



Silicon Motion Technology Corporation

Policy Against Human Trafficking and Slavery

Silicon Motion is committed to the highest standards of ethics and corporate social responsibility to prohibit slavery and trafficking in persons or related activities.

Silicon Motion Business Operations

Silicon Motion is a fabless semiconductor company focusing on NAND flash controllers for solid state storage devices such as SSDs and eMMC+UFS devices, which are found in data centers, PCs, smartphones, and commercial and industrial applications. We do not directly manufacture the semiconductor wafers or printed circuit board assemblies used in our products. Instead, we utilize a fabless manufacturing strategy whereby we outsource to world-class suppliers for all phases of the manufacturing process, including wafer fabrication, assembly, testing and packaging. Our suppliers are also responsible for procuring most of the raw material used in the production of our products.

Human Rights and Labor Rights

Silicon Motion and its primary subcontractors such as TSMC and ASE/SPIIL actively support Human Rights and Workers' rights, as defined by the Code of Conduct of the Responsible Business Alliance (RBA). We and our supply chain partners are committed to upholding and protecting internationally proclaimed human rights and workers' rights and treating workers with dignity and respect as understood by the international community. It is our goal that no form of human rights abuses or labor issues shall occur at any stage of our operation, including the manufacturing of our products by subcontractors.

Silicon Motion adheres to the principle that all employment shall be freely chosen and that workers shall be free to leave their employment with reasonable notice. Child labor must not be used at any stage of manufacturing. Working hours and wages shall comply with applicable local laws or the RBA Code of Conduct.

Collective bargaining and the right to organize in labor unions are protected by law in most countries where we operate and are also a required commitment to the RBA Code of Conduct.

Anti-Modern Slavery

Forced labor takes different forms, including debt bondage, trafficking, and other forms of modern slavery. The California Transparency in Supply Chains Act of 2010 and The UK Modern Slavery Act of 2015 are two extensive legislative requirements, which require certain businesses to disclose their efforts to address the issues of slavery and human



trafficking in their supply chains. We follow principles from these regulatory acts for our Anti-Modern Slavery commitment. We will not tolerate trafficked or forced labor practices, as well as any form of child labor used in any of our operations. To date, we do not believe there have been any incidents of or indications of forced or trafficked labor in our supply chain.