

Disclosure on all categories in IEEE 1680.1a-2020

criteria 4.10.1.1 and 4.10.1.2

MSI has a publicly available Supplier Code of Conduct that covers the major categories of Occupational Health and Safety (OHS) management systems (as defined by ISO 45001), and the RBA Code of Conduct.

MSI requested each of supplier’s facilities meets one or more of the following criteria:

1. Certification by a Third-Party accredited Certification Body to SA8000 or ISO 45001.
2. Recognition through the RBA Validated Audit Process (VAP) covering labor and OHS topics.
3. Assessment conducted through third-party or publicly available information (e.g., the RBA Risk Assessment Platform, etc.).

During the 12-month period from January to December 2024, we conducted 108 audits on factories of MSI supplier’s facilities. The following summarize the assessment results, as well as follow-up improvement actions for MSI’s own manufacturing facilities and supplier’s facilities.

4.10.1.1 Assessment Metrics — Labor

MSI’s own manufacturing facilities in China					
Labor	# of Total Nonconformities	% of Total Nonconformities	Closure Rate %*	# of Repeat Nonconformities*	% of Repeat Nonconformities*
Freedom of Association	0	0.00%	N/A	0	N/A
Prohibition of Forced Labor	0	0.00%	N/A	0	N/A
Young Workers	0	0.00%	N/A	0	N/A
Non-Discrimination/Non-Harassment/Humane Treatment	0	0.00%	N/A	0	N/A
Wages & Benefits	0	0.00%	N/A	0	N/A
Working Hours	2	100.00%	N/A	0	N/A
Control Processes	0	0.00%	N/A	0	N/A

***Application and statistics in the first year, and subsequent continuous tracking and improvement progress.**

Supplier's facilities in China					
Labor	# of Total Nonconformities	% of Total Nonconformities	Closure Rate %*	# of Repeat Nonconformities*	% of Repeat Nonconformities*
Freedom of Association	0	0.00%	N/A	0	N/A
Prohibition of Forced Labor	5	7.58%	N/A	0	N/A
Young Workers	0	0.00%	N/A	0	N/A
Non-Discrimination/Non-Harassment/Humane Treatment	0	0.00%	N/A	0	N/A
Wages & Benefits	16	24.24%	N/A	0	N/A
Working Hours	23	34.85%	N/A	0	N/A
Control Processes	22	33.33%	N/A	0	N/A

***Application and statistics in the first year, and subsequent continuous tracking and improvement progress.**

4.10.1.2 Assessment Metrics —Occupational Health and Safety

MSI's own manufacturing facilities in China					
Occupational Health and Safety	# of Total Nonconformities	% of Total Nonconformities	Closure Rate %*	# of Repeat Nonconformities*	% of Repeat Nonconformities*
Occupational Safety	0	N/A	N/A	0	N/A
Emergency Preparedness	1	50%	N/A	0	N/A
Occupational Injury & Illness	0	N/A	N/A	0	N/A
Industrial Hygiene	0	N/A	N/A	0	N/A
Physically Demanding Work	0	N/A	N/A	0	N/A
Machine Safeguarding	0	N/A	N/A	0	N/A
Food, Sanitation, Housing	0	N/A	N/A	0	N/A



Health and Safety Communication	0	N/A	N/A	0	N/A
Control Processes	1	50%	N/A	0	N/A

***Application and statistics in the first year, and subsequent continuous tracking and improvement progress.**

Supplier's facilities in China					
Occupational Health and Safety	# of Total Nonconformities	% of Total Nonconformities	Closure Rate %*	# of Repeat Nonconformities*	% of Repeat Nonconformities*
Occupational Safety	13	40.63%	N/A	0	N/A
Emergency Preparedness	8	25.00%	N/A	0	N/A
Occupational Injury & Illness	4	12.50%	N/A	0	N/A
Industrial Hygiene	4	12.50%	N/A	0	N/A
Physically Demanding Work	0	0.00%	N/A	0	N/A
Machine Safeguarding	1	3.13%	N/A	0	N/A
Food, Sanitation, Housing	2	6.25%	N/A	0	N/A
Health and Safety Communication	0	0.00%	N/A	0	N/A
Control Processes	18	56.25%	N/A	0	N/A

***Application and statistics in the first year, and subsequent continuous tracking and improvement progress.**