

Disclosure on all categories in IEEE 1680.1-2018

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 具備公開可用的供應商行為準則要求，內容涵蓋職業安全衛生 (OHS) 管理系統的主要類別 (依據 ISO 45001 定義) 與 RBA 行為準則。

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

MSI 要求各供應商設施符合以下一項或多項標準：

1. Certification by a Third-Party accredited Certification Body to SA8000 or ISO 45001.
由認可第三方驗證機構通過 SA8000 或 ISO 45001 的認證。
2. Recognition through the RBA Validated Audit Process (VAP) covering labor and OHS topics.
透過 RBA 有效性稽核流程 (VAP) 且涵蓋勞動條件與職業安全衛生所有議題。
3. Assessment conducted through third-party or publicly available information (e.g., the RBA Risk Assessment Platform, etc.).
藉由第三方或公開資訊進行評估 (如：RBA Risk Assessment platform...等)。

During the 12-month period from January to December 2025, we conducted 197 audits on factories of MSI supplier's facilities.

在 2025 年 1 月至 12 月的 12 個月期間，我們對 MSI 的供應商工廠進行了 197 次審核。

The following summarize the assessment results, as well as follow-up improvement actions for supplier's facilities with lower performance and MSI's own manufacturing facilities

以下總結評估結果，以及針對績效較低的供應商工廠和 MSI 自有製造工廠的後續改進措施。



4.10.1.1 Assessment Metrics — Labor

MSI's own manufacturing facilities in China					
	# of Total Nonconformities	% of Total Nonconformities	Closure Rate %	# of Repeat Nonconformities*	% of Repeat Nonconformities*
Freedom of Association	0	N/A	N/A	0	N/A
Prohibition of Forced Labor	0	N/A	N/A	0	N/A
Young Workers	0	N/A	N/A	0	N/A
Non-Discrimination/Non-Harassment/Humane Treatment	0	N/A	N/A	0	N/A
Wages & Benefits	0	N/A	N/A	0	N/A
Working Hours	2	50.00%	100%	1	50%
Control Processes	2	50.00%	100%	1	50%



Supplier's facilities in China					
	# of Total Nonconformities	% of Total Nonconformities	Closure Rate %	# of Repeat Nonconformities	% of Repeat Nonconformities
Freedom of Association	0	N/A	N/A	0	N/A
Prohibition of Forced Labor	5	7.58%	50%	1	20%
Young Workers	0	N/A	N/A	0	N/A
Non-Discrimination/Non-Harassment/Humane Treatment	0	N/A	N/A	0	N/A
Wages & Benefits	16	24.24%	50%	9	56%
Working Hours	23	34.85%	50%	12	52%
Control Processes	22	33.33%	48%	11	50%



4.10.1.2 Assessment Metrics — Health and Safety

MSI's own manufacturing facilities in China					
	# 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%	100%	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%	100%	0	N/A



Supplier's facilities in China					
	# of Total Nonconformities	% of Total Nonconformities	Closure Rate %	# of Repeat Nonconformities*	% of Repeat Nonconformities*
Occupational Safety	13	26.00%	56%	4	31%
Emergency Preparedness	8	16.00%	43%	2	25%
Occupational Injury & Illness	4	8.00%	33%	0	N/A
Industrial Hygiene	4	8.00%	86%	0	N/A
Physically Demanding Work	0	N/A	N/A	0	N/A
Machine Safeguarding	1	2.00%	0%	0	N/A
Food, Sanitation, Housing	2	4.00%	50%	0	N/A
Health and Safety Communication	0	N/A	N/A	0	N/A
Control Processes	18	36.00%	57%	4	22%