



## Supplier Code of Conduct

Fabrinet expects its employees and its suppliers to conduct themselves in accordance with Fabrinet's Code of Conduct, which seeks to deter wrongdoing and to promote:

1. Honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
2. Full, fair, accurate, timely and understandable disclosure in reports and documents that the Company files with the United States Securities and Exchange Commission (the "SEC"), and in other public communications by the Company;
3. Compliance with all applicable governmental laws, rules and regulations;
4. Prompt internal reporting to an appropriate person or persons identified in the Code, of any and all violations of the Code; and
5. Accountability for adherence to the Code.

A copy of our Code of Conduct is located at <https://investor.fabrinet.com/governance>

In addition to our Code of Conduct, we expect our suppliers to operate in accordance with the principles of the Responsible Business Alliance ("RBA"), formerly the Electronic Industry Citizenship Coalition (EICC), Code of Conduct. The RBA Code of Conduct is a set of standards on social, environmental and ethical issues in the electronics industry supply chain, including responsible operations and management in labor, health & safety, environmental and ethics. The latest version of RBA Code of Conduct can be found at <http://www.responsiblebusiness.org/standards/code-of-conduct/>.

As part of our commitment to corporate social responsibility, and to respecting human rights in our operations and global supply chain, Fabrinet has adopted the RBA policy for conflict minerals and its reporting format. Because of this, we expect our suppliers to do so too, and to have policies and due diligence measures in place that will enable us to be reasonably sure that components and materials supplied to us are conflict-minerals free, so we in turn can assure our customers of that too. A copy of our Conflict Mineral Sourcing Policy is located at <http://fabrinet.com/services/supply-chain>.

Accordingly, all suppliers conducting business with or on behalf of Fabrinet are expected to abide by the Fabrinet Code of Conduct, the RBA Code of Conduct, and the Fabrinet Conflict Mineral Sourcing Policy.

If you have a good faith and reasonable belief that a Fabrinet employee or supplier has engaged or is engaging in conduct that is not in compliance with these Codes of Conduct and/or policies, or that otherwise gives rise to an ethics or compliance concern, please contact our ethics reporting hotline, **The Navex**. The Navex is an independent reporting system that is provisioned for receiving such reports in many different languages, including English, Thai and Chinese. Its services are available 24 hours a day, 7 days a week. You also and always may report any compliance concern by using the Compliance Reporting Hotline and the Web Reporting System via the Internet, by visiting <https://iwf.tnwgrc.com/fabrinet>.

Fabrinet solicits and needs your support to help it maintain the highest standards of ethical conduct. Following your review of this Code of Conduct, please sign the acknowledgement below, and return it

to your Fabrinet representative. This will assure us you have read and understand this Code, and you will assist Fabrinet in meeting these standards.

Sincerely,



\_\_\_\_\_  
Seamus Grady  
Chief Executive Officer, Fabrinet



\_\_\_\_\_  
Toh-Seng Ng  
Chief Compliance Officer, Fabrinet

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Please sign the acknowledgement below and return a copy of the signed document to Fabrinet's representative no later than \_\_\_\_\_ [insert date].

By signing this acknowledgement, I hereby certify that:

1. We understand and agree that we will conduct our business in conformity with the standards set forth in Fabrinet's Code of Conduct, as well as the RBA Code of Conduct and the Fabrinet Conflict Minerals Sourcing policy; and
2. We acknowledge that the failure to comply with these Codes and this policy may result in our termination as a qualified supplier to Fabrinet.

\_\_\_\_\_  
Company/Supplier Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Title