



## Micro-Star INT'L CO., LTD. (MSI) Slavery and Human Trafficking Statement

MSI continues to uphold the principle of integrity, transparency, fairness, and tolerance. During the course of business operation, we take a zero-tolerance approach to slavery and human trafficking both in our business and in the businesses of our suppliers. MSI is committed to acting ethically in all our business dealings and relationships wherever we operate and implementing and enforcing effective measures to counter slavery and human trafficking.

We expect our staffs, suppliers, and business partners to adhere to the same high moral standards and to take reasonable steps to ensure that other third parties they do business with adhere to those standards as well.

### Fiscal Year

This statement has been published in accordance with The California Transparency in Supply Chains Act of 2010, the United Kingdom's Modern Slavery Act (2015), and Australia's Modern Slavery Act (2018). It outlines the steps taken by MSI during the fiscal year ending December 31, 2020 to prevent modern slavery in our business operations and supply chains.

### MSI's Business and Supply Chain

MSI is a world leading gaming PC and commercial solutions company. We are headquartered in Taiwan, but operate throughout the world in approximately 29 countries, including offices in the Americas, Asia Pacific, Europe, the Middle East, and Africa.

We have approximately 400 manufacturing suppliers that produce the products we sell and provide customer service. Our products are manufactured in 2 countries, but over half of our manufacturing suppliers are based in the Asia Pacific region. To find out more about our business, please consult our company website, <https://www.msi.com/about>, or publicly available information via the Market Observation Post System / MOPS, <https://emops.twse.com.tw/server-java/t58query>, Company Code: 2377.



## Human Rights Policy

MSI adheres to the national laws and ethics applicable at each location where our facilities engage in operational activities. All MSI staffs are protected by the Company's Statement of Human Rights, which declares that all staffs are equal and will not be discriminated on the basis of race, gender, age, partisanship, religion, or ethnicity, etc. All staffs are voluntarily and legally working for MSI and can leave engagement at any time or terminate their employment. In addition, there is no forced, bonded or involuntary prison labor involved in the manufacture and provision of MSI products or services.

MSI's Human Rights Declaration is available at: <https://csr.msi.com/global/MSI-Human-Rights-Declaration>.

MSI requires all suppliers comply with the Responsible Business Alliance (RBA) Code of Conduct by treating their employees with respect and dignity. We aim to work with all of our contractors, suppliers, and other business partners to ensure that they share and work towards the same values we hold against slavery and human trafficking. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

MSI's RBA Code of Conduct is available at: <https://csr.msi.com/global/RBA-Code-of-Conduct>.

Our anti-slavery policy is available to all our staff via staff training and the company website. In addition, we inform suppliers of our commitment to preventing modern slavery through legally binding contracts, supplier audit, and enforcement of MSI's supplier code of conduct.

MSI's Supplier Policy is available at: <https://csr.msi.com/global/Supplier-Policy>.

## Risk management

New suppliers are required to sign back MSI's Supplier Code of Conduct to evidence their commitment to follow MSI's policies protecting worker rights, abiding health and safety regulations, and complying with environmental and social responsibility policies. This



requirement further serves to ensure supplier hiring and labor practices do not violate our non-forced labor requirement.

We routinely perform occupational health and safety inspections, labor regulation overviews, hazardous substance management system reviews, self-assessment questionnaires, and management system and corrective and preventative measure reviews with our regular suppliers for risk analysis. Identified high risk suppliers are physically audited and supervised on improvements.

### Due diligence

1. MSI contractually requires product or service providers to declare compliance to the RBA Code of Conduct for legally binding effect, and to ensure suppliers clearly acknowledge and understand MSI's own requirements for compliance and supplier conduct.
2. MSI assesses slavery or human trafficking risks through its Supplier Code of Conduct, labor codes, and freedom of employment principles to prohibit the use of forced, indebted, or indentured labour, involuntary, exploited prison labor, slavery, or human trafficking.
3. High risk suppliers are audited on-site by MSI auditors. Audits serve to assure suppliers' implementation of MSI's Supplier Code of Conduct. As needed, MSI auditors will assist suppliers in carrying out remedial and preventive measures to conform to MSI requirements. Audit results shall be one of many reference factors for future procurement consideration.
4. Remedial measures for forced labor and other deficiencies will be tracked and logged for compliance with applicable corporate social responsibility codes and for measuring improvements.
5. If a MSI supplier is found to be involved in human trafficking, slavery, or any form of forced labor, MSI will coordinate with the supplier's top management to initiate investigation(s) and discuss remedial measures. MSI will cooperate with applicable government agencies to ensure that affected workers' safety can be guaranteed when providing relevant assistance. As of this reporting period, no MSI supplier is found to be in breach of anti-slavery and/or anti-human trafficking laws and regulations.



## Training

The human rights management policy is implemented to ensure understanding of the risks of modern slavery and human trafficking in our organization and supply chains. In addition to formulating human rights policies, we also implemented employee training programs on human rights so employees can understand MSI's management practices (including on discrimination, integrity, anti-discrimination and anti-slavery, human trafficking, and corresponding rights) and the communication and appeals channels available to ensure both employer and employees' rights and interests are protected.

MSI educates its suppliers on relevant international laws and regulations pertaining to human and labor rights through on-site visits, Supplier conferences, emails, etc. Such actions help MSI and supplier build relationships while raising awareness and understanding of labor rights issues.

For more details about human rights policies and actions, please refer to the MSI Corporate Social Responsibility website and CSR annual reports:

<https://storage-asset.msi.com/html/popup/csr/index.html>

Approved by the Board and signed on the Board's behalf by:

Hsu, Hsiang

Chairman of the Board, Micro-Star INT'L CO., LTD.