



Report under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Entities:	Semtech Canada Corporation (" SCC ") Sierra Wireless, ULC (" SWULC ")
Period:	Financial year commencing on January 29, 2024 and ending on January 26, 2025 (the " Period ")

This report is provided by SCC and SWULC (each, a "**Company**", and collectively, the "**Companies**") to meet the requirements of section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**") for the Period.

Section 11 of the Act requires the Companies to report on the steps taken during the Period to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by Companies, or of goods imported into Canada by Companies.

This report is prepared as a joint report for SCC and SWULC, as permitted by section 11(2)(b) of the Act.

A. Structure, activities and supply chains

SCC and SWULC are wholly owned indirect subsidiaries of Semtech Corporation, a U.S. high-performance semiconductor, IoT systems and cloud & connectivity services provider. Semtech Corporation and its subsidiaries (including the Companies) are collectively referred to in this report as "**Semtech**".

Semtech's supply chain compliance is managed by a single team responsible for the supply chain compliance of all Semtech entities and businesses and accordingly the practices that are followed by SCC and SWULC are substantially similar.

Overview of Semtech Canada Corporation

SCC supports Semtech's global operations by assisting with the development, provision and support of certain products and services sold by Semtech. The operations of SCC primarily support Semtech's Signal Integrity Products business unit. This business unit is primarily involved in the design, manufacturing and sale of optical, analog and mixed-signal semiconductor solutions that are used in high-speed data transmission products.

SCC does not control any reporting entities under the Act.

Overview of Sierra Wireless, ULC

Semtech acquired SWULC in January 2023. Since Semtech's acquisition of SWULC, SWULC has largely adopted Semtech's policies relating to supply chain management.

SWULC supports Semtech's global operations by assisting with the development, provision and support of certain products and services sold by Semtech. The operations of SWULC primarily support Semtech's IoT Systems and Connectivity Products business unit. This business unit is primarily involved in the design, manufacturing and sale of cellular modules and routers, and cloud and connectivity services. Cellular modules are small components that are installed in other devices and enable those devices to transmit and receive data over cellular networks. Cellular routers are complete devices that enable other devices to transmit and receive data over a cellular network. Cloud and connectivity services provide software tools and cellular connectivity to manage devices and enable them to connect to cellular networks.

SWULC does not control any reporting entities under the Act.

Overview of Manufacturing & Supply Chain

Semtech outsources most of its manufacturing functions to third-party foundries, assembly and test contractors and electronics manufacturing services ("**EMS**") providers. Third-party foundries fabricate silicon wafers, while assembly and test contractors package and test our products. EMS partners manufacture our IoT Systems products (i.e. modules and routers) from surface-mount technology assembly to product assembly, which includes product testing and configuration.

Semtech does not own any semiconductor wafer fabrication facilities. Semtech's end products are supported with finished silicon wafers purchased from third-party wafer foundries primarily located in the U.S., China and Taiwan. The majority of Semtech's assembly and test activity is conducted by third-party subcontractors located in China, Malaysia, Mexico, Taiwan and Vietnam.

B. Policies and due diligence processes in relation to forced labour and child labour

Semtech utilizes a 3rd party compliance partner to perform outreach and training to our suppliers. Our 3rd party compliance partner offers self-paced training courses through virtual, instructor-led product training to direct clients and offers resources to answer additional questions.

Semtech's 3rd party compliance partner provides on-going monitoring through information collected via screening and investigating through tax records and corporate registry verification. Additional monitoring includes monitoring for adverse media and denied parties.

Discussions and actions items from data are tracked for progress and reviewed on a regular basis. Risks are scored and presented via a dashboard crafted by subject matter experts.

Corrective actions are engaged with suppliers to drive change in their behaviour through prescriptive, rule-based corrective actions management.

Evidence review is accomplished through pre-validated supplier documentation, certificates, reports, policies, management procedure and training material through combined AI-driven and human-led review processes.

C. Parts of the Company's business and supply chains that carry a risk of forced labour or child labour being used and the steps the Company has taken to assess and manage that risk

Semtech is a member of Responsible Business Alliance (RBA) and participates in the Validated Assessment Program (VAP) which is the leading standard for onsite compliance verification and effective, shareable assessments conducted by independent, third-party firms.

The RBA addresses forced labor through the application of advanced due diligence standards, tools and programs in the global supply chains of its members.

Also, Semtech supplier code of conduct and Semtech environmental standard aligns with RBA code of conduct 8.0 . This document enables Semtech suppliers to align and report any forced labor or child labor in supply chain.

Through RBA, the Responsible Labor Initiative (RLI) is a multi-industry, multi-stakeholder initiative focused on ensuring that rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted.

D. Measures taken to remediate any forced labour or child labour

Semtech is not aware of any forced labour or child labour in its supply chains, and has therefore not needed to take any remedial measures.

E. Measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

Semtech is not aware of any forced labour or child labour in its supply chains, and has therefore not needed to take any measures to remediate the loss of income to families.

F. Training provided to employees on forced labour and child labour

All Semtech employees receive training on Semtech's Core Values and Code of Conduct and are required to acknowledge their compliance.

Employees are encouraged to communicate directly with their supervisor, the Human Resources department or Semtech's legal department whenever questions or issues arise.

Employees can also raise concerns on an anonymous basis through an employee whistleblower hotline service provided by a third-party provider.

Training documents are captured in the employee's profile in Semtech's human capital management platform (Workday) and related documents are available on Semtech's internal Intranet and public-facing website.


G. How the Company assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

Semtech follows the RBA Code of Conduct (CoC) and seeks our supplier compliance to the same or similar set of set of social, environmental and ethical industry standards. The standard references international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD guidelines for Multinational Enterprises, ISO and SA standards and many more. Training is also provided via RBA.

Attestation

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.

I have the authority to bind Semtech Canada Corporation and Sierra Wireless, ULC.

Signed by:

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Mark Lin
President & Chief Financial Officer of Semtech Canada Corporation and Sierra Wireless, ULC
Date: 30 May 2025 | 11:58 EDT