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FOXCONN[®]

Office of Dr. Jay Lee
Board Member and Vice-Chairman

March 31, 2021

Dear Wisconsin Employees,

As we conclude the first quarter of this calendar year, I wanted to take a moment to share with you my thoughts on the state of our operations in Wisconsin. With Spring time upon us, the beauty of our Park inspires me everyday to work alongside each and everyone of you.

Everyday across our Park, work is underway that brings us closer to ushering an era of smart manufacturing, not only within our Park, but across our state and country. As we speak, additional manufacturing lines for data infrastructure hardware are going into the Smart Manufacturing Center and this week, Foxconn staff will begin to move into the HPCDC Globe.

Our presence in Wisconsin has also caught the attention of other businesses and investors who share our vision for a Park that is sustainable for business and community growth. In regards to Electric Vehicle (EV), ongoing contract discussions are underway with Fisker and we are currently working with our partners to make a strong business case for EV operations to take place here in Wisconsin and within our Park.

Foxconn is optimistic that an amendment to the WEDC Agreement is within reach. In response to market conditions that were unforeseeable three years ago, Foxconn formally came to the table with WEDC in August 2020 with a desire to lower taxpayer liability in exchange for flexibility that incentivizes future business development and job creation in Wisconsin.

This past month we witnessed acts of violence against those of Asian descent in Atlanta, Georgia. Many of us are Wisconsinites. Some of us are from beyond Wisconsin borders and even the borders of the United States of America. Regardless of your race, gender, age, disability, religion, sexual orientation, or nation of origin, you are welcomed here at Foxconn because of your entrepreneurial spirit and drive to contribute to our community and initiatives. If you have been or become a victim of workplace discrimination or harassment, please reach out to your business group HR representative.

We have also conducted our employee survey with a great response rate. Thank you for your participation. We are implementing the feedback from the survey to improve our communications, as well as our performance reviews because we are committed to making Foxconn a rewarding workplace for our employees. To help facilitate cross organizational initiatives from workplace culture to business and Park development, I have appointed Robert Schlaeger my Chief of Staff to coordinate and execute these efforts.

Lastly, many options are now available for vaccination. Let's work together to make Foxconn a COVID worry-free workplace, continue to take pride in your work, look after one another, communicate with your managers, and look forward to the next quarter to come.

Dr. Jay Lee
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