

# FOXCONN Technology Q4'25 VAP Audits

FINAL REPORT ON FOXCONN TECHNOLOGY Q4'25 RBA VAP AUDITS

RESPONSIBLE BUSINESS ALLIANCE | 1725 DUKE ST. STE. 300 ALEXANDRIA VA. USA



## Report on FOXCONN Technology Q4'25 RBA VAP Audits

### Overview

As a critical enterprise within the global electronics supply chain, Foxconn has maintained active membership in the Responsible Business Alliance since 2005, contributing to industry working groups, pilot programs, and multi-stakeholder initiatives. The RBA Code of Conduct establishes a comprehensive framework for environmental, social, and ethical performance across the sector.

To operationalize these expectations, the Validated Assessment Program (VAP) provides a rigorous, third-party audit mechanism designed to verify conformance through extensive document review, worker and management interviews, and on-site observations. The program's strength lies in its structured triangulation methodology and the use of independently trained and qualified auditors, ensuring a high degree of credibility and consistency across geographies.

In alignment with its long-term sustainability strategy, Foxconn has positioned the VAP not solely as a compliance tool, but as a governance mechanism to drive operational discipline, risk visibility, and continuous improvement across its global footprint.

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### Scope

Foxconn initiated its structured third-party audit program in 2023, focusing on key manufacturing sites in Mainland China and India. Building on this foundation, the program expanded in 2024 to include Vietnam, Malaysia, and Mexico, reflecting a deliberate shift toward broader geographic coverage and increased supply chain transparency.



The expansion continued in 2025 with the inclusion of Brazil and additional operations in India, resulting in a diversified audit footprint spanning Mainland China, Vietnam, India, Mexico, and Brazil. This phased approach demonstrates a clear progression from targeted implementation to a more comprehensive global deployment.

For the 2025 audit cycle, a total of nine facilities were selected for third-party assessment. Site selection was based on a structured risk-informed methodology, incorporating factors such as operational complexity, workforce size, geographic risk exposure, and historical stakeholder concerns. This ensured that audit resources were prioritized toward locations with the highest potential impact from both a compliance and ESG risk perspective.

All audits were conducted by independent RBA-approved audit firms using the standardized RBA VAP methodology to ensure consistency, objectivity, and comparability across sites.

In parallel, a broader set of facilities continues to undergo independent VAP audits as part of routine compliance management, reinforcing consistency and scalability across the organization.

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## Results

By the end of 2025, Foxconn had completed 85 VAP audits across 65 facilities worldwide, reflecting a substantial expansion of its assurance program. Of these sites, 6 achieved Platinum recognition, 2 achieved Gold, and 33 achieved Silver, indicating various levels of management-system maturity and control effectiveness.

These results highlight both the progress achieved and the ongoing opportunity to strengthen performance across the network. The distribution of ratings underscores the importance of continued investment in management systems, workforce engagement, and corrective action effectiveness to drive higher levels of conformance.

This report presents a focused summary of the audit findings from the nine facilities included in the 2025 third-party audit program. It is intended to provide the Board and ESG stakeholders with a clear view of key risks, systemic trends, and priority areas for improvement, while reinforcing Foxconn's commitment to transparency, accountability, and continuous advancement of responsible business practices.



Location	Audited Facility	Audit Firm	2025 Audit Dates	Status*	Score comparison to previous initial audit
Zhengzhou, Henan, China	Hong Fu Jin Precision Electronics (Zhengzhou) Ltd.	Intertek	Nov. 24-28	CAP	+9.3
Kanchipuram district, Tamil Nadu, India	Foxconn Hon Hai Technology India Mega Development Pvt Ltd.	BSI	Dec. 15-19	CAP	+15.3
Chengdu, Sichuan, China	Hongfujin Precision Electronics (Chengdu) Co., Ltd.	Intertek	Dec. 2-5	Silver/CAP	+46.2
Zhengzhou, Henan, China	Fulian Yuzhan Technology (Henan) Co., Ltd.	Intertek	Dec. 16-19	Silver/CAP	+12.5
Yantai City, Shandong, China	Hong Fu Jin Precision Electrons (Yantai) Co., Ltd.	Intertek	Dec. 22-25	Silver/CAP	**
Bangalore, Karnataka, India	Foxconn Hon Hai Technology India Mega Development Pvt Ltd.	BSI	Dec. 8-12	CAP	**
Chihuahua, Chihuahua, Mexico	FIH Mexico Industry S.A. DE C.V.	VeLaR INTL SAS	Jan. 26-28	Silver/CAP	+39.9
Hai Phong, Hai Phong, Vietnam	FIT-Voltaira Viet Nam Limited Liability Company	Eurofins Assurance Hong Kong Limited	Dec. 22-25	CAP	**
Jundiaí, SP, Brazil	Foxconn Brasil Industria e Comercio LTDA	VeLaR INTL SAS	Dec. 15-18	Platinum	**

\* CAP = Facilities designated as CAP status are actively progressing through the RBA Corrective Action Process in accordance with standard VAP methodology, Silver = Recognition due to scoring 160+/200, Platinum = Recognition due to scoring 200/200.

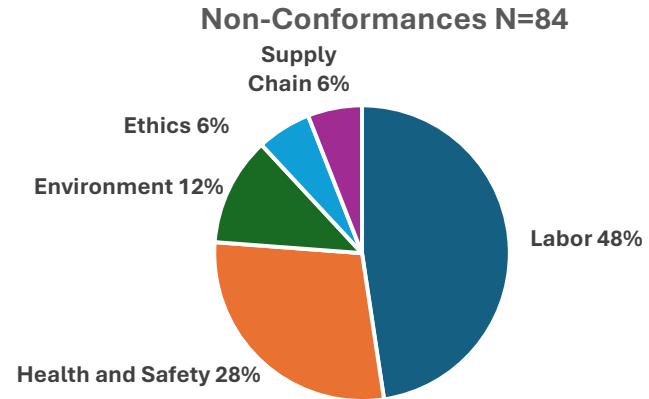
\*\* = First Initial Audit



Aspect	Approach
Group name	Hon Hai Technology Group
Auditing parties	BSI, Eurofins Assurance Hong Kong Limited, Intertek, VeLaR INTL SAS
Auditing standard	RBA VAP 8.0.2
Audit method	On-Site Investigation: Site observation (internal and external), document review, management interviews, worker interviews
Audit scope	All sections of the RBA Code of Conduct: Labor rights, occupational health and safety, environmental protections, corporate ethics, management systems, supply chain responsibility
Audit person-days	121
Number of employees interviewed	1,279

**Combined 9-site conformance and non-conformance levels**

Code Section	Non-Conformances			Conformances	
	Priority	Major	Minor	Conformance	Conformance Rate
Labor	0	29	11	207	83.8%
Health and Safety	0	20	4	186	88.6%
Environmental	0	9	1	143	93.5%
Ethics	0	2	3	139	96.5%
Supply Chain	0	5	0	57	91.9%
<b>Total for 9</b>	<b>0</b>	<b>66</b>	<b>18</b>	<b>732</b>	<b>89.7%</b>



While Major and Minor findings were identified, all findings are being addressed through formal Corrective Action Plans under the RBA VAP framework.



Highlights

- No priority non-conformances were reported.
- **Conformance strengths:** Environmental protection conformance remained strong at 93.5%, and corporate ethics conformance reached 96.5%.
- **Top-performing first-time audit:** Foxconn Brazil Industria e Comercio achieved the highest score among first-time audits and earned Platinum recognition.
- **Silver recognition:** Hong Fu Jin Precision Electrons (Yantai) Co., Ltd., Hongfujin Precision Electronics (Chengdu) Co., Ltd., Fulian Yuzhan Technology (Henan) Co., Ltd. and FIH Mexico Industry S.A. DE C.V. achieved silver status.
- **Repeat-audit progress:** Five sites completed a second VAP audit and improved their overall scores by an average of 19.1% compared with their previous initial audits.
- **Section-level trends:** The table below shows code-section conformance improvements for the five sites that completed consecutive VAP audits in 2025.

	Overall conformance rate variation	% of conformance variation by section compared to previous VAP audit				
		Labor	Health and Safety	Environment	Ethics	Supply chain
Hong Fu Jin Precision Electronics (Zhengzhou) Ltd.	2%	10%	0%	0%	0%	0%
Hong Fu Jin Precision Electronic (Chengdu) Ltd.	10%	10%	20%	13%	0%	0%
Fulian Yuzhan Technology (Henan) Co., Ltd.	4%	15%	0%	0%	0%	0%
FIH Mexico Industry S.A. DE C.V.	8%	-3%	0%	0%	23%	133%
Foxconn Hon Hai Technology India Mega Development Pvt Ltd. (Tamil Nadu site)	1%	8%	37%	-24%	-13%	0%

**Planned Focus Area**

Site-level analysis. Overall conformance and performance by section.

	Overall Conformance	Conformance by section of the RBA Code of Conduct				
		Labor	Health and Safety	Environment	Ethics	Supply chain
Hong Fu Jin Precision Electronics (Zhengzhou) Ltd.	91%	81%	96%	94%	100%	86%
Foxconn Hon Hai Technology India Mega Development Pvt Ltd. (Tamil Nadu site)	85%	88%	80%	76%	88%	100%
Hong Fu Jin Precision Electronic (Chengdu) Ltd.	93%	81%	100%	100%	100%	86%
Fulian Yuzhan Technology (Henan) Co., Ltd.	93%	85%	96%	100%	100%	86%
Hong Fu Jin Precision Electrons (Yantai) Co., Ltd.	95%	81%	100%	100%	100%	100%
Foxconn Hon Hai Technology India Mega Development Pvt Ltd. (Bangalore site)	77%	83%	48%	76%	100%	100%
FIH Mexico Industry S.A. DE C.V.	96%	90%	96%	100%	100%	100%
FIT-Voltaira Viet Nam Limited Liability Company	77%	63%	78%	94%	81%	71%
Foxconn Brasil Industria e Comercio LTDA	100%	100%	100%	100%	100%	100%
<b>Overall</b>	<b>90%</b>	<b>84%</b>	<b>89%</b>	<b>93%</b>	<b>97%</b>	<b>92%</b>

The data suggests the organization overall has established foundational compliance systems, but implementation maturity varies across sites and code elements.

The largest improvement opportunities are concentrated in Labor management systems, Health and Safety operational controls and Supplier management effectiveness



Labor Management Systems continued to represent one of the areas with the highest concentration of findings; however, the Group demonstrated measurable progress in 2025. Across the nine sites audited, the overall labor conformance rate improved to 83.8%, compared with 82.0% in 2024, while major non-conformances decreased by 7, from 36 to 29. Among the five facilities that completed a second consecutive VAP audit, four achieved notable improvements in labor conformance, with increases ranging from 8% to 15%. The Group-wide average labor conformance rate of 84% is consistent with industry benchmarks for manufacturers at comparable stages of management system maturity, indicating steady progress while also highlighting opportunities to further strengthen implementation. Going forward, the Group will continue to focus on enhancing Labor Management Systems through stronger operational controls, improved worker engagement, more effective monitoring, and continued management system implementation.

Health and Safety showed the greatest variability across audited sites, with performance ranging from full conformance to areas requiring further strengthening of Health and Safety management systems. This range indicates that, while some sites have achieved strong implementation, maturity levels remain inconsistent across audited sites. Based on the audit results, the Group will provide targeted support to selected sites, with particular focus on strengthening labor management systems, reinforcing health and safety controls, and improving supplier management effectiveness.

### **Corrective Action Commitment.**

The Group has initiated Corrective Action Plans for all applicable findings and will monitor closure through internal governance, site accountability, and periodic follow-up reviews. The company remains committed to strengthening responsible business practices across its global operations.

### **End of Report**