative standards and norms, including the UN Guiding Principles on Business and Human Rights (UNGPs), the International Labor Organization (ILO) Core Labor Conventions, the OECD Due Diligence Guidance for Responsible Business Conduct, and the EU CSDDD, to collect common requirements and the core spirit regarding labor and human rights issues. Second, we combine internal policies, relevant regulations, and current operational status to map the applicability and potential gaps of various norms in actual operations. We also collect human rights issues of concern to benchmarking enterprises through multiple channels to further examine actual risks in dimensions such as working conditions, work environment, equal treatment, and grievances.

During the consolidation process, the following three steps are taken:

1. **Standard Mapping Inventory:** Systematically compare various international human rights standards (e.g., UNGPs, CSDDD, OECD Guidelines, ILO Conventions), combing through them article by article to organize key issues highly relevant to human rights and labor rights, establishing a foundational issue list for subsequent risk assessment.
2. **Multi-dimensional Issue Review:**
 - **Internal Trend Analysis:** Review major incidents or identified human rights issues within the Group over the past five years.
 - **Stakeholder Concern:** Refer to human rights-related issues of concern to the Group's key stakeholders.
 - **Industry Benchmarking:** Collect and analyze human rights issues of concern to peers or cross-industry benchmarking enterprises to obtain industry best practices and insights into emerging issues, assessing the importance of issues from multiple dimensions such as external perspectives and industry trends.
3. **Issue Integration:** After completing the inventory and review, we classify and merge issues based on their essential relevance and repetitiveness, consolidating issues of a similar nature.

Ultimately, the Group has summarized a list of eight major human rights issues:

Human Rights Issue	Risk Description
Forced Labor	Employees may face threats or orders preventing resignation, or have personal identity documents or wages withheld by the company, or be coerced physically or mentally into performing work against their will.
Child Labor	Instances may occur where underage workers who have not reached the legal minimum working age are working within operational sites.
Working Hours	Unreasonable work arrangements may lead to working hours exceeding the company's maximum limits; or employees may have involuntarily worked more than seven consecutive days, or exceeded 60 hours per week.
Compensation	Wage calculations may not follow legal standards or may not be paid in full; or the company may use wage deductions or delayed payments as a form of disciplinary action.
Health and Safety	Employees may feel physically or mentally exhausted due to work requirements without adequate stress reflection or assistance channels provided by the company; or they may be unfamiliar with safety priorities due to insufficient occupational health and safety training; or they may fail to receive timely and proper assistance during workplace accidents.
Equality, Anti-discrimination, and Anti-harassment	Employees may suffer unfair treatment in recruitment, promotion, or compensation due to factors unrelated to performance (such as gender, sexual orientation, race, etc.); or experience unreasonable treatment such as physical assault, threats, sexual harassment, bullying, or corporal punishment in the workplace.
Collective Bargaining	Employees may feel they are not allowed to freely participate in labor-related activities; or face potential adverse treatment or punishment from the company for participating in such activities.
Grievance Channels	Employees may feel the company lacks safe and effective feedback or grievance mechanisms; or have been punished by the company for expressing dissenting opinions through real-name or anonymous channels.

2. Risk Assessment

(1) Questionnaire Distribution and Human Rights Risk Matrix

Following issue identification, employee assessment questionnaires were designed based on the aforementioned human rights risk scenarios. These were distributed in an online anonymous manner to all employees at the two major operating locations (Tucheng in Taiwan and Shenzhen in Mainland China) to understand their perceptions and judgments regarding the "frequency" and "degree of impact" of various human rights issues. Based on the valid questionnaire results, a Human Rights Due Diligence Matrix for employees was mapped. This allowed for a comprehensive analysis of the frequency and scope of impact, enabling the identification of human rights issues requiring prioritized attention.

The questionnaire survey period was from August 6 to August 20. A total of 140,940 questionnaires were distributed to all employees of the Group, with 77,224 valid responses recovered, achieving a response rate of 54.79%.

(2) Field Visits and Key Issue Review

To further enhance the objectivity and materiality of the human rights risk assessment, the Group commissioned a third-party team to conduct independent field visits. The purpose was to perform site spot checks on the implementation of Group policies and management measures. Through a confidential and safe employee interview mechanism, the third-party team gathered observations and feedback directly from employees to ensure the specificity and integrity of the information.

The field visit period was from September 16, 2025, to November 4, 2025, covering six operation sites across the Group's two operating locations in Taiwan and Shenzhen. During the visits, a total of 174 collective and individual employee interviews were held, including sessions for male employees only, female employees only, and mixed-gender interviews. In total, 1,484 employees were interviewed (see the table on the right for details). Interviewees were selected through stratified sampling, prioritizing vulnerable groups (such as direct employees, dispatched personnel, and female employees) to obtain a representative sample. Participating units included core departments such as Human Resources and Occupational Health and Safety (EHS), as well as various functional areas responsible for attendance management, salary and benefits, performance evaluation, and promotion mechanisms. Through these discussions, we were able to review the actual operations of various human rights issues within the Group.

Table 1: Group 2025 Human Rights Field Visits

(Unit: Sessions)

Category	Total
Male-only Sessions	68
Female-only Sessions	64
Mixed-gender Interviews	42
Total	174

3. Management Mechanisms, Mitigation, and Remediation Measures

To confirm accountability and current management processes for each issue, and to identify potential management gaps between existing policies and practical implementation, the Group commissioned a third-party team to conduct internal multi-functional discussions and interviews. Executed from September 25 to November 4, a total of 19 internal meetings and interviews were held at the operating locations in Taiwan and Shenzhen. Invited units covered core departments such as Human Resources and Occupational Health and Safety, spanning functional areas like attendance management, salary and benefits, performance evaluation, and promotion mechanisms. Through these discussions, we reviewed the actual operational status of human rights issues within the Group.

Gaps identified through multi-layered internal audits and communication meetings, including those related to working hours and grievance channels, will be addressed through the formulation and implementation of specific management strategies. These strategies aim to reduce the likelihood and impact of potential adverse human rights impacts. Simultaneously, we plan to establish or optimize remediation solutions that provide swift and helpful support when human rights incidents occur, effectively responding to the needs of affected stakeholders. Through this rigorous and continuously improving management mechanism, the Group expects to strengthen internal governance, enhance prevention capabilities for human rights risks, and demonstrate its high regard for employee rights.

3

Human Rights Policy and Governance Framework

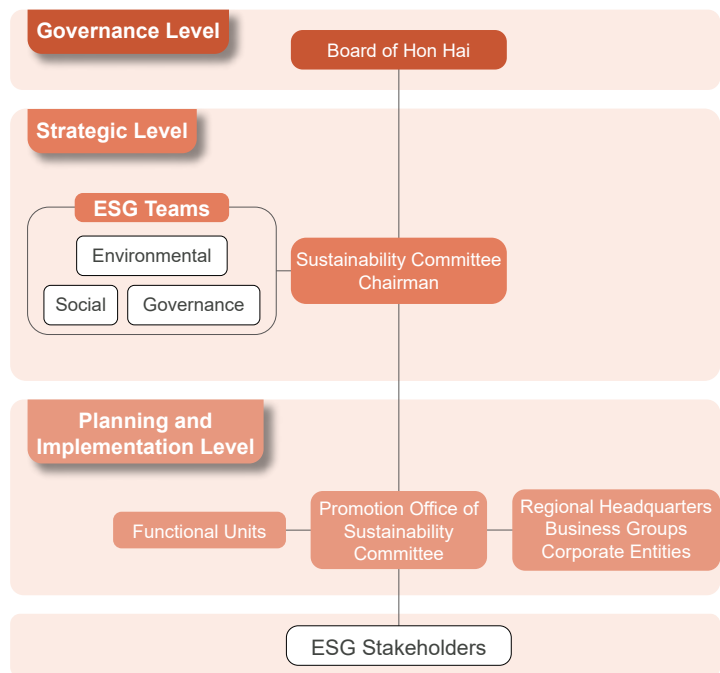
- (1) Human Rights Commitment
- (2) Human Rights Policy



3. Human Rights Policy and Governance Framework

Amid the global trend toward increasing emphasis on sustainable development and human rights responsibilities, the Group upholds the core value of respecting human rights and has formulated human rights policies and constructed a governance framework in accordance with international human rights standards, including conventions, declarations, guidelines, and regulations. Guided by our common core values of "Integrity, Diligence, Agility, Share, Collaborate, and Thrive," we are dedicated to creating a fair, safe, and inclusive work environment while continuously strengthening Human Rights Due Diligence and management mechanisms to fulfill our corporate social responsibility.

Sustainability Governance Organization



Human Rights Aspect	Human Rights Issues of Concern	Indicators	Affected Stakeholders	
			Employees	Suppliers / Contractors
Human Rights	Forced Labor	<ul style="list-style-type: none"> Labor and human rights audits conducted at internal operation sites and across the supply chain. Major labor rights incidents damaging the reputation of the Company or its clients. 	●	●
	Child Labor			
	Working Hours			
	Equality, Anti-Discrimination, and Anti-Harassment	<ul style="list-style-type: none"> Incidents of fair employment violations. 	●	●
Compensation	Compensation	<ul style="list-style-type: none"> Average gender pay and gender pay gap. Overtime pay. 	●	●
Occupational Health and Safety	Occupational Health and Safety (OHS)	<ul style="list-style-type: none"> Occupational diseases caused by chemical exposure. Disabling Injury Frequency Rate (FR). Disabling Injury Severity Rate (SR). Assisting high-risk contractors in implementing ISO 45001 Occupational Health and Safety management systems. 	●	●
Communication	Collective Bargaining	<ul style="list-style-type: none"> Percentage of employees covered by collective bargaining agreements. 	●	●
	Grievance Channels	<ul style="list-style-type: none"> Handling of grievance cases involving sexual harassment and power harassment. 	●	●

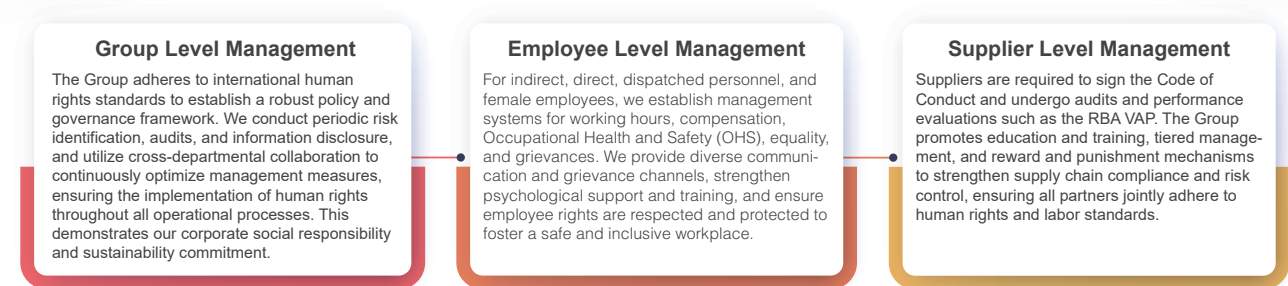


Figure 1: Hon Hai Technology Group Human Rights Management Framework

(I) Human Rights Commitment

Hon Hai and all associated members must work together to fulfill their responsibility for human rights protection, strictly upholding the principles of international human rights standards to deepen and expand Hon Hai's practical implementation and influence in human rights issues. Hon Hai refers to international conventions, declarations, guidelines, standards, and regulations as summarized below:

- 1. International Conventions and Declarations:** Universal Declaration of Human Rights (UDHR), International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
- 2. Guidelines and Standards:** UN Guiding Principles on Business and Human Rights (UNGPs), United Nations Global Compact (UNGC) Ten Principles, Responsible Business Alliance (RBA) Code of Conduct.
- 3. Directives:** EU CSDDD (Corporate Sustainability Due Diligence Directive).

(II) Human Rights Policy

The Group has formulated the Chapter on Employee Human Rights in accordance with international human rights standards and the local regulations of its operating locations. This policy applies to the entire value chain of Hon Hai's and all its subsidiaries' operational activities, products, and services, covering stakeholders such as employees, customers, suppliers, partners, and joint ventures, and ensuring fairness and respect for all workers.

Meanwhile, the Group's newly released Code of Conduct (CoC) and Standards of Responsibility remain consistent with the Responsible Business Alliance (RBA) Code of Conduct and reference the high standards and quantitative indicators of major customers, reflecting an even higher commitment to human rights protection.

Key policy focus areas include: prohibiting forced labor; prohibiting child labor and protecting young workers; Occupational Health and Safety (OHS); diversity, equal opportunity, and anti-discrimination/anti-harassment; humane treatment; wages and benefits; working hours; and freedom of association and collective bargaining.

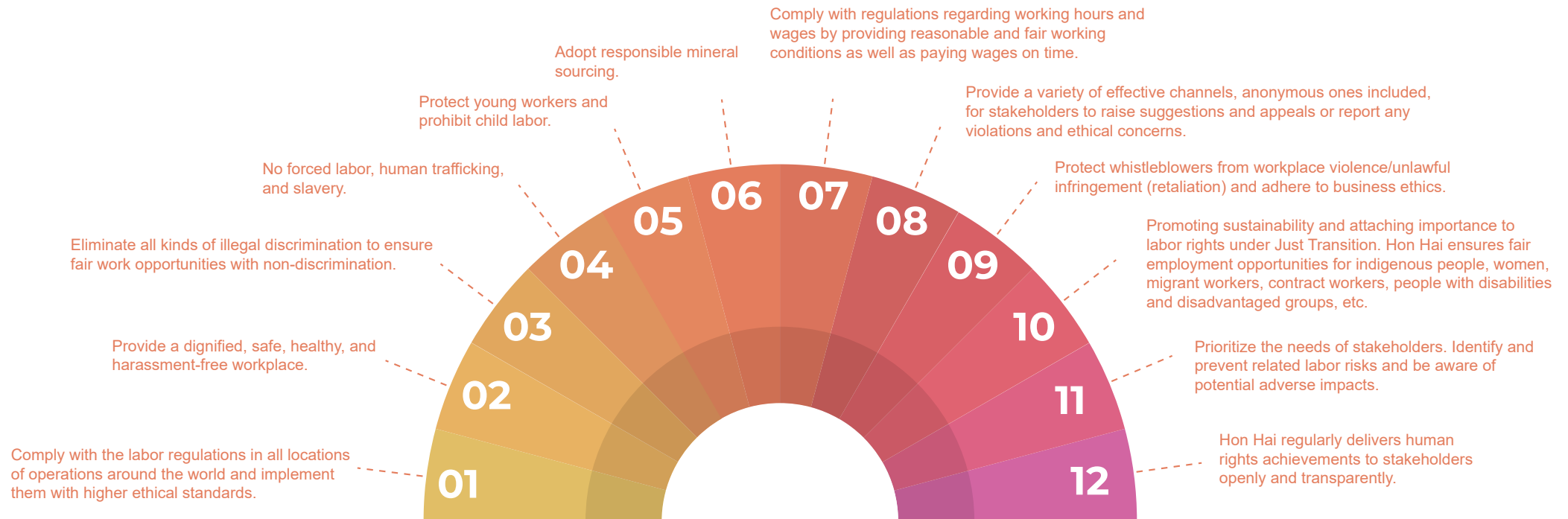


Figure 2: Hon Hai Group's Beliefs and Core Principles on Employee Human Rights

Accordingly, the Group is committed to upholding the fundamental human rights of every employee, fostering a workplace culture of respect and inclusion, and actively promoting human rights protection. Below is a summary of the Group's major human rights-related policies and regulations:

Hon Hai Group's Major Human Rights Policies

Policy Name	Summary of Content	Human Rights Issues Covered
Chapter on Employee Human Rights	<ol style="list-style-type: none"> 1. Formulated the Chapter on Employee Human Rights in accordance with international human rights standards. 2. Applicable to Hon Hai Precision Industry Co., Ltd. and its labor providers within legal entities under its effective control, covering employees, interns, suppliers, technical partners, and individuals under any form of employment or partnership. 	Human Rights Issues Covered: Forced labor, child labor, working hours, Equality, Anti-Discrimination, and Anti-Harassment, compensation, Occupational Health and Safety (OHS), and grievance channels.
Code of Conduct (CoC)	<ol style="list-style-type: none"> 1. Developed by integrating three dimensions of requirements: first, the standards of industry associations and relevant international organizations; second, the local legal requirements of the countries where the company operates; and third, the self-imposed requirements of the company as an industry leader. The company has corresponding commitments to different stakeholders, including employees, customers, suppliers, communities, investors, and non-governmental organizations. 2. Applicable to every business unit and group across the Group's global locations. The parent company, Hon Hai Precision Industry Co., Ltd., serves as the primary driver for the implementation of this Code of Conduct. 	Human Rights Issues Covered: Forced labor, child labor, working hours, DEI, compensation, Occupational Health and Safety (OHS), freedom of association and collective bargaining, and grievance channels.
Standards of Responsibility	<ol style="list-style-type: none"> 1. The Standards of Responsibility provide clear interpretations of the requirements in the Code of Conduct (as applicable) and serve as a supplement to it. They are based on the human rights defined in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, referencing international standards such as ISO 45001 and ISO 14001. 2. The scope of application for the Standards of Responsibility is consistent with the Code of Conduct, applying to every factory location across the Group's global operations. 	Human Rights Issues Covered: Forced labor, child labor, working hours, DEI, compensation, Occupational Health and Safety (OHS), freedom of association and collective bargaining, and grievance channels.
Supplier Social and Environmental Responsibility Code of Conduct	<ol style="list-style-type: none"> 1. Formulated with reference to the Responsible Business Alliance (RBA) Code of Conduct. 2. Applicable to all suppliers engaged in transactions with Hon Hai (including internal and external suppliers and service agencies). 	Human Rights Issues Covered: Forced labor, child labor, working hours, DEI, compensation, Occupational Health and Safety (OHS), freedom of association and collective bargaining, and grievance channels.



4

Identification and Assessment Results of Material Employee Rights Issues

(1) Definition of Survey Scales

(2) Human Rights Assessment Results for Employees



4. Identification and Assessment Results of Material Employee Rights Issues

Following an analysis of human rights and environmental risks across the entire workforce, the material issues identified include "working hours," "Equality, Anti-Discrimination, and Anti-Harassment," "grievance channels," "Occupational Health and Safety (OHS)," and "collective bargaining," with a total risk ratio of 0.59%.

(1) Definition of Survey Scales

To ensure objectivity and data accuracy, the survey utilized a dual-version questionnaire design. This was done to maintain the independence of evaluation dimensions and avoid cognitive bias that might arise from simultaneously asking about "frequency" and "degree of impact." Consequently, the workforce was divided into groups: one group responded to the frequency of human rights issues, while the other addressed the potential degree of impact.

Frequency: Refers to the degree of actual occurrence of the issue.

Frequency		
Rating	Classification	Description
5	Very High	Always (averaging 1 or more times per month)
4	High	Frequently (averaging 1 time per quarter)
3	Medium	Sometimes (averaging 1 time every six months)
2	Low	Rarely (1 time per year)
1	Very Low	Never occurred (never occurred throughout the year)

Degree of Impact: Refers to the scope of coverage regarding the impact of the human rights issue on employees.

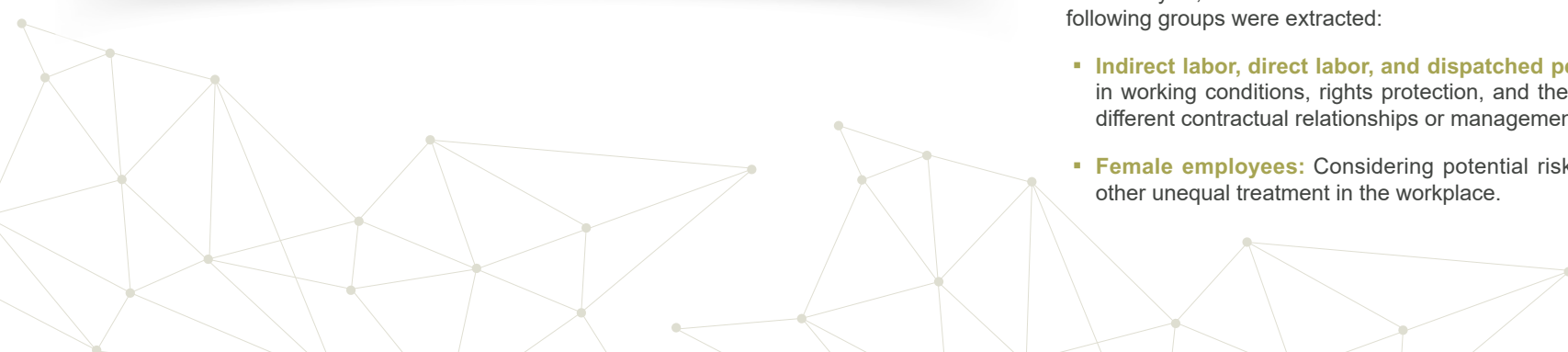
Degree of Impact		
Rating	Classification	Description
5	Very High	Experienced by all colleagues (100%)
4	High	Experienced by most colleagues (over 50%)
3	Medium	Experienced by some colleagues (20% to 50%)
2	Low	Experienced by very few colleagues (less than 20%)
1	Very Low	Experienced by no colleagues (0%)

(2) Employee Human Rights Survey Results

1. Material Employee Rights Issue Risk Matrix

By analyzing the results of employee self-assessment questionnaires, the Group identifies the prioritization of human rights issues. Furthermore, referring to the recommendations on "vulnerable groups" in the UN Guiding Principles on Business and Human Rights (UNGPs), the Group conducted disaggregated analysis for vulnerable stakeholders, in addition to overall data analysis, to understand distinct risks and challenges. Specifically, analysis results for the following groups were extracted:

- **Indirect labor, direct labor, and dispatched personnel:** Considering potential differences in working conditions, rights protection, and the accessibility of grievance channels under different contractual relationships or management models.
- **Female employees:** Considering potential risks of gender-related bias, harassment, or other unequal treatment in the workplace.



Overall Human Rights Issue Risk Matrix

Analysis of human rights risks for all employees indicates that both frequency and degree of impact are in the low-risk category. However, issues requiring continuous attention include: reasonable work arrangements, mental and physical stress at work, grievance channels provided by the company, consecutive working days and hours, workplace safety protection, and adverse treatment at work.

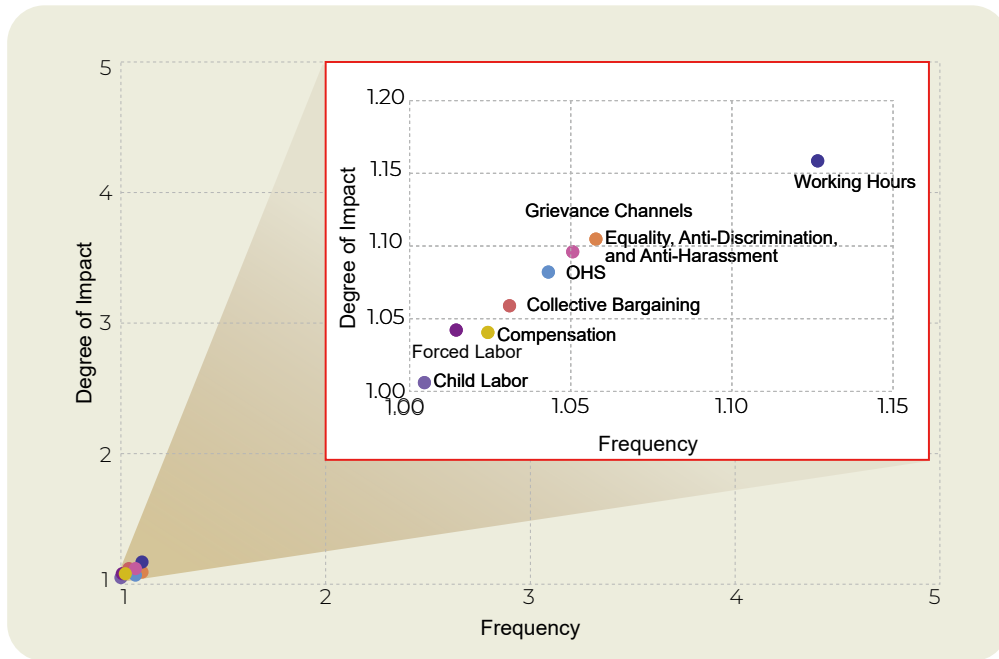


Figure 3: Overall Human Rights Issue Risk Matrix

Indirect Labor Human Rights Issue Risk Matrix

Analysis of human rights risks for indirect labor shows that both frequency and degree of impact remain at low risk. Core issues of concern are generally consistent with the overall workforce, but issues requiring relatively more attention include: reasonable work arrangements and consecutive working days and hours.

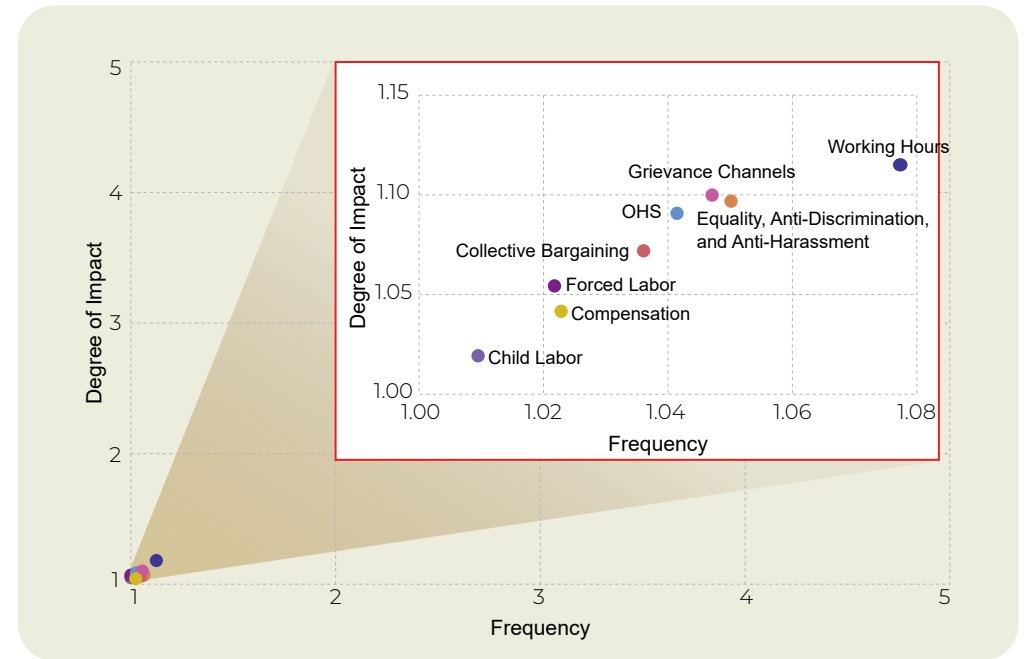


Figure 4: Indirect Labor Human Rights Issue Risk Matrix

Direct Labor Human Rights Issue Risk Matrix

Analysis of human rights risks for direct labor shows that both frequency and degree of impact remain at low risk. While core concerns align with the overall workforce, detailed data analysis for this group highlights issues requiring continuous attention: grievance channels provided by the company and mental and physical stress at work.

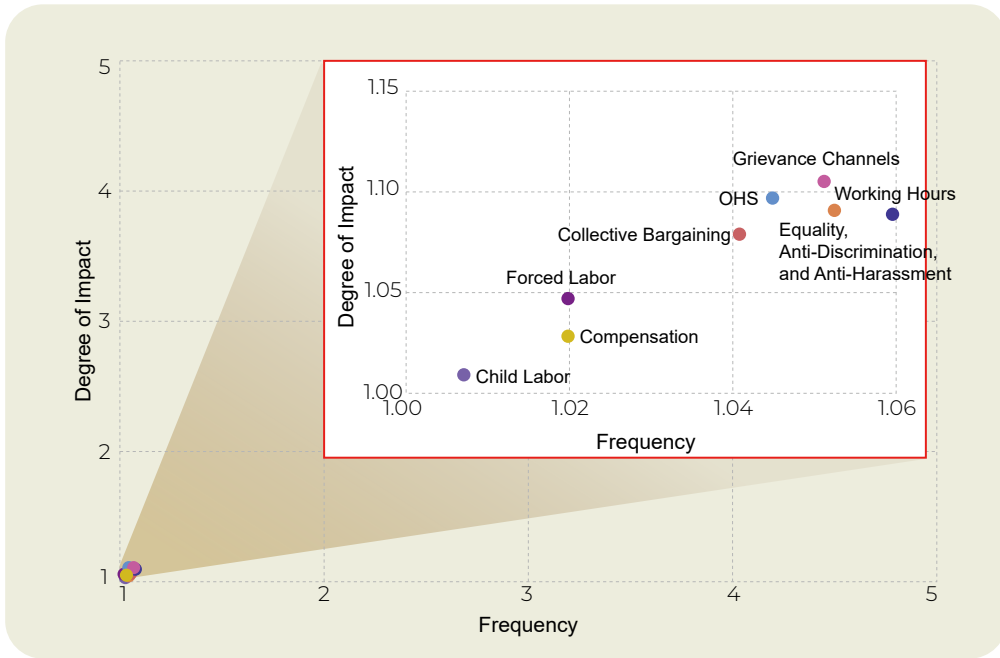


Figure 5: Direct Labor Human Rights Issue Risk Matrix

Dispatched Personnel Human Rights Issue Risk Matrix

Analysis of human rights risks for dispatched personnel shows that both frequency and degree of impact are at low risk. Detailed analysis for this group indicates that issues requiring continuous attention include: unreasonable treatment at work and participation in labor activities.

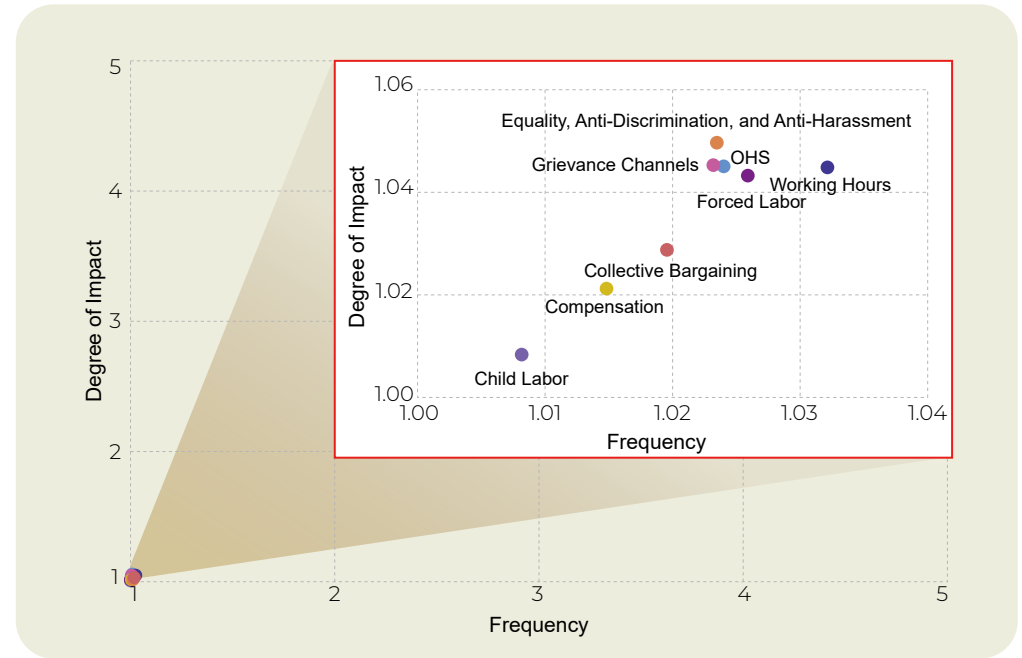


Figure 6: Dispatched Personnel Human Rights Issue Risk Matrix

Female Employee Human Rights Issue Risk Matrix

Analysis of human rights risks for female employees shows that both frequency and degree of impact are at low risk. The overall human rights risk level and trends are consistent with the general workforce; however, detailed analysis for this group shows the issue requiring continuous attention is: unreasonable treatment at work.

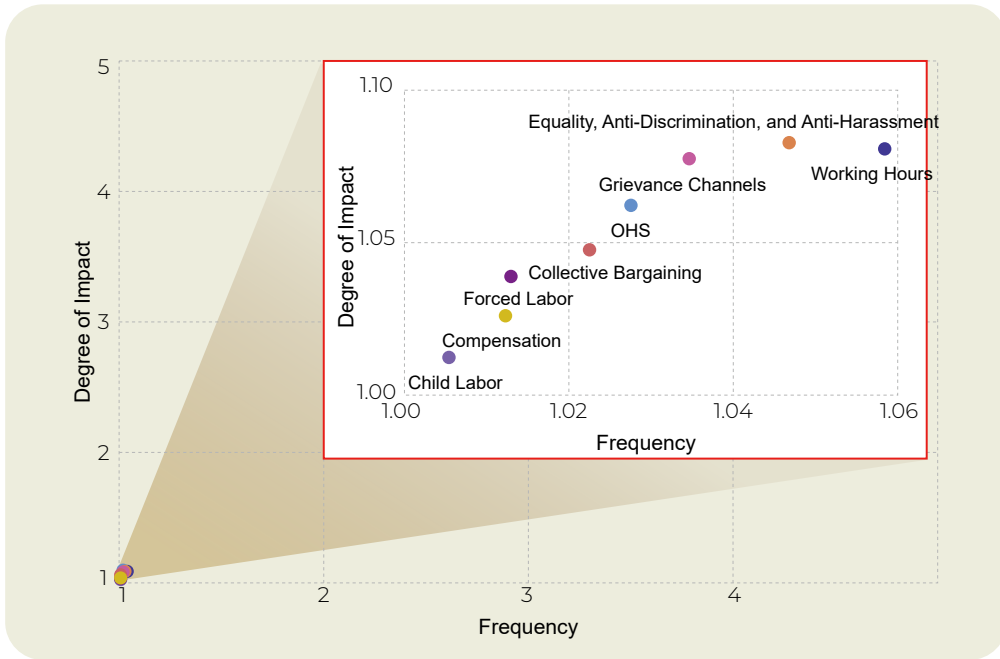


Figure 7: Female Employee Human Rights Issue Risk Matrix

2. Prioritization and Description of Material Issues

Based on the aforementioned risk identification and assessment results, and following the analytical framework of the human rights risk matrix, we have comprehensively analyzed the frequency and potential degree of impact of each issue. The results indicate that all identified human rights issues are assessed as low risk.

However, the survey analysis reveals that several issues receive relatively higher attention from employees or possess a nature that has a more direct and sensitive impact on them. Consequently, the Group has prioritized these issues for attention and resource allocation to proactively manage and optimize them before risks escalate.

Table 2: Overall Analysis Results (By Eight Major Human Rights Issues)

Degree of Concern	Human Rights Issue	Frequency	Degree of Impact
High Concern	Working hours	1.08	1.11
	Equality, Anti-Discrimination, and Anti-Harassment	1.05	1.10
	Grievance channels	1.05	1.10
Medium Concern	Occupational Health and Safety (OHS)	1.05	1.09
	Collective bargaining	1.05	1.07
Continuous Management	Forced labor	1.03	1.06
	Compensation	1.03	1.04
	Child labor	1.01	1.02

Table 3: Overall Analysis Results (By Adverse Impact Descriptions)

Degree of Concern	Issue Area	Adverse Human Rights Impact Description	Frequency	Degree of Impact
High Concern	Working Hours	Whether work arrangements are reasonable.	1.08	1.12
	Occupational Health and Safety (OHS)	Whether employees feel mental and physical stress due to work requirements.	1.08	1.11
	Grievance Channels	Whether the company provides safe and effective grievance mechanisms or feedback channels.	1.07	1.12
	Working Hours	Whether employees are involuntarily working more than seven consecutive days or more than 60 hours per week.	1.07	1.09
	Occupational Health and Safety (OHS)	Whether accidents or emergencies occurred during work execution, leading to injury.	1.04	1.12
	Equality, Anti-Discrimination, and Anti-Harassment	Whether employees experienced adverse treatment in recruitment, promotion, work assignments, or wages and benefits due to factors unrelated to performance.	1.05	1.10
Medium Concern	Equality, Anti-Discrimination, and Anti-Harassment	Whether employees experienced unreasonable treatment such as physical assault, threats, sexual harassment, bullying, or corporal punishment at work.	1.05	1.09
	Collective Bargaining	Whether employees can freely express opinions or strive for rights through public channels provided by the company.	1.05	1.08
	Grievance Channels	Whether the company has imposed punishments on employees for expressing dissenting opinions.	1.03	1.08
	Collective Bargaining	Whether employees can freely participate in labor activities and remain free from adverse treatment by the company.	1.04	1.06
	Forced Labor	Whether employees faced threats or orders preventing them from resigning when submitting a resignation application.	1.03	1.07
	Occupational Health and Safety (OHS)	Whether inadequate OHS policy promotion and training led to employees being unfamiliar with safety priorities.	1.03	1.07
	Occupational Health and Safety (OHS)	Whether the company provides effective and timely assistance when workplace accidents occur.	1.03	1.07
Continuous Management	Compensation	Whether the company uses wage deductions or delayed payments as a form of disciplinary action.	1.03	1.04
	Forced Labor	Whether the company uses means such as withholding documents or wages, or physical/mental coercion to force employees to accept their current work.	1.02	1.04
	Compensation	Whether the company calculates and pays wages according to legal standards.	1.02	1.04
	Child Labor	Whether child labor or underage workers are present in the workplace.	1.01	1.02

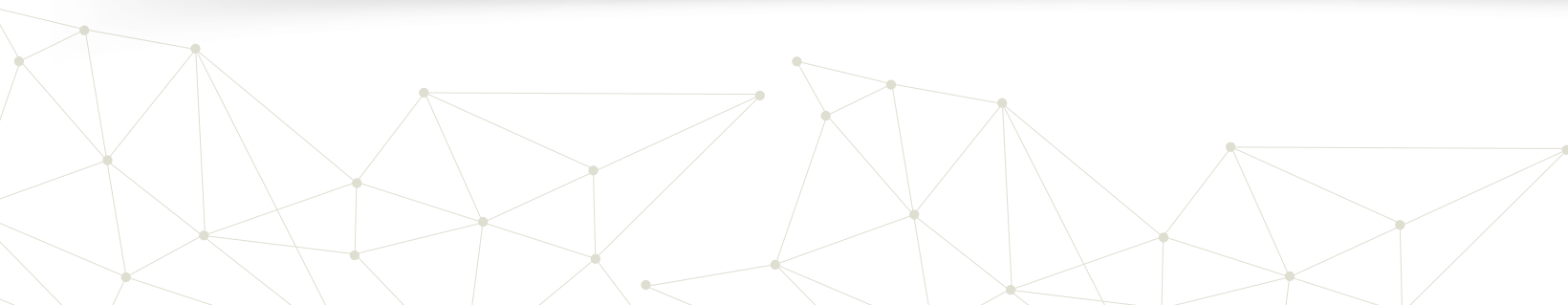


Table 4: Priority Issues of Concern for Overall, Indirect, Direct, Dispatched, and Female Employee Groups

Issue Area	Human Rights Issues of Concern	Overall Employees	Indirect Labor	Direct Labor	Dispatched Personnel	Female Employees
Forced Labor	Whether employees have ever been threatened or coerced into not resigning when submitting a resignation application.					
	Whether the company uses methods such as withholding documents or wages, or mental and physical coercion to force employees to accept their current job.					
Child Labor	Whether child labor or young workers are present in the workplace.					
Working Hours	Whether work arrangements are reasonable.	●	●	●	●	●
	Whether employees are involuntarily working more than seven consecutive days or more than 60 hours per week.	●	●	●	●	●
Compensation	Whether the company uses wage deductions or delayed payments as a form of punishment.					
	Whether the company calculates and pays wages and benefits in accordance with legal standards.					
Occupational Health and Safety (OHS)	Whether employees feel mental or physical stress due to work requirements.	●	●	●	●	●
	Whether accidents or sudden incidents resulting in injury have occurred during work execution.	●	●	●		
	Whether employees are unfamiliar with key safety points due to insufficient promotion or training of OHS policies.					
	Whether the company provides effective and timely assistance when work safety accidents occur.					
Equality, Anti-Discrimination, and Anti-Harassment	Whether employees have suffered adverse treatment in recruitment, promotion, work arrangement, or wages and benefits due to factors unrelated to job performance.	●		●		●
	Whether employees have experienced unreasonable treatment such as physical assault, threats, sexual harassment, bullying, or corporal punishment during work.				●	●
Collective Bargaining	Whether employees can freely express opinions or strive for rights through open channels provided by the company.					
	Whether employees can freely participate in labor-related activities and remain free from adverse treatment by the company.				●	
Grievance Channels	Whether the company provides employees with safe and effective feedback or grievance channels.	●	●	●	●	●
	Whether the company has ever imposed punishment on employees for expressing differing opinions.		●			

This year, in addition to Hon Hai, the scope of the assessment has been extended to include the distribution of human rights risk questionnaires to three subsidiaries (FIH Mobile Limited, FIT Hon Teng Precision Technology Co., Ltd., and Foxconn Industrial Internet Co., Ltd.). Detailed results of these human rights assessments are available in the respective public disclosures of these subsidiaries.

5

Mitigation and Remediation Measures

- (1) Comprehensive Human Rights Management Mechanism
- (2) Mitigation and Remediation Measures

5. Mitigation and Remediation Measures

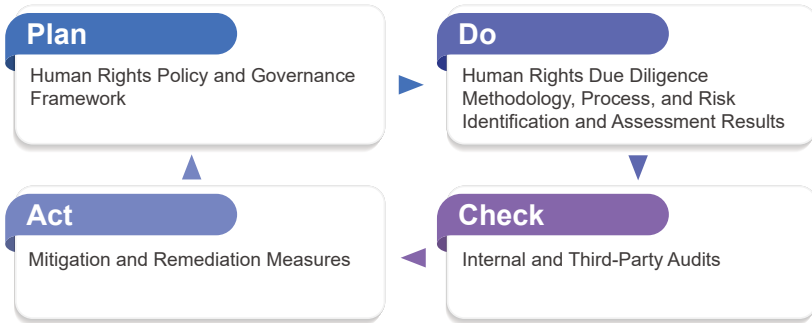
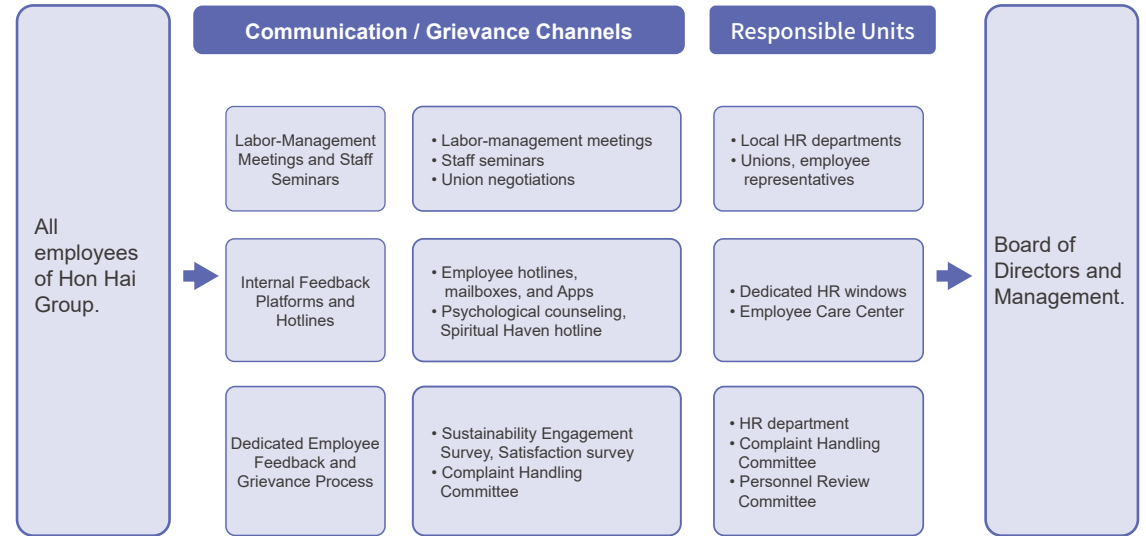


Figure 11: Hon Hai Human Rights Management PDCA Cycle



(1) Comprehensive Human Rights Management Mechanism

The Group is dedicated to establishing a smooth, two-way communication mechanism, promptly responding to employee needs through diverse channels to promote labor-management harmony. The internal website and "Believe" App release important information in real-time, assisting employees in staying updated on company developments; furthermore, labor-management meetings are held quarterly to systematically coordinate labor relations and prevent issues. In addition, the Group has set up specialized feedback and grievance mechanisms for different topics, which are periodically reviewed by dedicated personnel to ensure a seamless feedback process. Periodic staff seminars and various satisfaction surveys are held, covering benefits, human resources, dining environments, and activity preferences; improvement plans are formulated and implemented based on employee feedback both before and after the introduction of new measures. To comprehensively capture the voice of employees, external professional consultants are commissioned to conduct a Sustainability Engagement Survey every two years, utilizing the PDCA (Plan-Do-Check-Act) mechanism for continuous optimization.



Figure 12: Employee Feedback and Grievance Handling Mechanism

1. Grievance and Communication Mechanisms for Various Stakeholders

On February 19, 2024, the Group officially released the Management Regulations for Important Employee Incident Personnel Review, aiming to ensure that all employee-related incidents are handled properly and fairly, moving toward becoming a global benchmark in human rights management. This regulation specifically establishes an independent Personnel Review Committee to deliberate on relevant cases, effectively preventing arbitrary decisions by individual supervisors and establishing clear reporting and third-party arbitration mechanisms to safeguard employee rights. To consolidate our commitment to sustainable development, Hon Hai provides various communication channels for all stakeholders. The grievance processes for each stakeholder group are as follows:

Table 5: Grievance and Communication Mechanisms for Stakeholders

Stakeholder	Major Communication/Grievance Channels
Employees	<ul style="list-style-type: none"> Labor-management meetings (Quarterly), Staff seminars (Quarterly) Internal feedback platforms (Employee hotlines, mailboxes, apps): 24-hour Employee Care Center, Spiritual Haven hotline, "Believe" App, EAP services, Employee Portal Grievance hotlines/email: sue@foxconn.com, etc. Anonymous reporting and whistleblower protection mechanisms
Customers	<ul style="list-style-type: none"> Customer service hotline Customer satisfaction surveys Feedback and complaint management procedures
Shareholders / Investors	<ul style="list-style-type: none"> Shareholders' meeting (Annual), Corporate briefings, Investor meetings/forums Investor Relations Department (Hotline, email, official website)
Suppliers / Contractors	<ul style="list-style-type: none"> Supplier ESG management platform (Online learning, grievance) Supplier Annual Conference RBA VAP third-party audits (Annual)
Government Agencies	<ul style="list-style-type: none"> Irregular official correspondence, emails, and telephone communications Participation in policy seminars, symposiums, and industry standard drafting consultations
Non-governmental Organizations (NGOs)	<ul style="list-style-type: none"> Issue-based collaborative projects (e.g., green energy initiatives) Participation in international ESG forums and Sustainability Committee dialogue meetings
Media	<ul style="list-style-type: none"> Global news release distribution system (Instant) Press conferences and media interviews (Irregular)

Regarding employee support systems, the Group has established a year-round, 24-hour Employee Care Center (78585), where care windows collaborate with various functional departments to handle requests; additionally, a spiritual hotline (25885) provides consultations on personal growth, marriage and family, workplace, and interpersonal issues. Issues within the scope of psychological counseling are followed up one-on-one by internal counselors; if they exceed this scope, they are referred to external specialist hospitals for collaborative treatment.

Major Grievance Channels

To continuously enhance the transparency and efficiency of employee grievance handling, the Group compiles statistics on grievance cases from various regions. The categorized results are as follows:



2. Mandatory Education and Training for Global Employees

Hon Hai has established a systematic human rights education mechanism across its global operating regions. Based on the legal requirements of various jurisdictions, operational characteristics, and risk profiles, the Group has designed a diverse curriculum. This includes courses on anti-corruption, the Code of Conduct (CoC), fair treatment, prevention of sexual harassment and workplace misconduct, and a culture of Occupational Health and Safety (OHS). These programs are delivered through annual training, onboarding orientation, and self-directed learning. In 2024, a total of 1,724 social-related courses were offered, with 43.4 million training participations covering topics such as labor rights, Equality, Anti-Discrimination, and Anti-Harassment, and community engagement.

The Group has implemented anti-corruption and Code of Conduct (CoC) training requirements worldwide. Through institutionalized management that combines mandatory annual courses, online learning, and local regulations, we ensure that employees fully grasp core principles such as integrity management, anti-fraud, conflict of interest management, and business ethics. In 2024, employees in all global regions completed anti-corruption and CoC training, achieving 100% compliance with the Group's requirements for integrity governance and responsible operations while strengthening their ability to prevent misconduct and uphold human rights during operations.

By designing curricula that integrate legal obligations with international standards, Hon Hai continuously reinforces employees' human rights awareness and responsibilities. Through implementation in daily workplace scenarios, human rights protection is embedded into management processes and corporate culture. This ensures that employees everywhere possess the capability to identify risks, avoid infringements, and comply with systems, further supporting the Group's long-term commitment to Human Rights Due Diligence and sustainable governance.

(1) Code of Conduct (CoC) Education and Training

The Group utilizes the Code of Conduct and Standards of Responsibility as the core basis for regulating the business conduct of global facilities and employees. The content focuses on nine key areas: ethics, labor and human rights, health and safety, environment, management systems, responsible mineral sourcing, anti-corruption policies, anti-slavery policies, and community engagement. The Group provides annual CoC training for all employees and classifies it as a mandatory course; in 2024, the completion rate reached 100%. This training helps employees familiarize themselves with corporate ethical standards and behavioral norms, reinforcing requirements for integrity governance, respect for human rights, and sustainable compliance.

(2) Anti-corruption Education and Training

In accordance with the Code of Conduct for Integrity Management and anti-fraud management systems, Hon Hai maintains a zero-tolerance policy toward corruption, bribery, embezzlement, and misconduct, fully complying with local and international anti-corruption and anti-bribery laws. Anti-corruption courses are mandatory, and all employees must complete them annually as a prerequisite for promotion. In 2024, 100% of Hon Hai employees—including indirect labor, direct labor, dispatched personnel, and female employees—completed anti-corruption training. The training includes online courses, offline counseling, and supplier training to ensure that personnel at all roles and levels master necessary anti-corruption knowledge and response capabilities.

(3) Chapter on Employee Human Rights Education and Training

Following the spirit of international human rights conventions and the Group's Chapter on Employee Human Rights, mandatory courses are promoted for all staff. These cover the Code of Conduct (CoC), prevention of workplace sexual harassment, social responsibility management, freedom of association, and collective bargaining. These courses are set as annual mandatory or new hire training. In most regions, the participation rate reached 100%, enhancing employees' human rights awareness and safeguarding their rights.

(4) Sustainability Policies and ESG-related Training

Aligning with the Group's philosophy that "Sustainable Management = EPS + ESG," sustainability policies and fundamental ESG knowledge are prioritized as key training items and linked to promotion credits. A digital ESG management platform and training system have been established, with courses planned across Environmental (E), Social (S), and Governance (G) dimensions. In 2024, cumulative training participation exceeded 86 million training attendances, covering the Group's sustainability vision, climate change and energy management, biodiversity, supply chain governance, and social contribution. The Group mandates that ESG credit certification is a condition for promotion to ensure that employees internalize integrity, compliance, and sustainable thinking into daily business decisions.



Figure 13: Implementation Results of ESG-Social Courses

(2) Mitigation and Remediation Measures

In accordance with industry best practices, the Group implements comprehensive mitigation measures to address human rights risks. Adhering to international labor standards, we conduct regular risk assessments and audits, provide human rights policy training for employees and suppliers, and establish grievance channels and employee communication platforms. We maintain ongoing stakeholder dialogue and conduct site visits to enhance transparency. Our approach focuses on three dimensions: Systemic, Communicative, and Supervisory, as described below:

- Systemic Dimension:** We have formulated and implemented the Code of Conduct (CoC), Standards of Responsibility, and the Chapter on Employee Human Rights. By establishing labor management policies and procedures that cover major human rights issues, we ensure legal compliance and the protection of employee rights, fostering employment stability and sustainability.
- Communicative Dimension:** We utilize digital and multilingual mandatory courses on human rights, Corporate Social Responsibility (CSR), and the Code of Conduct to reinforce awareness across the entire workforce. We have established comprehensive grievance channels and conduct regular employee interviews to report labor conditions to the Group periodically. Externally, we engage in transparent dialogue with investors and ESG institutions and arrange factory site visits.
- Supervisory Dimension:** Policy implementation is jointly supervised and audited by the Group, unions, and customers. Responsible managers are designated for key issues, including anti-discrimination, anti-harassment, child labor, forced labor, and working conditions, ensuring the execution of targeted measures and continuous improvement to effectively protect employee rights. In 2024, a total of 132 labor and human rights audits were conducted across campuses and supply chain partners, significantly exceeding the annual target of at least 50 audits.

Table 6: Mitigation and Remediation Measures for Employee Human Rights Issues

Stakeholders / Applicable Groups	Issue of Concern	Risk Identification Ratio	Total Risk Ratio	Risk Prevention & Mitigation Measures	Total Mitigation Implementation Ratio	Risk Actual Occurrence Ratio	Remediation Measures	Execution Achievements
Indirect labor, direct labor, dispatched personnel, and female employees	Forced labor.	0.32%	3.26%	<ol style="list-style-type: none"> Prevention & Training Mechanism: New employees sign legal labor contracts and complete orientation training. Prevention: Prohibit any form of forced, bonded, indentured, or involuntary prison labor. Prevention: Prohibit slavery or labor trafficking for exploitation; communicate with candidates during recruitment to ensure all labor is voluntary. Prevention: Prohibit withholding employee documents or deposits as a condition of employment. Prevention: Ensure prompt payment of wages and benefits upon resignation without delay. Minimization & Reporting Mechanism: Anonymous reporting of suspected forced labor or harassment without fear of retaliation. Minimization & Coordination Mechanism: HR or the union will immediately intervene if resignation applications are blocked. 	100%	0.25%	<ol style="list-style-type: none"> Immediate Review & Investigation: Initiate internal investigations promptly upon receiving reports of forced labor to determine facts. Eliminating Unfair Conditions: Immediately return any withheld deposits or documents to ensure personal freedom. Ceasing Coercive Practices: Immediately terminate and adjust work arrangements for involuntary overtime or unfair labor demands. Providing Safe Reporting Channels: Ensure safe, anonymous reporting and protect whistleblowers from retaliation. Promoting Free Resignation: HR or union intervention to ensure employees can resign freely if obstructed. 	<ol style="list-style-type: none"> Conducted 58 RBA VAP audits in 2024; no significant human rights or OHS risks were identified, and no forced labor incidents occurred. 100% employee coverage for training related to forced labor in 2024.
	Child labor.	0.14%		<ol style="list-style-type: none"> Prevention & Regulatory Mechanism: Strictly comply with national laws, industry standards, and customer requirements regarding the prohibition of child labor and the protection of young workers. Prevention & Identity Verification: Utilize identity verification equipment to verify authenticity; HR systems feature automatic age calculation, providing alerts for candidates below legal age; the social insurance system conducts pre-checks and rejects enrollment for those under 16. Prevention & Training Mechanism: Incorporate relevant policies into new employee orientation and annual refresher training to ensure all new and current managers and employees are fully aware of the Group's regulations. 		0.00%	<ol style="list-style-type: none"> Immediate Review & Response: Upon discovery of any child labor or improper placement of young workers, relevant work arrangements will be terminated immediately, and an internal investigation will be initiated. Legal & Administrative Measures: Individuals or departments found in violation of policies shall be subject to legal penalties or administrative actions to ensure strict enforcement of company policies and laws. Employee Support & Education: Provide necessary support to affected young workers, including psychological counseling and legal assistance; conduct re-education for involved staff to reiterate company policies and legal provisions. Strengthening Supervision & Prevention: Enhance oversight of the recruitment process to ensure the age and working conditions of all employees comply with legal requirements and company policies. 	Zero incidents of child labor employment occurred in 2024.

Stakeholders / Applicable Groups	Issue of Concern	Risk Identification Ratio	Total Risk Ratio	Risk Prevention & Mitigation Measures	Total Mitigation Implementation Ratio	Risk Actual Occurrence Ratio	Remediation Measures	Execution Achievements
Indirect labor, direct labor, dispatched personnel, and female employees.	Working hours.	0.89%	3.26%	<ol style="list-style-type: none"> 1. Prevention & Working Hours Analysis: Regularly conduct statistical analysis and audits of working hours status. 2. Mitigation & Digital System Assistance: Utilize human resources or time-attendance systems to provide reports and other early warning management mechanisms. 3. Minimization Measures: If violations of working hours management or forced labor are identified, immediately require responsible departments to improve and return employees' rightful interests. 	100%	8.26%	<ol style="list-style-type: none"> 1. Immediate Adjustment of Work Schedules: If employees are found to have worked more than seven consecutive days or more than 60 hours per week, work schedules must be adjusted immediately to comply with company policy and legal regulations. 2. Departmental Correction & Compensation: Responsible departments must implement necessary improvements immediately and provide appropriate remediation to affected employees, such as overtime pay or compensatory leave. 3. Strengthening Supervision Mechanism: Enhance monitoring via HR or time-attendance systems to ensure accurate records and re-examine early warning systems to prevent recurrence. 4. Education & Training: Conduct working hours management training for management to ensure understanding and effective compliance with company policies and legal regulations. 	In 2024, the number of grievances filed by employees regarding attendance and overtime was less than 10% of the total number of grievances.
	Wages and Benefits.	0.38%		<ol style="list-style-type: none"> 1. Prevention & Living Wage Assessment: Paying wages above the local minimum standards to ensure basic living needs are met, enhancing satisfaction and retention. 2. Prevention & Equal Pay Mechanism: Implementing equal pay for equal work for both genders in the same positions to promote gender equality and team morale. 3. Mitigation & Annual Leave Pay: Ensuring payment of annual leave salary to encourage rest and improve work efficiency. 4. Minimization & Mass Layoff Regulations: Setting minimum consultation or notice periods and enforcing them legally; in unionized regions, collective bargaining agreements (CBA) are established that exceed local regulatory standards. 			0.00%	

Stakeholders / Applicable Groups	Issue of Concern	Risk Identification Ratio	Total Risk Ratio	Risk Prevention & Mitigation Measures	Total Mitigation Implementation Ratio	Risk Actual Occurrence Ratio	Remediation Measures	Execution Achievements
Indirect labor, direct labor, dispatched personnel, and female employees.	Occupational Health and Safety (OHS).	0.45%	3.26%	<p>Implement systematic measures to control risks from machinery, electrical, chemicals, hot work, manual handling, stair walking, ergonomics (human factors), and initial fire risks, executing prevention and mitigation plans alongside response measures to minimize negative impacts during accidents.</p> <ol style="list-style-type: none"> Machinery: Train machinery risk assessors, enforce safe procurement and site acceptance, and mandate safety reviews for all equipment changes. Electrical & Chemicals: Commission annual electrical inspections for facilities over 10 years old; quarterly thermal imaging monitoring. For chemicals, promote substitution and process innovation, introduce automation and remote operation, and strengthen ventilation and emergency response while replacing manual tasks with tools. Hot Work: Enforce a strict permit system, implement a vendor whitelist and safety agreements, integrate AI video monitoring with fire control centers, and mandate guardian training with three-tier audits. Manual Handling: Enforce safety guidelines; outsource handling for loads exceeding 800kg (indoors) or 500kg (outdoors), and utilize NLE (Lifting Equation) for risk assessment. Stair Walking: Install warning signs and voice reminders, add anti-slip mats and corner prompts, and incorporate behavior audits into performance evaluations. Human Factors: Use simple checklists for rating and prioritize improvements for high-risk positions. Initial Fire Risks: Establish three barriers: nearby extinguisher operation by all staff; portable fine water mist systems on the first floor of each building (response within 1 minute); and campus emergency support (on-site within 4 minutes). 	100%	0.00%	<p>Utilize a four-tier risk management system to categorize, monitor, and control potential risks. Through institutionalized and standardized management, the Group identifies high-risk areas and implements targeted measures for continuous workplace improvement.</p> <ol style="list-style-type: none"> General Risk: <ol style="list-style-type: none"> Strengthen management to ensure execution. Continuous training to enhance identification and response. Moderate/Significant Risk: <ol style="list-style-type: none"> Take immediate action to reduce risk. Review and optimize existing control plans. Severe Risk: <ol style="list-style-type: none"> Notify the highest supervisor of the business group and implement immediate emergency measures. Extremely Severe Risk: <ol style="list-style-type: none"> Suspend work immediately, notify the highest supervisor of the park, and resume only after the risk is eliminated or reduced. 	<ol style="list-style-type: none"> Outperformed industry standards with a Disabling Injury Frequency Rate (FR) of 0.101 cases per million work hours. Reduced Disabling Injury Severity Rate (SR) to 2.946 days per million work hours. Zero cases of occupational diseases from chemical exposure. 39 campuses achieved A–AAA ratings in production safety evaluations. Conducted 1,593 fire emergency evacuation drills with 1,055,179 participants. Zero major industrial safety incidents in 2024.

Stakeholders / Applicable Groups	Issue of Concern	Risk Identification Ratio	Total Risk Ratio	Risk Prevention & Mitigation Measures	Total Mitigation Implementation Ratio	Risk Actual Occurrence Ratio	Remediation Measures	Execution Achievements
Indirect labor, direct labor, dispatched personnel, and female employees.	Equality, Anti-Discrimination, and Anti-Harassment	0.57%	3.26%	<ol style="list-style-type: none"> 1. Zero Tolerance & Spirit of Equality: Explicitly prohibit discrimination, harassment, and all forms of violence; implement equal treatment in recruitment, promotion, wages and benefits, and training. 2. Clear Regulations: Formulate and announce anti-discrimination and anti-harassment policies, clearly defining prohibited verbal, physical, and visual behaviors. 3. Reporting & Anti-Retaliation: Provide diverse and anonymous grievance channels, ensuring that whistleblowers are protected from retaliation. 4. Investigation & Handling: Conduct confidential, timely, and objective investigations into reports, taking disciplinary and corrective actions based on results. 5. Victim Support: Provide psychological and work support to assist victims in recovery and reintegration into the workplace. 6. Training Mechanism: Achieve a 100% completion rate for mandatory onboarding and annual training on the Code of Conduct (CoC) and Chapter on Employee Human Rights. 7. Security Training: Ensure policies are accessible on the intranet and updated regularly. 	100%	0.02%	<ol style="list-style-type: none"> 1. Formulate and follow the "Workplace Sexual Harassment Prevention Measures, Complaint, and Disciplinary Regulations" and handling procedures. 2. Establish dedicated reporting hotlines and mailboxes to provide grievance channels. 3. Implement a tiered response system and establish a Complaint Handling Committee. 4. Conduct fair and objective investigations through interviews and evidence collection. 5. Deliberate and resolve cases through the committee, imposing disciplinary actions based on the severity of violations. 6. Provide support resources, such as internal or external psychological counseling, for reporters. 	Zero major incidents of inequality, discrimination, or harassment occurred in 2024.
	Collective bargaining.	0.56%		<ol style="list-style-type: none"> 1. Prevention & Implementation of Rights: Formulate the "Regulations for Freedom of Association and Collective Bargaining" and "Labor-Management Meeting Procedures"; do not attempt to control the activities of unions, labor-management meetings, or other community organizations by any means. 2. Employee Participation: Global sites organize unions in accordance with local laws, allowing employees to freely participate in union welfare programs, employee rights protection, and emergency relief to encourage participation. 3. Employee Relief Mechanism: Establish a Labor Dispute Mediation Committee to assist employees with administrative redress related to labor disputes. 4. Communication & Grievance: Regularly collect employee feedback and respond appropriately through open channels. 			0.00%	

Stakeholders / Applicable Groups	Issue of Concern	Risk Identification Ratio	Total Risk Ratio	Risk Prevention & Mitigation Measures	Total Mitigation Implementation Ratio	Risk Actual Occurrence Ratio	Remediation Measures	Execution Achievements
Indirect labor, direct labor, dispatched personnel, and female employees.	Grievance channels / complaint channels.	0.59%	3.26%	<ol style="list-style-type: none"> 1. Prevention & Digital Resources — Internal Website/App: Disseminate major news and the latest announcements to help employees quickly grasp company information. 2. Minimization & Labor-Management Meetings: Held quarterly to coordinate labor relations and prevent potential labor issues. 3. Mitigation & Feedback/Grievance Mechanisms: Establish diverse channels on websites and apps with dedicated personnel for regular review and response. 4. Prevention & Capturing Employee Voice: Conduct irregular seminars and satisfaction surveys (covering benefits, resources, dining, activity preferences, etc.). 5. Prevention & Sustainability Engagement Survey and Action Plans: Commission international consultants for a sampling Sustainability Engagement Survey (2023, 2025); drive optimization based on results using the PDCA (Plan-Do-Check-Act) mechanism. 6. Minimization & Care and Psychological Support Resources: Establish an Employee Care Center with dedicated hotlines and the Spiritual Haven hotline (25885) to assist with personal growth, marriage/family, workplace, and interpersonal issues. 	100%	0.00%	Commitment to conducting thorough investigations of all employee grievances to ensure fair and impartial handling, providing responses and improvement measures as required. Through a transparent and effective grievance mechanism, the Group is dedicated to fostering a harmonious work environment, safeguarding employee rights, and promoting corporate sustainability. Diverse channels have been established for employees to voice grievances or opinions conveniently and securely.	<ol style="list-style-type: none"> 1. 34,872 individuals provided feedback/grievances, with a 100% case closure rate. 2. Satisfaction rate from surveys regarding employee grievance handling exceeded 90%.



6

Value Chain Human Rights Management Mechanism

- (1) Human Rights Management of Dispatched Personnel
- (2) Supplier Human Rights Management

6. Value Chain Human Rights Management Mechanism

In response to the European Union’s Corporate Sustainability Due Diligence Directive (CSDDD) and the increasing global emphasis on labor and human rights, Taiwan’s supply chain enterprises are actively benchmarking against international standards to demonstrate their commitment to social responsibility. The Group places profound importance on the human rights management of the value chain, including dispatched personnel and suppliers, regarding it as an indispensable part of corporate operations and is committed to establishing a fair, safe, and dignified working environment.

The Group has established a 4-stage supplier management cycle applicable to all suppliers (see figure below), serving as the cornerstone for practicing sustainable supply chain governance. Through institutionalized management mechanisms and continuous monitoring, we ensure that the fundamental rights of every worker in the value chain are protected, further strengthening the enterprise’s competitiveness and trust in global sustainable development and responsible supply chain management.



Figure 14: 4-Stage Supplier Management Cycle

(1) Human Rights Management of Dispatched Personnel

1. Risk Management and Response Measures

The Group profoundly understands that dispatched personnel involve multi-party rights and obligations, presenting unique characteristics and potential risks in human rights management. Consequently, the Group utilizes the 4-stage supplier management cycle to implement comprehensive human rights management, spanning from source control and continuous monitoring to deep intervention and clear performance-based direction.

Stage 1: Evaluation and Certification — Source Control: Focusing on source management, the Group conducts rigorous qualification reviews through cross-functional teams including HR, legal, and procurement when selecting labor dispatch suppliers. We ensure partners possess legal qualifications and commit to complying with the Group’s Human Rights Policy and Code of Conduct (CoC). The signed Dispatched Labor Service Agreement is not merely a commercial contract but a human rights pledge; it explicitly mandates that suppliers shall not charge any fees to job seekers, shall not transfer unreasonable costs to employees, and must guarantee fundamental rights such as equal pay for equal work and free choice of employment to prevent exploitation at the systemic level.

Stage 2: Performance Monitoring — Continuous Tracking: Compliance is an ongoing process. In terms of regulatory compliance, the Group has promoted the conversion to standard contracts; as of June 2025, over 80% of major suppliers have completed the signing. Regarding employee well-being, we introduced the Apartment+ Smart Apartment Service Platform, utilizing digital tools to enhance quality of life. This platform provides self-service features such as online repairs and dormitory relocation while allowing real-time monitoring of dormitory management indicators, strengthening suppliers’ fulfillment of responsibilities regarding living conditions. Furthermore, the Group ensures the implementation of labor rights through periodic audits and KPI monitoring, integrating employee feedback into the supplier evaluation mechanism.

Stage 3: Audit and Guidance — Deep Intervention: Moving beyond passive supervision, the Group conducts on-site audits involving document reviews and employee interviews to understand actual management conditions. We also include suppliers in Human Rights Due Diligence pilots and sustainable value chain projects. Through workshops and best-practice sharing, we assist suppliers in elevating their management capabilities from basic compliance to excellence.

Stage 4: Merit-based Rewards and Elimination — Clear Orientation: A transparent mechanism is vital. Suppliers excelling in employee care, communication transparency, and talent cultivation are recognized through the Hon Hai Sustainability Award to encourage a virtuous cycle. Conversely, for those failing to improve significant deficiencies, the Group initiates risk warnings and exit mechanisms to ensure the resilience and sustainability of the overall supply chain.

2. Human Rights Issue Education and Training

The Group continues to deepen collaboration and management of labor dispatch suppliers. Through standardized training with a Group-wide perspective and rigorous annual assessments, we comprehensively enhance service quality, management levels, and compliant operations. We ensure all dispatched personnel complete mandatory pre-onboarding training and pass assessments, effectively strengthening professional capabilities in recruitment, wages and benefits, and labor dispute handling to solidify the foundation of labor cooperation.

Hon Hai conducted two specialized training sessions for core personnel of labor dispatch companies, focusing on two major themes:

Topic 1: Group Labor Dispatch Management Standards and Recruitment Compliance Practices: This systematically interprets the Group’s Dispatched Worker Discipline Management Regulations and related policies. Combined with recruitment process management practices, it emphasizes dispatch management standards, recruitment requirements, and legal common sense to ensure processes comply with both Group standards and local regulations.

Topic 2: Labor Dispute Handling and Social Security Practices: This focuses on labor dispute resolution and the practical operations of the China’s statutory “five social insurances and one housing fund” scheme. By analyzing mass incident cases, it delves into payment standards and entitlement issues to enhance suppliers' ability to handle complex labor situations.

These Group-led initiatives significantly improve the skills and management levels of HR dispatch personnel, consolidating the legal, compliant, and efficient management of dispatched personnel and demonstrating Hon Hai’s commitment as a responsible enterprise.



(2) Supplier Human Rights Management

Hon Hai profoundly believes that human rights values should extend to the entire supply chain and industry chain partners to collectively establish an operational culture of respect and trust. With respect for fundamental human rights at its core, the Group is dedicated to creating a safe and dignified working environment and driving positive, long-term social impact. To this end, the Group has formulated the Supplier Social and Environmental Responsibility Code of Conduct, covering key dimensions such as labor, Occupational Health and Safety (OHS), environment, ethics, and supply chain management. These requirements are explicitly incorporated into contract terms and the Environmental Protection and Social Responsibility Undertaking to ensure partners align on responsibility awareness and codes of action.

1. Risk Management and Response Measures

In accordance with ISO 20400 Sustainable Procurement Guidance, Hon Hai has established a supply chain human rights and labor risk assessment mechanism. Among the primary risks assessed in 2024, human rights and labor standards were identified as two key issues. Management utilizes a dual-track approach involving contracts and audits, incorporating the RBA Code of Conduct and the Supplier Code of Conduct into agreements. The Undertaking further extends human rights requirements to components, explicitly prohibiting child labor, forced/prison labor, and retaliation against whistleblowers. Furthermore, an anonymous grievance mechanism with anti-retaliation protections has been established.

2. Supplier Due Diligence Methodology and Assessment Results

In daily supply chain management, Hon Hai actively practices Supplier Human Rights Due Diligence following the RBA Code of Conduct and utilizing the RBA Validated Assessment Program (VAP) tool. These audits are conducted by teams comprising personnel from procurement, HR, OHS, and environmental protection departments. Human rights performance is integrated into Supplier ESG Performance Evaluations, requiring supporting evidence for verification, which ultimately influences supplier rankings. The Group maintains a strict zero-tolerance policy for high-risk issues, such as the use of child labor or forced labor.

In 2024, we implemented Social and Environmental Responsibility (SER) audits focusing on labor and OHS for significant suppliers using the RBA VAP methodology, completing audits for 455 companies. A total of 2,788 non-conformities were disclosed, with human rights and labor-related issues accounting for approximately 76% (OHS at 42.76%; Labor at 33.39%). These issues primarily centered on working hours, emergency preparedness, work-related injuries and diseases, OHS, and wages and benefits. Suppliers involved in zero-tolerance scenarios (e.g., child labor, forced/prison labor) are immediately disqualified. For other findings, suppliers must implement improvements and undergo re-examination within a specified timeframe, achieving a cumulative improvement rate of 90%.

Additionally, 45 suppliers completed third-party RBA VAP audits in 2024; the non-conformance rate for Tier 1 suppliers was 6.7%, with a 100% corrective action implementation rate. The sole priority non-conformance—excessive working hours—was resolved by June 2025. Capacity building was further strengthened through CoC/RBA education and training, with 373 suppliers and 195 upstream suppliers completing the courses. Comprehensive risk assessment results indicate that Human Rights Due Diligence was the primary risk issue for 2024 and has been integrated into regular management and tracking. For details, please refer to the 2024 Supplier Responsibility Report.

3. Supplier Audit Mechanism

The audit mechanism utilizes the RBA VAP methodology for SER audits. The audit team, composed of Supplier Compliance and ESG Management units along with HR, OHS, and environmental departments, focuses on five major dimensions: labor, OHS, ethics, environment, and supply chain management.

Suppliers involved in zero-tolerance deficiencies—such as using child labor, forced/prison labor, or providing false information—will have their qualifications revoked. Other deficiencies require improvement and re-examination based on severity (Critical: 1 month; Major: 3 months; Minor: 6 months). Audit results are integrated into ESG performance evaluations and annual rankings. For underperformers, improvement plans are initiated, and procurement shares may be adjusted by 2-5%; high-performing suppliers receive public recognition. In the labor dispatch sector, campus HR conducts regular and irregular audits focusing on dormitory management and fees, social/commercial insurance coverage, and recruitment compliance to safeguard labor rights.



4. Supplier Human Rights Training and Capacity Building

The Group believes that systematic education and training are key to enhancing supplier social responsibility. In 2024, three training sessions on the Code of Conduct (CoC) and RBA Code of Conduct were successfully held, strengthening suppliers' awareness and implementation capabilities in labor rights, environmental protection, occupational safety, and business ethics. To enhance efficiency, an "Education and Training Module" was established on the Supplier ESG Digital Management Platform, promoting online learning and testing. Suppliers are also encouraged to extend these courses to their upstream partners, expanding the influence of the Group's responsibility philosophy to Tier 2 and Tier 3 supply chains. In 2024, 373 suppliers (including 200 significant suppliers) completed CoC training, with 195 upstream suppliers also participating.

5. Key Supplier Issues — Occupational Health and Safety (OHS)

OHS is a core area of concern shared by the Group and its suppliers. Hon Hai requires strict adherence to OHS standards in the RBA Code of Conduct and the Supplier Social and Environmental Responsibility Code of Conduct, covering occupational safety, emergency preparedness, occupational injury and illness prevention, industrial hygiene, physically demanding work, machine safeguarding, public health, food and housing conditions, and OHS communication. Through regular audits, performance evaluations, and new supplier assessments, we ensure compliance. Suppliers entering campuses must sign the Supplier Safety Management Agreement, clarifying responsibilities in personnel management, logistics, equipment and operational safety, fire safety, and incident response.

Regarding chemical management, we actively promote ISO 45001 implementation for high-risk chemical suppliers. In 2024, the coverage rate for high-risk contractors reached 80% (40 suppliers with potential high risk from hazardous chemicals obtained ISO 45001 certification). For 16 high-risk chemical suppliers in the semiconductor raw materials sector, the Group plans to encourage ISO 45001 certification starting in 2025, with a target coverage rate of 100%.



7. Conclusion and Future Outlook

This Human Rights Due Diligence initiative proceeded from our global operational sites. By leveraging our governance framework, technological tools, and local insights, we have established Hon Hai's foundational inventory and identification capabilities in human rights management. Throughout this process, we have observed differences in working environments, operational characteristics, and risk exposure among various regions and employee types. We have also witnessed the dedication and potential of our operating units in system implementation and iterative improvements. This report serves not only as a record of risk identification results but also as an accumulation of governance capability, laying a vital foundation for deepening subsequent management.

Looking ahead, we will utilize the insights from this due diligence as a starting point for continuous improvement. We will progressively expand the assessment scope and deepen the standardization of processes and due diligence to ensure that human rights management achieves consistent and reproducible implementation across our global sites. Simultaneously, we will continue to strengthen cross-departmental collaboration, local capacity building, and the maturity of our governance mechanisms to enhance identification precision, shorten improvement cycles, and ensure that employee feedback and lived experiences are continuously integrated back into the management process.

Hon Hai firmly believes that human rights management is not only a matter of complying with international norms but also a significant source of long-term corporate resilience. In the future, we will continue to uphold the spirit of "anchoring with governance, empowering with technology". We will enhance transparency, dialogue, and systematic improvements to ensure that "respect, safety, and fairness" become the consistent standards for Hon Hai's global operations. While continuously elevating our governance capabilities, we will work alongside global partners to build a more inclusive and sustainable ecosystem.



Appendix

Summary of Human Rights Issues of Concern and Corresponding Content at Hon Hai Group

Category	Human Rights Issue of Concern	Policy Names	Summary of Content	Corresponding Detailed Regulations
Human Rights	Forced Labor	Chapter on Employee Human Rights	Strictly prohibit forced labor; reject human trafficking and slavery.	<ul style="list-style-type: none"> Code of Conduct for Integrity Management Attendance and Leave Management Regulations Recruitment and Appointment Operating Procedures Foxconn Responsible Mineral Sourcing Statement
		Code of Conduct (CoC)	<p>Freely Chosen Employment: Do not employ workers who are forced, bonded (including debt bondage), indentured, or subject to involuntary/exploitative prison labor, slavery, or human trafficking.</p>	
		Standards of Responsibility		
		Supplier Social and Environmental Responsibility Code of Conduct		
	Child Labor	Chapter on Employee Human Rights	Implement protection for young workers and prohibit the use of child labor.	<ul style="list-style-type: none"> Code of Conduct for Integrity Management Recruitment and Appointment Operating Procedures Foxconn Responsible Mineral Sourcing Statement
		Code of Conduct (CoC)	<p>Child labor shall not be used in any stage of manufacturing. "Child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country/region, whichever is highest among the three.</p>	
		Standards of Responsibility		
		Supplier Social and Environmental Responsibility Code of Conduct		
	Working Hours	Chapter on Employee Human Rights	Comply with laws and regulations regarding working hours and wages; establish reasonable and fair working conditions and pay wages on time.	<ul style="list-style-type: none"> Attendance and Leave Management Regulations Overtime Management Regulations
		Code of Conduct (CoC)	<p>Working hours shall not exceed the maximum set by local law. Furthermore, except in emergency or unusual situations, a workweek shall be restricted to 60 hours, including overtime. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.</p>	
		Standards of Responsibility		
		Supplier Social and Environmental Responsibility Code of Conduct		
Equality, Anti-Discrimination, and Anti-Harassment	Chapter on Employee Human Rights	<ul style="list-style-type: none"> Curb any form of unlawful discrimination; ensure fair work opportunities and non-differential treatment. Promoting sustainability and attaching importance to labor rights under Just Transition. Hon Hai ensures fair employment opportunities for indigenous people, women, migrant workers, contract workers, people with disabilities and disadvantaged groups, etc. 	<ul style="list-style-type: none"> Workplace Sexual Harassment Prevention Measures, Complaint, and Disciplinary Regulations 	
	Code of Conduct (CoC)	<ul style="list-style-type: none"> Maternity and Health Protection for Female Employees: Commit to protecting the rights and health of female employees, providing health protection at work, parental leave, social welfare, and lactation leave, while protecting them from dismissal or discrimination due to pregnancy. Non-Discrimination / Non-Harassment: Commit to ensuring all employees are free from harassment and illegal discrimination. Employees shall not be discriminated against or harassed based on race, color, nationality, age, gender, sexual orientation, gender identity and expression, ethnicity, etc., in recruitment and employment processes (such as wages, promotion, rewards, and training opportunities). 		
	Standards of Responsibility			
	Supplier Social and Environmental Responsibility Code of Conduct	<ul style="list-style-type: none"> Commit to ensuring all employees are free from harassment and illegal discrimination. Employees shall not be discriminated against or harassed based on race, color, nationality, age, gender, sexual orientation, gender identity and expression, ethnicity, etc., in recruitment and employment processes (such as wages, promotion, rewards, and training opportunities). 		

Category	Human Rights Issue of Concern	Policy Names	Summary of Content	Corresponding Detailed Regulations
Compensation	Compensation	Chapter on Employee Human Rights	Follow laws regarding working hours and wages; set fair working conditions and pay on time.	<ul style="list-style-type: none"> Group Annual Salary Adjustment General Principles Year-end Bonus Distribution Operating Procedures Group Annual Promotion and Salary Adjustment General Principles for Professional Employees Salary Standards and Operating Specifications for Professional Employees (Taiwan Region)
		Code of Conduct (CoC)	Compensation paid to employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime, and legally mandated benefits.	
		Standards of Responsibility		
		Supplier Social and Environmental Responsibility Code of Conduct	Suppliers shall pay workers compensation that complies with all applicable wage laws.	
Occupational Health and Safety	Occupational Health and Safety (OHS)	Chapter on Employee Human Rights	Provide a dignified, safe, healthy, and harassment-free work environment.	<ul style="list-style-type: none"> Emergency Response Procedures for Employee Safety Incidents
		Code of Conduct (CoC)	The Group recognizes that a safe and healthy work environment improves the quality of products and services, enhances production, increases employee retention and morale, and reduces work-related injuries and illnesses. To this end, the Group commits to obtaining and maintaining all necessary health and safety permits and complying with regulations to establish a safe and healthy environment. These codes reference recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health.	
		Standards of Responsibility		
		Supplier Social and Environmental Responsibility Code of Conduct	Suppliers should understand that continuous employee input and education are essential to identifying and resolving health and safety issues in the workplace.	
Communication	Collective Bargaining	Code of Conduct (CoC)	Freedom of Association: In accordance with local laws, respect the rights of employees to freely associate, join unions, seek collective bargaining, and assemble peacefully, as well as the right to refrain from such activities.	Employee Handbook
		Standards of Responsibility		
	Grievance Channels	Chapter on Employee Human Rights	<ul style="list-style-type: none"> Provide effective and diverse channels, including anonymous options, allowing stakeholders to offer suggestions, file grievances, or report any violations or ethical concerns to Hon Hai. Protect complainants from unlawful harm and uphold business ethics. 	<ul style="list-style-type: none"> Employee Feedback and Grievance Management Regulations Management Regulations for Important Employee Incident Personnel Review
		Code of Conduct (CoC)	Establish a continuous and viable process (including effective grievance mechanisms) to assess employees' understanding of and feedback on the practices and terms covered by these codes, as well as any non-compliance, while promoting continuous improvement.	
		Supplier Social and Environmental Responsibility Code of Conduct	Provide workers with a safe environment to voice grievances and provide feedback without fear of retaliation.	

