



Anti-Slavery and Human Trafficking Policy

FormFactor is committed to reducing potential human rights violations related to our supply chain and our own operations. Slavery and human trafficking can occur in various forms, such as forced labor, domestic and indentured servitude, sex trafficking, workplace abuse and child labor. In this Policy we use the terms “slavery and human trafficking” to encompass all forms of coerced labor.

FormFactor’s Commitments

We conduct our business in a socially responsible manner, respecting the law and universal human rights to benefit the communities where we work and live. The health and safety of our workforce and protection of communities and the environment is a key priority.

We strictly prohibit personnel and suppliers of goods or services from engaging in any activities related to slavery and human trafficking. This includes a prohibition against transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud.

FormFactor personnel and suppliers are required to cooperate in any review or investigation conducted by FormFactor of suspected wrongdoing under this Policy. FormFactor will take appropriate disciplinary action for violations of this Policy, up to and including discharge of employment or termination of the business relationship.

We will not knowingly use slavery and human trafficking in the production of our products or services supplied, and we will not accept commodities, products or services from suppliers that we believe may be engaged in acts of slavery and human trafficking.

Managing Supply Chain Risk

Suppliers are required to adhere to all applicable laws and to conduct their business in a manner consistent with FormFactor’s labor principles, including the elimination of slavery and human trafficking. These requirements are communicated through a variety of ways, including relevant contracts and FormFactor’s Code of Business Conduct. We expect our personnel and suppliers to always adhere to the letter, spirit and intent of these requirements and values.

Suppliers may be subject to detailed inquiries covering health, environmental and safety standards and compliance. Suppliers are required to implement controls to ensure they comply with their commitment to the requirements of this Policy, and FormFactor reserves the right to conduct reasonable audits of its suppliers to confirm compliance.

Expectations

FormFactor evaluates and takes action to address identified risks of slavery and human trafficking in our supply chain. We strive to set clear expectations for all of our suppliers, including those who provide direct materials and those who provide services. These expectations are part of FormFactor's Code of Business Conduct, which states: *"We conduct our business in a manner that respects the human rights and dignity of all. We support efforts to promote and protect human rights, including an absolute opposition to slavery and human trafficking. FormFactor expects its suppliers and contractors to comply with all applicable laws, including laws against slavery and human trafficking, and to act responsibly and ethically."* All personnel of FormFactor and its suppliers are expected to meet the standards and obligations in the Code of Business Conduct, which is available in multiple languages.

All of our suppliers are required to uphold our standards regarding the prevention of slavery and human trafficking, which include:

- We forbid the use of forced labor in the performance of any work and strictly prohibit any form of trafficking in persons
- Workers must not be charged fees or be required to pay deposits or bonds as a condition of obtaining employment
- Complete employment contracts must be provided to workers and written in the individual's native language
- Recruiters must comply with local labor laws in the country in which recruiting takes place

- Secure personal storage must be provided to workers who reside in any housing managed or arranged by the supplier or recruiter
- Workers must maintain control of their identification and immigration documents
- Workers must be able to voluntarily resign without the threat of punishment
- Workers must have freedom of movement; there cannot be any unreasonable restrictions

We expect our suppliers to inform us of any concerns or circumstances that would represent a conflict with the principles of our Code of Business Conduct, including those prohibiting slavery and human trafficking.

Reporting Concerns

FormFactor personnel, suppliers, and other stakeholders are encouraged to report in good faith any issues or concerns relevant to this Policy. Such reports can be made through a variety of channels including line management, human resources, the General Counsel, and using FormFactor's Raising Concerns Helpline available at www.formfactor.com/raisingconcerns.

Non-Retaliation Policy

FormFactor does not tolerate retaliation or threats of retaliation against anyone who raises a concern under this Policy, or who assists with an internal or governmental audit or investigation. Any personnel who engages in retaliation or threats of retaliation will face disciplinary action, up to and including termination of employment.

Continuous Efforts

Sustained awareness is necessary to eradicate all forms of slavery and human trafficking globally. FormFactor continues to pursue avenues to enhance its human rights due diligence and management of processes, including as they apply to suppliers. FormFactor strives to continuously adapt its capabilities and systems to address new challenges and opportunities related to the management of human rights risks to maintain its commitment to respecting individuals and communities.

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