



2024 Forced Labor and Child Labor Report

May 2024 reporting for fiscal year ending February 3, 2024



1. Introduction

This statement is designed to meet Marvell Semiconductor Canada Inc. ("Marvell Canada") and Marvell Semiconductor, Inc.'s ("MSI") reporting obligations under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. MSI and Marvell Canada are subsidiaries of Marvell Technology, Inc. (together with its consolidated subsidiaries, "Marvell").

Marvell is committed to combatting the risk of forced labor and child labor in our global operations and supply chain. Transparency is a key part of this commitment and is essential to engaging stakeholders in a broader dialogue on this important issue. Marvell and its consolidated subsidiaries share the same core business operations and supply chains as well as forced labor and child labor policies, processes, and risks further described in this statement.

2. Business and Supply Chain

Business

Marvell is a leading supplier of data infrastructure semiconductor solutions, spanning the data center core to network edge. Marvell is a fabless semiconductor supplier of high-performance standard and semi-custom products with core strengths in developing and scaling complex System-on-a-Chip architectures, integrating analog, mixed-signal and digital signal processing functionality. Leveraging leading intellectual property and deep system-level expertise, as well as highly innovative security firmware, our solutions are empowering the data economy and enabling the data center, enterprise networking, carrier infrastructure, consumer, and automotive/industrial end markets.

Marvell employed 6,577 people as of February 3, 2024. As of February 3, 2024, our global workforce was comprised of approximately: 99% full time employees and 1% part time employees. Our employees sit across three geographical regions: 51% of employees are based in the Americas, 37% are in APAC (which includes India) and 12% are in EMEA.

Marvell Canada is a company organized in British Columbia, Canada. Marvell Canada is a cost-plus entity that provides research and development services to affiliated Marvell companies.

MSI is a company organized in California, U.S.A. MSI is a cost-plus entity that provides research and development services to affiliated Marvell companies, and it also sells Marvell products within the U.S. and imports goods into Canada.

Supply Chain

Integrated Circuit Fabrication - The vast majority of our integrated circuits are fabricated using widely available CMOS processes, which is intended to provide greater flexibility to engage independent foundries to manufacture integrated circuits at lower costs. By outsourcing manufacturing, we are able to avoid the cost associated with owning and operating our own manufacturing facilities. This is intended to allow us to focus our efforts on the design and marketing of our products. We seek to work closely with our foundry partners to forecast on a monthly basis our manufacturing capacity requirements. We also seek to closely monitor foundry production to help ensure consistent overall quality, reliability and yield levels. Our integrated circuits are currently fabricated in several advanced manufacturing processes. Because more precise manufacturing processes are expected to lead to enhanced performance, smaller silicon chip size and lower power requirements, we continually seek to evaluate the benefits and feasibility of migrating to smaller geometry process technology in order to reduce cost and improve performance.



Assembly and Test - We typically outsource all product packaging and testing requirements for our products in production to several assembly and test subcontractors primarily located in Taiwan, Canada, Korea, Singapore and China.

3. Policies

We work to protect human rights and labor rights across our direct operations and supply chain by upholding strong standards and policies, developing and implementing rights-respecting management practices, and by responding promptly to concerns and violations when they arise. The [Code of Business Conduct and Ethics](#) is our principal guide for the way we do business. The Code articulates our position on forced labor, child labor and overall human rights. We also establish standards for our employees and members of our Board of Directors through our [Global Human Rights Policy](#), referenced in the Code.

Our Human Rights Policy outlines the Company's commitment to respecting human rights, both in our operations and supply chain, including prohibition of forced labor and child labor. It is aligned with the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

As a member of the United Nations Global Compact (UNGC), we are committed to uphold the Ten Principles. [UNGC Principle Four: Labour](#) states "Businesses should uphold the elimination of all forms of forced and compulsory labour."

Our [Supplier Code of Conduct](#) lays out the expectations we have for our suppliers. We communicate our requirements for compliance with the Code during supplier onboarding and at other key touchpoints with suppliers. Marvell expects its suppliers to share its commitment to human rights and equal opportunity in the workplace in conformance with the International Labor Organization (ILO) standards. Marvell's Supplier Code of Conduct provides as follows:

- "Suppliers must ensure that all work is voluntary, and may not use any form of slave, forced, bonded, indentured or prison labor. Suppliers must not traffic workers or in any other way exploit workers by means of threat, force, coercion, abduction, or fraud." [Para. 5c.]
- "Suppliers and their subcontractors that are contracted to manufacture Marvell products or related components shall exercise due diligence when sourcing materials used in their supply chain and shall develop and implement policies and management systems to identify applicable risks and appropriate mitigation plans." [Para. 8.]
- "Suppliers are required to self-monitor their compliance with this Supplier Code and the law; however, Marvell, in its discretion, may periodically conduct audits, including environmental or social audits of Suppliers' facilities and operations, and those of their subcontractors that provide goods and/or services to Marvell, or engage a third party to do so. Suppliers shall have a process for the timely correction of any violations or deficiencies identified by an internal or external audit, assessment, inspection, investigation or review. Marvell may require the immediate removal of any representative or employee of a Supplier that behaves in a manner that is unlawful or inconsistent with this Supplier Code or Marvell's Code of Business Conduct and Ethics." [Para. 9.]

As member of the Responsible Business Alliance (RBA) we uphold the [RBA Code of Conduct](#), which includes prohibition of forced labor and child labor. Our [Supplier Code of Conduct](#) states our expectation for our suppliers to follow the RBA Code of Conduct:



“7. RESPONSIBLE BUSINESS ALLIANCE (RBA) CODE OF CONDUCT. Suppliers and their subcontractors that are contracted to manufacture Marvell products or related components are expected to comply with the RBA Code of Conduct available at <http://www.responsiblebusiness.org/>. When requested, Suppliers shall provide Marvell evidence of compliance with the RBA Code of Conduct, which will be used by Marvell in its sourcing and procurement decisions.”

The RBA Code of Conduct Section A prohibits forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons, as well as child labor. Section E provides that parties subject to the code must adopt or establish a management system with a scope related to the content of the code. Section E requires that the management system contains 12 different elements, including risk assessment and risk management, training, communication, audits, and a supplier flow down mechanism.

4. Risks and Due Diligence Steps taken in FY24

In FY23, we conducted our first formal Human Rights Impact Assessment (HRIA), to identify potential human rights risks and impacts across our business. To ensure that our HRIA was inclusive and comprehensive, we engaged subject matter experts and executive leaders across the company. We also engaged reputable third-party organizations and experts working in the field of business and human rights to provide us with their insights on potential risks.

Based on the assessment’s key findings, we identified several areas of human rights risks, including those associated with the workplace practices of our direct suppliers, as well as risks associated with upstream chip component and raw material supply chains. For example, [ethical recruitment](#) has been identified as a key risk area within electronic manufacturing supply chains. In FY24, we have worked to act on those results, to further strengthen our due diligence measures to mitigate these risks and advance respect for human rights across all parts of our value chain. For example, we enabled a supplier to attend a Responsible Labor Initiative training to build their capacity on upholding labor rights according to the RBA Code of Conduct.

We leverage the RBA tools to execute due diligence with our suppliers. In FY24, we carried out our annual risk assessment using the RBA Risk Assessment tool on our top direct supplier sites. In addition, we required suppliers that make up our top 80% direct supplier spend to complete and release annual Corporate and Facility Self-Assessment Questionnaires (SAQ). In FY24, we monitored suppliers' SAQ results to further assess the risk of non-compliance.

In FY24, we also worked with suppliers that make up our top 80% direct supplier spend to ensure that they have valid [Validated Assessment Program](#) (VAP) audits for their facilities. The VAP is the leading standard for onsite compliance verification and effective, shareable assessments conducted by independent, third-party firms. A VAP audit enables companies to demonstrate adherence to the RBA Code of Conduct. We ensure suppliers close all Priority findings identified in the VAP audit and complete a VAP Priority Closure audit. We require suppliers to complete Corrective Action Plan and conduct Closure Audit when the VAP audit score is below 160 (highest score is 200).

In FY24, we engaged directly with suppliers on RBA Code of Conduct compliance via SAQ and VAP requests and follow ups. We also engaged with wider industry stakeholders via RBA member events, which covered topics of forced and child labor. In addition, we engaged directly with customers on the issues to advance supplier capacity.



We have not identified any incidents of forced labor or child labor in our activities or supply chain. We therefore did not need to take any measures to remediate incidents of forced labor or child labor, nor did we take any measures to remediate the loss of income that may result from any measure taken to eliminate the use of forced labor or child labor. If we do identify incidents of forced labor or child labor within our activities or supply chains, we will consider the appropriate remediation strategies.

5. Employee Training

Because of its central importance, we ensure that the Code of Business Conduct and Ethics reaches all employees on at least a yearly basis. Each year, employees certify that they have read, understood and agree to abide by the Code, and all new employees are trained on the Code as part of their onboarding experience. Every third year, employees complete supplemental training on the Code, which includes a module on human trafficking.

We make it clear in the Code and the training, as well as through regular company-wide communications from both executives and the Compliance team, that if employees witness others not living up to these values, we expect them to raise concerns. Our confidential concern line offers employees, business partners and other stakeholders an opportunity to report any violations of human rights. All concerns or grievances reported are assigned for investigative review, which is conducted in a fair, impartial, thoughtful and confidential manner.

6. Assessing Effectiveness and Reporting

We maintain oversight of our policies and procedures via our Responsible Supply Chain Working Group, made up of leaders from Compliance, Quality, Procurement and Sustainability.

We track our effectiveness on this issue via multiple practices:

- We regularly review our policies and procedures to ensure we are following best practices.
- We consistently track our concern line for any submissions around forced labor or child labor.
- We also monitor suppliers' performance via their RBA SAQ and VAP scores. These mechanisms demonstrate adherence to the RBA Code of Conduct, which prohibits forced labor and child labor.

We communicate our impacts via our annual ESG Reports, which can be found on our ESG page <https://www.marvell.com/company/esg.html>.



7. Attestation

Marvell Semiconductor Canada Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Full name: Mark Casper

Title: Director

Date: 5/2/2024

Signature: 5A129798E505479...

"I have the authority to bind Marvell Semiconductor Canada Inc."

Marvell Semiconductor, Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Full name: Mark Casper

Title: Executive Vice President and Chief Legal Officer

Date: 5/2/2024

Signature: 5A129798E505479...

"I have the authority to bind Marvell Semiconductor, Inc."