

Global Human Rights Policy

Enovix Corporation, including its global subsidiaries (“Enovix” or the “Company”) is committed to fully upholding the laws and regulations in all countries in which it operates, and fostering and promoting human rights at each of its operational locations. The Company acknowledges and recognizes its responsibility to respect, protect and advance human rights throughout all of its global business activities. We expect our employees and business partners, including our suppliers and customers, to share our commitment to respecting human rights.

Our Approach

We believe this commitment to respecting human rights is essential for sustainable business success and assess human rights risks throughout our business as part of our annual risk assessment process. Human rights include, without limitation, the right to life and liberty, freedom from slavery, freedom of opinion and expression and the right to work and education. Our approach to respecting and upholding human rights is informed by:

- UN Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights (part of the [International Bill of Human Rights](#))
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- Responsible Business Alliance (RBA) [Code of Conduct](#)

Our Employees

Our global human rights policy applies to all employees of the Company, including consultants and part-time and temporary workers. Our commitment to respect human rights also extends to all individuals throughout our production and distribution chain.

Our employees are our most valuable asset. The Company is committed to supporting our employees and respecting their fundamental rights at work.

As part of this commitment, the Company will not:

- employ forced, indentured or child labor
- tolerate or condone human trafficking or other coerced labor
- tolerate discrimination or harassment based on race, color, religion, gender, gender identity or expression, marital status, age, disability, veteran status, sexual orientation, national origin, citizenship, or any other protected characteristic.

As part of this commitment, the Company will:

- comply with all applicable minimum age, working hours and freedom of association and collective bargaining laws and regulations;

- take all reasonable measures to protect our personnel from harassment and any conduct that may foster an offensive or hostile work environment, including unwelcome or unsolicited advances, threats of physical harm or violent behavior, and discriminatory behavior or statements such as inappropriate remarks or comments.

Reporting Policy Violations

Employees are required to promptly report any suspected actions that are inconsistent with this policy and make such reports to their supervisor, the Human Resources Department, or the Chief Compliance Officer. Employees can also report concerns through the Company's anonymous whistleblower ethics reporting hotline, by toll-free number in their location or via an online web portal at enovix.ethicspoint.com. The toll-free number in North America is 833- 833-4914. The Company will promptly investigate and take corrective action as needed. No employee will face any retaliation or other adverse consequences for reporting a concern or allegation in good faith. Retaliation is prohibited by Company policies and its employee handbook, and any incidents of retaliation may result in disciplinary action, including termination of employment.

Our Business Partners and Suppliers

The Company's commitment to the fostering and expansion of human rights also depends on the relationships the Company forms with its business partners and suppliers. We expect our business partners and suppliers to treat their own employees fairly and in accordance with local laws and regulations. Our [Supplier Code of Conduct](#) sets forth these basic principles for Enovix suppliers.

Implementation

The Company is committed to a policy of transparency in the implementation of its human rights standards. The Company may utilize due diligence tools such as human rights impact assessments, social compliance audits, and legal and regulatory compliance reviews. Employees and other stakeholders are actively encouraged to raise any questions or concerns they have about our human rights program with the management team.

Management and Senior Leaders have the responsibility for implementing this policy, providing adequate resources, and making appropriate investments to uphold our commitment to respecting human rights, regularly assess our human rights risks, and ensure that neither slavery, forced labor, child labor, nor human trafficking are taking place in any of our current or future operational locations.



Dr. Raj Talluri
President and Chief Executive Officer