

Contest rules of FOXCONN STARS 2023 and the supplementary contest Voters Lottery

this documents defines the rules (hereafter referred to as „**Rules**“)
of the „FOXCONN STARS 2023“ contest and the supplementary contest “Voters Lottery 2023” (hereafter referred to as
„**Contests**“)

1. Organiser

- 1.1 The Contests’ organiser is Foxconn European Manufacturing Services s.r.o. IN: 25965361, U Zámečku 27, Pardubičky, 530 03 Pardubice, registered with the Regional Court in Hradec Králové, section C, number 17934 (hereafter referred to as „**Organiser**“).

2. Contests’ Rules

- 2.1 All **permanent employees** of the following companies can participate in the Contests: Foxconn European Manufacturing Services s.r.o. (IN: 25965361), Foxconn Technology CZ s.r.o. (IN: 27516032), FOXCONN CZ s.r.o. (IN: 25938002), GLOBAL SERVICES SOLUTIONS s.r.o. (IN: 27524850), Foxteq CZ s.r.o. (IN: 17405459) and SafeDX s.r.o. (IN: 04585119). They have to be over 15 years of age and meet conditions defined in these Rules (hereafter referred to as „**employees**“ or „**employee** “). Purchase of goods or services or payment is not required to participate in the contest.
- 2.2 Contests will take place through the myFox system (hereafter referred to as „**myFox**“) at <https://myfoxconn.cz> (hereafter referred to as „**Contest website**“). Information regarding the contests will be available in the Manuals section of the website and at Foxportal.
- 2.3 Participation in the Contests is voluntary. By participating in the Contests, employees agree to these Rules and commit to following them.
- 2.4 **The FOXCONN STARS 2023 contest:**

Round 1

Duration: **20.9. - 8.10.2023**

- Employees vote for the best employee (colleague) in two groups: DL group and IL group.
- In each group, employees vote for the best employee (colleague) in 4 categories: development of people, development of citizenship, development of processes, development of technology.
- Each employee can therefore submit 8 votes in total in this round of the contest (1 vote in each category in each group).
- Employees can vote across business groups.
- Employees can’t vote for themselves.

The top 5 employees who receive the most votes in round 1 in a category (in the given category and a business group in the Czech Republic – D group, G group, F group) (hereafter referred to as „**Nominated employee**“) will be asked to confirm their participation in FOXCONN STARS 2023 by agreeing to these Rules. If an employee gets nominated in multiple categories, they will participate in the category in which they received the most votes. Participation in FOXCONN STARS 2023 is voluntary – if the Nominated employee refuses to participate or does not confirm their participation in time, they will be disqualified from the FOXCONN STARS 2023 Contest. In such case, the employee with the next highest amount of votes in the given category (in the given group and business group) will replace the original Nominated employee if they meet the above requirements.

Round 2

Duration: **13.11. - 30.11.2023**

- Employees can only vote for Nominated employees.
- Each employee can submit up to 8 votes in this phase of the contest (1 vote in each category in each group – categories and groups remain the same as in round 1).

2.4.1. Voting will be done via a form made available by the Organiser during each round of FOXCONN STARS 2023 at <https://myfoxconn.cz> in the My profile section, under the Foxconn Stars tile. Winners will be announced during December 2023.

2.4.2. Each employee can submit 1 vote in the Contest in each category in each group (hereafter referred to as „**Voter**“). Voters cannot vote for themselves in the Contest.

2.4.3. A vote in the Contest is submitted by correctly filling out the form and submitting it (hereafter referred to as „**Vote**“). The voting form contains these items:

- a) Group (DL/IL) to which the chosen employee (Round 1) or the Nominated employee (Round 2) belongs to – first step of the selection;
- b) Nomination category – selected from 4 categories;
- c) Name and surname of the chosen employee (Round 1) or the Nominated employee (Round 2);
- d) Pracovní pozice a business group, do které vybraný zaměstnanec (1. kolo) nebo Nominovaný zaměstnanec (2. kolo) spadá – vyplní se automaticky v případě řádného vyplnění předcházejících bodů;
- e) Job title and business group of the chosen employee (Round 1) or the Nominated employee (Round 2) – will be filled out automatically if the previous points were filled out correctly;
- f) Reason (hereafter referred to as „**Comment**“) – it is necessary to state reasons why you are voting for the employee – the Voter must not enter personal information in this field.

2.4.4. The Voter is responsible for filling out the voting form correctly, namely:

- a) The Vote must not contain offensive, undignified, or otherwise inappropriate statements;
- b) The Vote must not contain parts infringing third parties' rights, e.g. copyright and other intellectual property violations;
- c) The Vote must not contain concealed advertisements;
- d) The Vote must not damage the Organiser or other person.

2.4.5. The Organiser reserves the right to exclude Votes that do not meet the conditions defined in the Rules from the Contest FOXCONN STARS 2023. However, they are not obliged to actively check for this. The Organiser is not responsible for any technical difficulties related to the Contest FOXCONN STARS 2023.

2.5 Supplementary contest Voters Lottery

2.5.1. Every Voter whose Vote in the FOXCONN STARS 2023 Contest was evaluated as valid by the organiser is entered in the lottery.

3. Winner announcement and prizes

3.1 FOXCONN STARS 2023 Contest:

3.1.1. In each business group (D, G, F) in the Czech Republic 5 finalists will be selected from each category from IL employees and 5 finalists will be selected from each category from DL employees. There will be 40 employees selected in each business group in total. The selection and rank of finalists will be determined based on the number of received Votes. Selected finalists (winners) within each business group in individual categories in each group will receive the following prizes:

Rank	Prize
1st place	ALZA.CZ voucher worth 20,000 CZK
2nd place	7,000 Cafeteria points
3rd place	5,000 Cafeteria points
4th place	1,500 Cafeteria points
5th place	1,000 Cafeteria points

3.1.2. All finalists will receive a certificate as a token of their achievement in the FOXCONN STARS 2023 Contest.

3.1.3. The organiser will contact the finalists by 9 December 2023 and will invite them to an award ceremony attended by top management that will take place for each group separately - in Pardubice for D group and G group, in Kutná Hora for F group. At the award ceremony, the finalists' ranking will be announced together with the prizes they'll receive.

3.1.4. For justifiable reasons, the winners can be announced in their absence (e.g. illness, vacation) – in this process, the Organiser makes decisions and judges reasons.

3.1.5. Winners must receive prizes in the assigned place and time – D group and G group in Pardubice, F group in Kutná Hora.

3.2 Supplementary contest Voters Lottery 2023

3.2.1. The winner will be determined by a closed draw held by the Organiser. The draw will involve:

- a) drawing 5 winners from all Voters in Round 1 of the FOXCONN STARS 2023 contest from each business group (D, G, F), i.e. 15 winners in total;
- b) drawing 5 winners from all Voters in Round 2 of the FOXCONN STARS 2023 contest from each business group (D, G, F), i.e. 15 winners in total.

3.2.2. Prize in the supplementary contest Voters Lottery 2023:

30x ALZA.CZ voucher worth 1,500 CZK

3.2.3. Each Voter can win a maximum of 1 prize in the supplementary contest Voters Lottery 2023. In the event that one Voter is drawn more than once, these other drawn Votes will not be taken into account, and the Organizer is entitled to draw an alternate winner for each such vote.

3.2.4. Winners of the supplementary contest Voters Lottery 2023 will be announced on Foxportal. The Organiser will contact winners within 14 days of the FOXCONN STARS 2023 contest ending.

3.2.5. If a winner wants to claim the prize, they must agree with the Organiser to pick up the prize in person at the HR department in Foxconn Pardubice or Foxconn Kutná Hora **within 10 days of the contact** – the Organiser will suggest possible dates of pick-up.

3.2.6. If the winner does not contact the Organiser within the set deadline or if they do not pick up the prize in time, they lose their entitlement to the prize and the prize is given over to the Organiser.

3.3 Prizes in the Contests are in the form of gifts. As a result, the Organiser does not provide warranty and is not responsible for possible faults.

4. License and personal data protection

4.1 Winners agree that the Organiser can document the process of prize giving as well as the Winner themselves by taking photos. These photos can be subsequently processed and published in standard communication channels, mainly within the Organiser's premises, website, company magazine, and social media (e.g. Facebook, Instagram, LinkedIn, Twitter, YouTube, TikTok). The Winners also agree that the Organiser can process and publish (in a similar manner) their name, surname, business group, job title, position type (IL/DL), category, and the contents

of their Votes (including comments). In terms of publishing contents of Votes, the Organiser can publish their parts, and also edited content.

- 4.2 Voters agree to the Organiser processing and publishing contents of their Votes, including any comments. This can be done via standard communication channels, mainly within the Organiser's premises, website, company magazine, and social media (e.g. Facebook, Instagram, LinkedIn, Twitter, YouTube, TikTok). In terms of publishing contents of Votes, the Organiser can publish their parts, and also edited content.
- 4.3 Winners and Voters give the Organiser an exclusive, time-unlimited and place-unlimited license to all the above uses. This includes the ability to sublicense. Such licenses are provided free of charge.

5. Processing of personal data

- 5.1 The purpose and extent of processing of personal data. The Contest's participants agree to have their personal data processed by the Organiser in accordance with these Rules. The Organiser will use the provided personal data as the data controller for the purpose of organising the Contest and promoting the Organiser and the Foxconn group, including its individual divisions (organisational units). Personal data will be processed mainly within the Organiser's premises, on the website, company magazine, and social media (e.g. Facebook, Instagram, LinkedIn, Twitter, YouTube, TikTok).

For the purpose of organising this Contest, the following personal data of the Contest's participants is processed: employee ID, name, surname, business group, job title, group (IL / DL), category, and Vote contents including comments. This personal data will be processed for the required period, until 31 March 2024 at the latest.

For the purpose of promotion, the same categories of personal data can be processed, including comments in individual Votes, and personal pictures in case of winners. These data will be processed on the basis of a separate Agreement on the use of photos and recordings concluded between the Organizer and the Contest participants, or on the basis of consent to processing provided in another form.

- 5.2 Security and adherence to regulations. The Organiser will proceed according to the currently-valid data protection laws when processing personal data, namely the Regulation (EU) 2016/679 of the European Parliament and of the Council („GDPR“) and Act 110/2019 Coll. The Organiser will take such precautions as to prevent an unauthorised or accidental access to personal data, their change, removal, loss, unauthorised transfer, unauthorised processing, and misuse.

The Organiser will not process the Contest's participants' data for the purpose of direct marketing and profiling and will not transfer the data to third countries. The Organiser can process personal information both manually and in an automated way. However, the Contest's participants will not be subjected on automated decision making, which would result in legal effects or which would affect them significantly.

- 5.3 Letter of rights. Each of the Contest's participants has all the rights resulting from the data protection regulations, mainly:
 - a) right of access to personal data – gain access to personal data and right to information whether their personal data is processed, in what extent, for what purpose, for what duration, etc.;
 - b) right to request correction of incorrect personal data;
 - c) right to deletion of personal data;
 - d) right to request to limit processing of their personal data if that data is inaccurate or if the processing is against the law and the data subject does not request deletion but limitation of processing, or if the data controller no longer needs them but data subject needs it to determine, execution, or defence of legal claims, or if the data subject objects against the data being processed;
 - e) right to object against processing of personal data;
 - f) right to request transferability of personal data – the data subject has a right to obtain their personal data in a structured, widely used, or machine-readable format if the processing is based on an agreement or performance of contract and is done automatically;
 - g) right to withdraw approval to process personal data; the withdrawal of consent does not affect processing of personal data before the withdrawal or if a different legal reason for processing exists;
 - h) right to complain to the The Office for Personal Data Protection (address: Pplk. Sochora 727/27, 170 00 Praha 7 – Holešovice).

- 5.4 Unwillingness to provide personal data. Every Contest participant has a right not to provide personal data. If they decide to do this and provision of personal data is the requirement for organising the Contest, they will not be able to participate in the Contest. If processing of personal data is required by law, the consequence of not providing them is governed by the law.

Employees who do not agree to participate in the Contest can inform the Organiser at the contact addresses listed below (or by sending an email to foxconnstars@cz.foxconn.com). In that case, the employee's participation in the Contest will end and their Votes deleted (if the announcement arrives after a round ends, the submitted votes will remain in the Contest but will lose their connection to the Voter). By withdrawing their participation in the Contest, any processing or publishing of personal data done prior to the submission to the Organiser is not affected, also not personal data processing which is still subject to legal cases.

- 5.5 Data processor's contact details, complaints. In case of doubts about the Organiser following the law, Contest participants can contact the Organiser at their headquarters (the Compliance department) or at GDPRInfo@emea.foxconn.com. Contest participants can also use this address to submit complaints, requests, and questions to the Organiser.

6. Final provisions

- 6.1 By participating in the Contest, employees do not become entitled to a remuneration or prize – the final decision regarding the method and handover or prizes lies with the Organiser.
- 6.2 The Organiser also reserves the right of final decision in all matters regarding the organisation and running of the Contest, including pausing it, ending it, and adjusting these Rules.

Part for Nominated employees of FOXCONN STARS 2023:

I confirm my participation in the Contest FOXCONN STARS 2023 and agree with its Rules.

Name and surname: _____

Employee ID: _____

Business group (D, G, F): _____

Signature: _____