

Nexperia's 2025  
Sustainability Report

# Driving Positive Change



nexperia

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# Introduction



# Letter from the interim CEO

Dear Reader,

We are proud to publish Nexperia's fourth Sustainability Report and to share our progress in advancing transparency, accountability, and responsible business conduct across our organization.

This report builds on the solid foundations established over recent years and marks a clear step forward. In 2025, we voluntarily applied selected European Sustainability Reporting Standards (ESRS) ahead of mandatory requirements. Reflecting our proactive approach to regulatory readiness, we will continue to expand both the scope and depth of our ESRS disclosures in the years ahead.

This year's progress in reporting went hand in hand with progress in performance. Over the course of the year, we strengthened our ethics and human rights governance through enhanced policies and oversight and continued to reduce our environmental footprint. Key milestones included committing to the Science Based Targets initiative, starting with our first Scope 3 accounting, and increasing the share of purchased electricity from renewable sources across our operations.

Since October 2025, Nexperia has navigated a period of significant operational, governance, and geopolitical complexity. As a result of the decision of the Dutch Enterprise Chamber

in early October 2025, among other things, Zhang Xuezheng was suspended as CEO of Nexperia, and Guido Dierick was appointed as non-executive director with a decisive vote of Nexperia Holding B.V. and Nexperia B.V. Subsequently, I assumed the role of interim CEO and was appointed as executive director of Nexperia B.V. Ruben Lichtenberg continued in his positions as statutory (executive) director of Nexperia Holding B.V. and Nexperia B.V.

Since then, Nexperia's executive leadership team has continued to manage the Company's operations, ensuring continuity and compliance with lawful governance frameworks. The loss of governance control over our Chinese entities since October 2025 marked a significant change for Nexperia. In response, we have been working with the highest priority to execute a fast-track expansion of capacity at our other production locations in Malaysia and the Philippines, and we expect to achieve this in phases over the course of 2026.

We would like to emphasize that throughout this period, Nexperia maintained a strong focus on business continuity by communicating openly with customers, suppliers, employees, and authorities, while implementing alternative supply chain solutions to mitigate disruption and ensure continued delivery wherever possible. Our overall strategic direction did not change.

On February 11, 2026, the Dutch Enterprise Chamber ruled that there are indeed valid reasons to doubt proper management at Nexperia under the Company's previous governance. The Enterprise Chamber has appointed independent investigators to conduct an investigation. Nexperia welcomes and respects the ruling and is committed to fully complying with the investigation. Despite the challenging situation, Nexperia remains committed to being a strong, reliable partner for all its stakeholders.

Our employees play a central role in ensuring this continuity. TeamNexperia demonstrates professionalism, resilience, and commitment across the organization, maintaining high standards of quality, integrity, and compliance while delivering for our customers and partners. I would like to thank all our employees for their focus and dedication throughout the year.

As we look ahead, we remain focused on executing our strategy and further strengthening the foundations of our business. Nexperia continues the path it has set over recent years, with governance, transparency, and operational reliability firmly in place. Our European roots and global footprint commit us to the highest standards of quality, sustainability, and business integrity – standards our customers, partners, and employees continue to rely on.

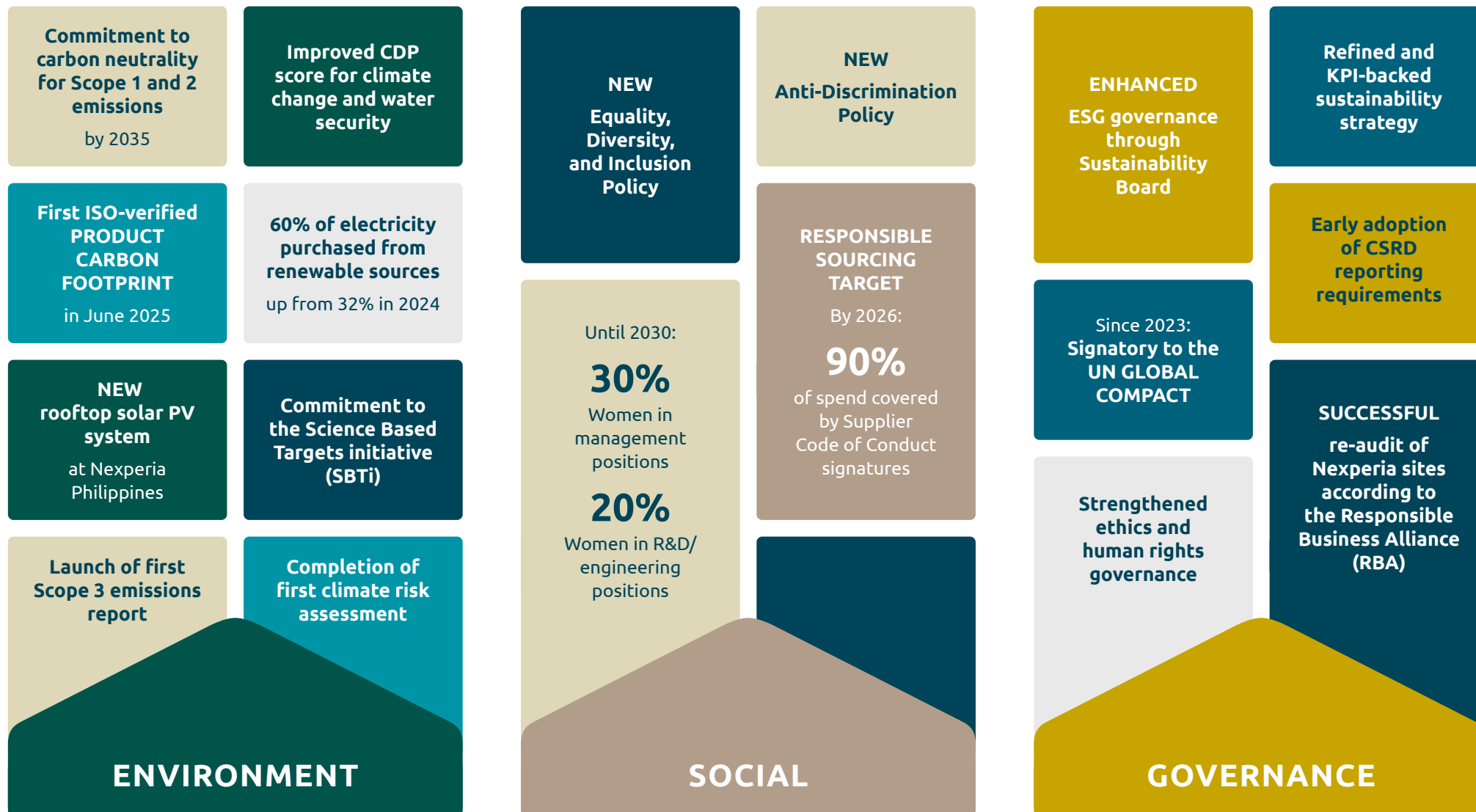


I invite you to explore this report and discover how sustainability continues to shape the decisions, performance, and long-term direction at Nexperia.

Sincerely,

**Stefan Tilger**  
Chief Executive Officer a.i.

## 2025 ESG Highlights



# Ownership Developments

This Sustainability Report was published following a period of important developments in Nexperia's ownership and governance structure during 2025 and early 2026. In this section, we concisely summarize key developments and outline their implications for the scope of this report. For an overview of related company announcements, please consult our [website](#).

## Key developments in 2025

### September

The United States Department of Commerce's Bureau of Industry and Security ("BIS") issued the so-called Affiliates Rule (or "50% Rule"), extending US export control restrictions to entities that are at least 50% controlled by one or more entities listed on the US BIS Entity List. Nexperia falls within the scope of the so-called Affiliates Rule due to its status as an indirect wholly owned subsidiary of Wingtech Technology Co., Ltd. ("Wingtech"). Wingtech was designated to the BIS Entity List on December 2, 2024.

On September 30, 2025, concerns related to governance and the availability of semiconductor products in the Netherlands and other European countries led the Dutch government to intervene with an exceptional emergency order under the Dutch Goods Availability Act (Wet Beschikbaarheid Goederen). The order aims to prevent a situation in which Nexperia's production capabilities (for finished and semi-

finished products) would become unavailable to Europe in an emergency. It does not interfere with the Company's regular production process and normal business operations. The Dutch Minister of Economic Affairs and Climate Policy suspended the order on November 19, 2025.

### October

Following an *ex parte* decision on October 1, 2025 and an emergency hearing on October 6, 2025, the Dutch Enterprise Chamber provisionally concluded on October 7, 2025 that there were legitimate reasons to question the soundness of Nexperia's management, among other things, in view of a conflict of interest of Nexperia's then Chief Executive Officer (CEO) that was not handled with due care. The Enterprise Chamber ordered the following immediate measures: (1) suspension of the CEO with immediate effect, (2) appointment of an independent non-executive director with a decisive vote, Guido Dierick, both to the board of Nexperia Holding B.V. and Nexperia B.V., and (3) the governance rights attached to all but one share in the capital of Nexperia Holding B.V., held by Yuching Holding Limited (indirect 100% subsidiary of Wingtech) were transferred and placed under administration of an independent administrator appointed by the Enterprise Chamber. These measures were designed to stabilize the Company's leadership, safeguard shareholders' interests, and ensure sound corporate governance.

Following this decision, Stefan Tilger (until then Chief Financial Officer) assumed the role of interim CEO and was appointed executive director of Nexperia B.V. Ruben Lichtenberg (Chief Legal Officer) continued in his positions as statutory director of Nexperia Holding and Nexperia B.V.

### November

US authorities suspended the so-called Affiliates Rule for a period of one year.

## Key developments in early 2026

Following a public hearing on January 14, 2026, the Enterprise Chamber ruled on February 11, 2026, that there are valid reasons to doubt proper management at Nexperia under the Company's governance prior to October 2025. It further held that the developments in the period between October 1, 2025, and February 11, 2026, constitute valid grounds to doubt the propriety of policies and course of affairs at Nexperia. The Enterprise Chamber has appointed independent investigators to conduct an investigation. Nexperia welcomes and respects this ruling and is cooperating fully with the investigation ordered by the Enterprise Chamber. The investigation is expected to continue for several months. Interim governance and leadership structures remain unchanged as a result of the Enterprise Chamber's decision of February 2026.

## Implications for ownership and reporting scope

Due to recent developments, it has been determined that in relation to five Nexperia entities located in China (excluding Hong Kong), the Nexperia Group has lost actual control over these entities. As a result, these have been deconsolidated from this sustainability reporting scope effective October 2025.

## Operational continuity and focus

Throughout this dynamic period, Nexperia remained focused on execution and business continuity. Capacity expansion at other locations is underway and is being implemented in phases over the course of 2026. Governance and oversight arrangements were strengthened through established legal and regulatory mechanisms, supporting stability in leadership, decision-making, and operations.



# General Information



# About Nexperia's 2025 Sustainability Report

## General basis for preparation

This report represents Nexperia's annual corporate Sustainability Report for 2025. It reaffirms our commitment to transparency regarding sustainable business practices and policies. The report outlines the material topics relevant to Nexperia's environmental, social, and governance (ESG) performance. Unless stated otherwise, it covers the period from January 1 to December 31, 2025, and reflects the status as of year-end. Where relevant, we also included selected developments from early 2026. We prepared this Sustainability Report on a consolidated basis, aligned with the scope of consolidation applied for Nexperia's financial statements. Unless stated otherwise, all information refers to Nexperia Holding B.V. and its subsidiaries, collectively referred to as "Nexperia," "the Group," or "the Company."

In October 2025, the Dutch Enterprise Chamber ruled that former Chief Executive Officer (CEO) Zhang Xuezheng be suspended as director and CEO of Nexperia. Following subsequent company developments (see "Ownership Development"), Nexperia no longer exercises control over its five entities located in China (excluding Hong Kong). In line with this

change and the 2025 Annual Report, these five Nexperia entities are deconsolidated from the sustainability reporting scope effective October 2025. As a result, the quantitative data presented for this reporting year are not directly comparable with previous years. The quantitative information on the Chinese entities is included up to the date of deconsolidation.

The report covers Nexperia's own operations as well as upstream and downstream value chain impacts identified through our double materiality assessment (DMA). More details are provided in the "Material impacts, risks, and opportunities" section of this chapter and respective topic chapters.

Every year, we also prepare and publish an audited Annual Report, which is available at the Dutch Chamber of Commerce under number 67423264. The publication of the 2025 Annual Report is planned for later this year. All financial references comply with the EU International Financial Reporting Standards (IFRS) and Title 9, Book 2 of the Dutch Civil Code. Further information on the scope of consolidation, financial data, and shareholder structure is provided in the Annual Report and is not presented in this Sustainability Report.

In February 2025, the European Commission announced the Omnibus Simplification Package. It entered into force in March 2026, postponing the mandatory application of the Corporate Sustainability Reporting Directive (CSRD) and related regulations, including the EU Taxonomy, by two years. As a result, Nexperia will not be legally required to report under CSRD until the 2027 financial year.

Despite this postponement, and in line with our commitment to transparency and regulatory readiness, we act as an early adopter of the European Sustainability Reporting Standards (ESRS) and voluntarily report on selected ESRS topic standards in this 2025 Sustainability Report. The report is partially aligned with the revised ESRS Set 2 (November 2025) and structured into five sections: "General Information," "Environmental Information," "Own Workforce," "Workers in the Value Chain," and "Business Conduct and Cybersecurity." ESRS requirements are partially applied in the chapters "General Information," "Own Workforce," "Workers in the Value Chain," and "Business Conduct and Cybersecurity." Other chapters reference the Global Reporting Initiative (GRI) Standards. A overview of ESRS and GRI coverage can be found in the appendix "Content Index."

### Nexperia moving forward as an early adopter of the ESRS

In our commitment to transparency and regulatory readiness, we act as an early adopter of the ESRS and voluntarily report on selected ESRS topic standards.

### ESRS adoption in Nexperia's 2025 Sustainability Report

Report chapters	ESRS standards covered
General Information	ESRS 2 – General disclosures
Own Workforce	ESRS S1 – Own workforce
Workers in the Value Chain	ESRS S2 – Workers in the value chain
Business Conduct and Cybersecurity	ESRS G1 – Business conduct

## Specific circumstances affecting the preparation of sustainability information

Compared to previous reports, we have significantly adapted the structure and content of Nexperia's sustainability information: reporting partially in accordance with ESRS Set 2 (November 2025) required adjusting the report format and adding new or supplementary data points. As noted above, the October 2025 deconsolidation of our five China entities affects both the reporting scope and year-on-year data comparability.

Forward-looking statements in this report are based on current expectations and strategic plans. They may change as regulatory requirements, market conditions, or technological developments evolve. The report also relies on certain estimates and assumptions; the respective topic chapters provide further detail on the methodologies applied. Because we use commercial rounding, some totals and percentages may not add up exactly.

The report is published in English only. The Company's functional currency is the US dollar (USD), and all dollar amounts are shown in USD (\$) unless otherwise stated. External websites referenced here may change over time, and Nexperia is not responsible for their content.

We define the time horizon for impacts, risks, and opportunities (IROs) in line with ESRS guidance: short-term (reporting year), medium-term (2–5 years), and long-term (more than 5 years). This classification supports consistency in our double materiality assessment (DMA) and strategic planning.

We apply the "undue cost and effort" provision for allocating CapEx and OpEx to key actions (GDR-A) in the "Own Workforce" and "Workers in the Value Chain" chapters of this report. Nexperia has also used the phase-in option under ESRS Set 2 for all information on anticipated financial effects required in the "General Information" chapter. All disclosures in this report reflect the scope and requirements we voluntarily adopted for the 2025 reporting year.

# Management and ESG Governance

## The role of our administrative, management, and supervisory bodies in relation to sustainability

### Board and EMT composition and responsibilities

Both the Board of Directors and the Executive Management Team (EMT) play a central role in embedding the governance principles of responsibility and accountability into Nexperia's business model. Their combined efforts support long-term success and stakeholder interests, while aligning governance practices with the Company's strategy and sustainability values.

### Board of Directors

As of December 31, 2025, the Board of Directors for Nexperia Holding B.V. comprises the Chief Legal Officer (CLO) and a non-executive director appointed by the Dutch Enterprise Chamber in October 2025, whereas the Board of Directors of Nexperia B.V. comprises the interim Chief Executive Officer (CEO a.i.), the Chief Legal Officer (CLO), and a non-executive director appointed by the Dutch Enterprise Chamber in October 2025. The proportion of independent members on the Board of Directors is 50% for Nexperia Holding B.V. and 33% for Nexperia B.V. The non-executive director on both

boards has a decisive vote. While the Board retains overall responsibility for governance and strategic oversight, it delegates specific tasks and processes to permanent committees whose members are appointed by the Board. These include an Audit Committee for Nexperia Holding B.V. and Nexperia B.V., as well as a Nomination & Compensation Committee for Nexperia B.V. Through these structures, the Board provides direction on governance and sustainability matters, as well as robust oversight mechanisms to support key decisions.

### Executive Management Team

Under the leadership of the CEO, the Executive Management Team (EMT) is responsible for the overall management of the Company. This duty includes executing Nexperia's strategy and policies, achieving its corporate goals, and overseeing global operations. The EMT reviews the Group's business performance to enable informed operational decisions and comprehensive performance assessments. It also facilitates the sharing of business issues and best practices across the organization, aligning operational execution and strategic objectives.

As of December 31, 2025, one out of the 11 EMT members (9%) was female. For an overview of our current EMT, please see the section on the next page.

In 2025, members of the EMT were active in Nexperia's Sustainability Board. Following the Enterprise Chamber's decision in October 2025, our Sustainability Board comprised our CEO a.i., Chief Operating Officer (COO), interim CFO and CLO. Thereby, the EMT members approve targets for material sustainability-related impacts, risks, and opportunities (IROs) and monitor the progress of all environmental, social, and governance (ESG) initiatives. Additionally, the Head of Sustainability communicates insights and key findings from Sustainability Board meetings to the EMT for its information or approval. Further details on our Sustainability Board are outlined in the "ESG and IRO governance" section of this chapter.

All members of the EMT possess extensive international experience, gained over many years in the global semiconductor industry and key international markets. This includes deep expertise in high-volume manufacturing, global supply chains, regulated markets, and complex stakeholder environments. This breadth of experience enables our EMT to identify, assess, and manage sustainability-related impacts, risks, and opportunities, including environmental footprint management, responsible sourcing, regulatory compliance, and workforce-related topics.

At the leadership level, Interim CEO Stefan Tilger has made sustainability a core element of Nexperia's long-term competitiveness, linking semiconductor innovation with broader deep tech and green technology ecosystems. Within operations, COO Achim Kempe oversees our environmental footprint, manufacturing efficiency, and responsible supply chain management – core levers of ESG performance in high-volume semiconductor production. Additionally, CLO Ruben Lichtenberg oversees overall sustainability compliance and ethics.

In the same manner, all EMT members demonstrate strong functional ownership of ESG-related topics within their respective areas of responsibility – from finance and human resources to commercial leadership and business group management. This ensures that sustainability considerations are consistently embedded across governance, people management, as well as product and market strategies. Beyond these role-based responsibilities, individual EMT members also actively contribute to strengthening the Company's sustainability positioning.

**Our Executive Management Team**



**Stefan Tilger**

Interim Chief Executive Officer (CEO a.i.)

- › With the Company / Philips / NXP for more than 20 years
- › Joined the EMT in 2021 as CFO



**Dirk Reimer**

Interim Chief Human Resource Officer (CHRO a.i.)

- › More than 20 years of experience in human resources
- › Joined the EMT in October 2025



**Edoardo Merli**

BG Leader Wide Band Gap, IGBT & Modules

- › More than 20 years of experience in semiconductors and related industries
- › Joined the EMT in November 2024



**Ole Gerkenmeyer**

Chief Strategy Officer (CSO)

- › More than 20 years of experience in semiconductors and related industries
- › Joined the EMT in December 2025



**Andre Schulte-Bisping**

Interim Chief Financial Officer (CFO a.i.)

- › More than 20 years of experience in finance
- › Joined the EMT in October 2025



**Fredrik Öberg**

BG Leader MOS Discretes

- › More than 20 years of experience in semiconductors and related industries
- › Joined the EMT in December 2023



**Achim Kempe**

Chief Operating Officer (COO)

- › With the Company for more than 20 years
- › Joined the EMT in February 2017 as BG Leader Bipolar Discretes; since 2018 as COO



**Andrea Tranchida**

Chief Commercial Officer (CCO)

- › More than 25 years of experience in semiconductors and related industries
- › Joined the EMT in January 2025



**Philipp Obier**

BG Leader Bipolar Discretes

- › With the Company / NXP since 2014
- › Joined the EMT in December 2023



**Ruben Lichtenberg**

Chief Legal Officer (CLO)

- › More than 20 years of experience in corporate law
- › Joined the EMT in June 2022



**Thomas Lewis**

BG Leader IC solutions

- › More than 30 years of experience in semiconductors and related industries
- › Joined the EMT in January 2026

**Changes in 2025 and 2026**

Paul Zhang left the EMT in November 2025; Jean-Pierre Kempeneers departed in December 2025. Andrea Tranchida joined the EMT in January 2025, with a temporary break between June and October. John Chang joined the EMT as CCO in June and left in October 2025. In October 2025, Dirk Reimer became CHRO a.i. and Andre Schulte-Bisping CFO a.i. Ole Gerkenmeyer joined the EMT as new CSO in December 2025. At the beginning of 2026, Irene Deng (BG Leader IC Solutions) left Nexperia and Thomas Lewis was appointed as the new BG Leader IC solutions.

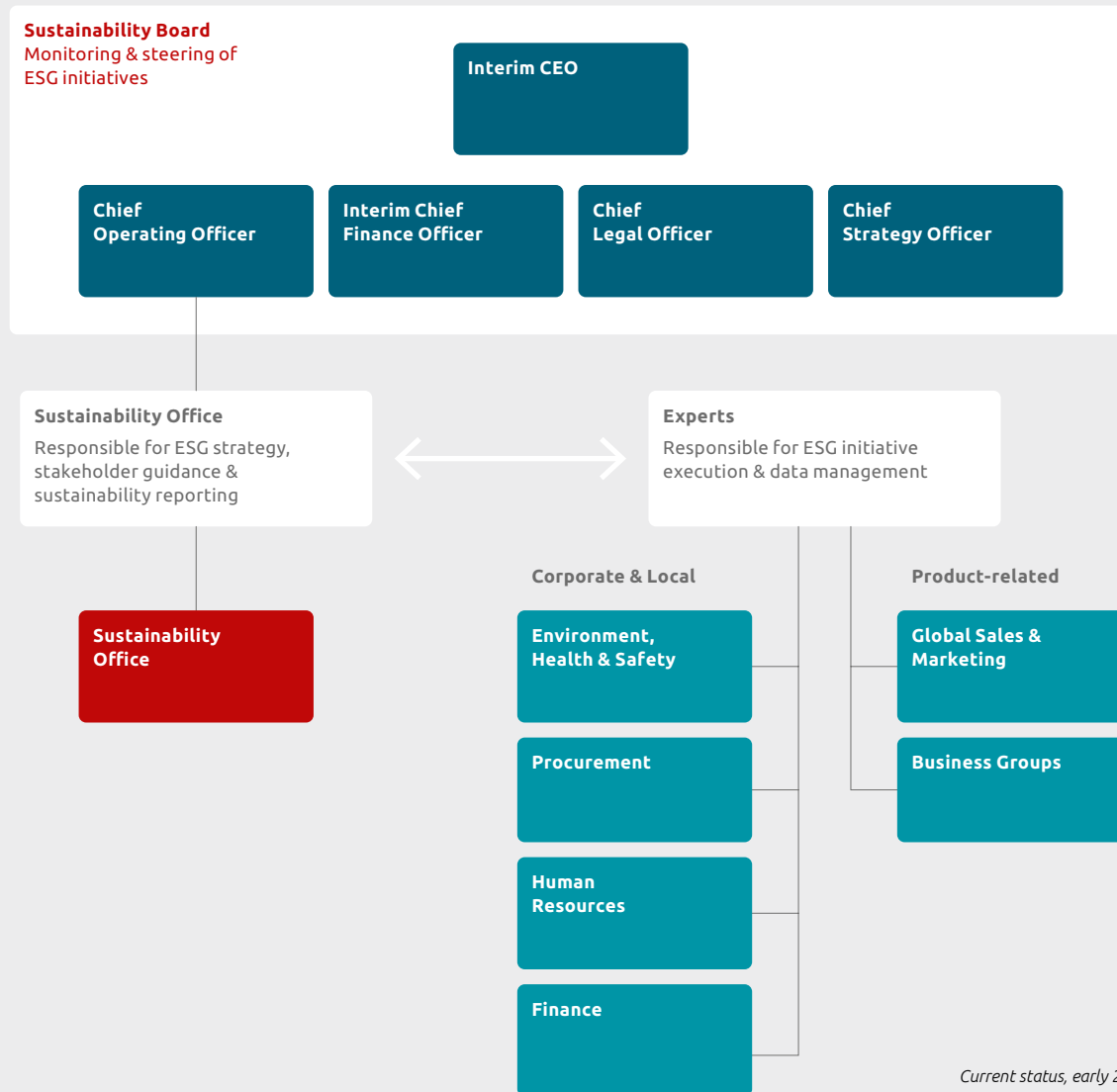
### ESG and IRO governance

Additional dedicated governance structures and roles support Nexperia's leadership in overseeing, managing, and monitoring material sustainability-related impacts, risks, and opportunities (IROs).

### Sustainability Board

Nexperia's Sustainability Board monitors and steers all of our environmental, social, and governance (ESG) initiatives and IROs. Since the beginning of 2024, the board has convened monthly under the leadership of the Head of Sustainability. It evaluates and manages Nexperia's sustainability performance, addresses any shortfalls, and fosters continuous improvement. In 2025, Nexperia's Sustainability Board comprised our CFO, COO, CLO, and all key ESG topic owners from relevant departments. For consistent and direct reporting, the Head of Sustainability communicates insights and key findings from Sustainability Board meetings to the EMT for its information or approval. After the Enterprise Chamber's decision in October 2025, our CFO became the interim CEO, increasing C-level representation on our Sustainability Board. In October 2025, the then-appointed interim CFO also joined the Sustainability Board, followed by the CSO in early 2026.

### Sustainability organization



Current status, early 2026

### Corporate Sustainability Office

Since its inception in 2023, Nexperia's Corporate Sustainability Office has strengthened its role in the Company's sustainability journey by expanding its team, responsibilities, and number of new projects. Our Sustainability Office is led by the Head of Sustainability, who has reported directly to the COO since May 2024. As Nexperia's central sustainability organization, the Sustainability Office is responsible for developing our sustainability strategy, defining our roadmap, leading ESG workstreams, and driving ESG projects. Additionally, it oversees sustainability reporting and ESG rating processes and represents Nexperia's sustainability ambitions externally. From 2024 onward, the office has also taken on responsibilities for social sustainability issues, including human rights, stakeholder engagement, calculating our product carbon footprints and Scope 3 emissions, and addressing sustainability-related customer requirements.

With the early adoption of the Corporate Sustainability Reporting Directive (CSRD) reporting requirements for selected European Sustainability Reporting Standards (ESRS), the Sustainability Office initiates and leads Nexperia's IRO management. During the current transition phase, the Company has already implemented IRO management processes, including the disclosure of policies, actions, and targets for selected IROs. Operational responsibility for their implementation rests with the respective departments. Strategic

oversight, monitoring, and performance tracking are already exercised by the Sustainability Board for selected targets, and will be continuously extended in 2026 and 2027.

### Sustainability workstreams and ESG topic ownership

Our sustainability projects are overseen by specialists from various departments and supported by dedicated management structures for specific ESG topics. These delegated topic experts collaborate within sustainability workstreams, with each workstream owner and their teams responsible for executing and coordinating specific actions. We follow the same process for our IRO management, under the guidance of our Sustainability Office and official monitoring of our Sustainability Board.

#### Environment

Our COO has overall accountability for the general Nexperia Management System, which includes the Environmental, Health, and Safety (EHS) Management System. The Head of Global EHS is accountable for the implementation of our global EHS Management System. They are supported by the Manager EHS Management System, who is responsible for the system's documentation and coordinating EHS certification. Additional environmental topics, such as environmental compliance for products, chemical management, and audit support, are managed by specialized positions. Local EHS managers and teams provide extra assistance and function as Nexperia's EHS team. Our Vice President (VP) Front-End Operations, Global

Real Estate and Facilities, and EHS is responsible for the effectiveness of the EHS Management System.

The Sustainability Office is responsible for tracking Scope 3 emissions – the indirect emissions (not included in Scope 2) generated across our value chain in both upstream and downstream activities. Additionally, the topic of product carbon footprint (PCF) is led by the Sustainability Office.

#### Social

Within the Human Resources (HR) organization, our CHRO a.i. serves as the primary escalation point for all HR-related workstreams. He is supported by the HR leadership team. For impacts allocated to individual sites, such as the sites in Seremban (Malaysia), Cabuyao (the Philippines), and Dongguan (China), the responsibility lies with Country HR, which, if necessary, works in close cooperation with our Human Rights Office. Other IROs associated with our own workforce are managed either by our Head of Talent Attraction, Diversity and Inclusion or our Head of Talent, Learning and Development. Impacts related to health and safety fall under the responsibility of Global EHS. The Human Rights Office is responsible for ensuring that Nexperia meets its sustainability due diligence responsibilities.

Impacts associated with workers in the value chain are managed by Procurement in close cooperation with our Sustainability Office and Human Rights Office. Accountability for

responsible sourcing rests with senior leadership, including the COO, Chief Procurement Officer (CPO), Senior Director of Sustainability, VP of Quality, and Senior Director of Global EHS. Global Procurement and External Manufacturing manages supplier selection and oversight.

#### Governance

IROs related to IT are managed by our global IT department, and data privacy concerns by our IT and Legal departments. Our Trade Compliance department, as part of Legal, accounts for consumers' personal safety concerns associated with the potential use of semiconductors in weapons.

The responsibility for ethics-related topics rests with our Ethics Committee.

## Risk management and internal controls over sustainability reporting

Effective risk management and internal controls are crucial to responsible business management and reliable sustainability reporting. Nexperia's Risk Management Policy, Internal Control Policy, and company principles support the Board, Executive Management Team (EMT), and Senior Management in proactively overseeing day-to-day operations and advancing strategic goals. They also support compliance with legal requirements and international best practices, safeguard the Company's assets, and contribute to maintaining integrity in Nexperia's financial reporting and related disclosures.

While the Board holds overall accountability, the EMT and Senior Management are responsible for managing risks within their respective areas and for implementing responses to material risks. By considering all reasonable possibilities, Senior Management contributes to identifying emerging opportunities for the Company and the potential challenges linked to them.

The Company's risk management framework covers strategic, operational, financial, compliance, and ESG risks. Risks and opportunities identified through the business planning process and internal controls are regularly assessed, evaluated, managed, and reported. Our Internal Control and Risk Management System is designed in accordance with international best practice standards, such as the COSO Risk Management Model. The Risk

and Internal Control Office maintains a central risk register. Like any internal control and risk management system, Nexperia's provides reasonable (rather than absolute) assurance that its objectives will be achieved.

Building on this framework, we maintain structured reporting processes to communicate risk information, assessment outcomes, the effectiveness of risk responses, and the overall risk landscape to the Board, its Audit Committee, and the Enterprise Risk Management Committee. As part of a broader enterprise-wide risk analysis, we also identify key risks for sustainability reporting. We review the materiality of these risks annually through a structured process with clear responsibilities and controls. Subsequently, the material reporting risks are incorporated into the overall Internal Control and Risk Management System.



# Strategy, Business Model, and Value Chain

## Business context

Headquartered in the Netherlands, Nexperia is a semiconductor company with a global presence and a proud European heritage. Nexperia was the former Standard Products division of NXP Semiconductors, which itself was divested from Philips Semiconductors in 2006. Nexperia was founded in February 2017 and as of December 31, 2025, had 8,574 employees across Europe, Asia, and the Americas, excluding employees from the five deconsolidated Chinese entities. At the end of 2024, including the Chinese entities, we had a total of 12,521 employees.

Nexperia's business mission is centered on efficiency, innovation, and sustainability. It closely aligns our activities with the demands of global industry trends – electrification, digitalization, automation, and the green energy transition – and their potential to create a more sustainable future. We also contribute to increasing our customers' energy efficiency by providing semiconductor devices, such as silicon carbide (SiC) and gallium nitride (GaN), which enable our customers to achieve higher

efficiency in power applications such as power supplies, motor drives, onboard charging, and inverters. To further this commitment, Nexperia announced a \$200 million investment in its Hamburg facility (Germany) to advance the production of wide-bandgap (WBG) semiconductors such as silicon carbide and gallium nitride. Implementation is planned from 2024 to 2026.

## Significant products, services, markets, and sectors

Nexperia is a global leader in "essential semiconductors" and the number one global supplier of small-signal discretes, with one of the broadest product portfolios in the industry. These products provide the basic functionality in virtually every commercial electronic design, from cars to power tools and mobile phones to medical equipment. They support the creation of more technologically advanced memory

devices, microprocessors, and sensors that other semiconductor companies then develop, produce, and sell.

Nexperia develops, manufactures, and sells discrete semiconductors such as small-signal discretes, power discretes, protection discretes, signal conditioning devices and low complexity Integrated Circuits (ICs) (e.g. Standard Logic devices, General Purpose Analog ICs). The Company's portfolio consists on the one hand of a large variety of catalog products but on the

### Key applications



#### AUTOMOTIVE

- › Body Control
- › Chassis & Safety
- › Powertrain
- › ADAS
- › Lighting
- › Braking
- › Steering



#### INDUSTRIAL & POWER

- › Power Supplies
- › Motor Control
- › Ind. Lighting
- › Telecommunication Infrastructure
- › Data Servers



#### MOBILE & WEARABLES

- › Smartphones
- › Wearables like Smart-watches, Fitness & GPS Trackers, etc
- › Tablets



#### CONSUMER

- › Handheld Consumer, e.g., Battery-Driven Power Tools
- › Smart Home Applications
- › Audio & Video
- › Gaming
- › Appliances & White Goods



#### COMPUTING

- › Notebooks
- › Desktops
- › Storage
- › Peripherals

other hand also of innovative discrettes, metal-oxide-semiconductor field-effect transistors (MOSFETs) and logic devices by using proprietary circuit designs and processes. Nexperia offers leading high-performance solutions especially in the field of Electrostatic Discharge (ESD) protection devices and low loss rectification and power switching. Furthermore, the Company provides power transistors based on wide-bandgap materials such as GaN (gallium nitride) and SiC (silicon carbide) semiconductor material as well as Discrete IGBTs (insulated-gate bipolar transistors).

### Key products

- › Small-signal transistors and diodes
- › Interface ESD protection devices
- › Power bipolar transistors
- › Schottky- and PN-rectifiers
- › Small-signal MOS
- › Power MOS
- › GaN FETs
- › SiC rectifier and MOSFETs, power modules
- › IGBTs & power modules
- › Standard logic ICs
- › Analog signal ICs (e.g., voltage translators, transformer drivers, digital isolators)
- › Analog power ICs (e.g., eFuse, ideal diodes, load switches, linear and switching voltage regulators, energy harvesting ICs)

Nexperia does not operate in the fossil fuels sector, chemicals production, the controversial weapon industry, or the cultivation or production of tobacco. During the reporting year, the Company generated no revenue from activities in these sectors.

## Nexperia's business model

Our business model spans all main stages of the semiconductor value chain, from research and development (R&D) and design to manufacturing and sales. We operate front-end wafer fabrication (fab) facilities, back-end assembly, and testing sites across Europe and Asia, continuously working toward global supply chain resilience and efficiency.

### R&D activities

We consider R&D to be the foundation of our long-term success. Our R&D approach focuses on existing as well as untapped and unknown markets. Our global R&D team comprises 799 highly skilled employees (FTE, compared to 2024: 1,150). Nexperia B.V. deconsolidated Nexperia (China) Ltd., Nexperia (Shanghai) Ltd., Nexperia Technology (Shanghai) Ltd., Nexperia (Wuxi) Ltd., and ITEC Technology (Wuxi) Ltd. with effect from October 1, 2025, due to loss of actual control over these Chinese entities. Accordingly, R&D centers in China, including Shenzhen and Shanghai, were also deconsolidated as of October 2025.

We organize our R&D activities to comply with relevant industry and environmental standards:

- › ISO 9001: Quality management systems
- › IATF 16949: Quality management system requirements for automotive production and relevant service parts organizations
- › ISO 14001: Environmental management systems
- › Restriction of Hazardous Substances (RoHS)

Since its inception, Nexperia has been successfully audited by specialized external auditors against these ISO and IATF standards. Our ongoing compliance is supported by incorporating ISO 14001 product design requirements into our standard working procedure, the Eco Design Policy.

### Manufacturing

At our front-end facilities, Nexperia produces semiconductors of various sizes and characteristics to meet our customers' requirements. The back-end manufacturing facilities test and package different types of products using a wide variety of assembly processes.

### Front-end/wafer fabs:

- › Wafer fab for discrettes in Hamburg, Germany
- › Wafer fab for power MOSFETs in Manchester, United Kingdom

### Back-end/assembly sites:

- › Assembly site in Dongguan, China (deconsolidated effective October 2025)
- › Assembly site in Seremban, Malaysia
- › Assembly site in Cabuyao, the Philippines
- › Assembly site in Wuxi, China (currently in the equipment installation phase, deconsolidated effective October 2025)

### Upstream and downstream value chains

Manufacturing semiconductors is a highly specialized process, containing multiple sub-processes that require various raw materials. The most critical raw materials are high-quality raw silicon wafers, which we procure from a few specific suppliers with whom we maintain strong ongoing relationships. Downstream, we serve a global customer base across the automotive, industrial and power, mobile and wearables, consumer, and computing industries. Our products enable electrification, digitalization, and energy efficiency – key drivers of sustainability in these sectors.

Nexperia – Main locations



**Headquarters**

Nijmegen (Netherlands), including research & development activities



**Wafer fabs**

Two own wafer fabs including research & development activities in Hamburg (Germany) and Manchester (UK)



**Research & development**

Research & development activities in Asia, Europe, and the Americas



**Sales offices**

Sales activities in Asia, Europe, and the Americas in close proximity to customers



**Assembly sites**

Four own assembly sites in Seremban (Malaysia), Cabuyao (Philippines), Dongguan (China), and Wuxi (China).

*Nexperia B.V. deconsolidated Nexperia (China) Ltd., Nexperia (Shanghai) Ltd., Nexperia Technology (Shanghai) Ltd., Nexperia (Wuxi) Ltd., and ITEC Technology (Wuxi) Ltd. with effect from October 1, 2025, due to loss of actual control over these Chinese entities. Unless stated otherwise, any data in this report with respect to these entities is included up to October 1, 2025.*

## Nexperia's ESG strategy and goals

Environmental, social, and governance (ESG) aspects are integral to Nexperia's overall business strategy. Our sustainability strategy builds on our double materiality assessment (DMA) we conducted in 2024 and partly updated in 2025. We have committed to five main action fields and defined data governance as the key enabler.

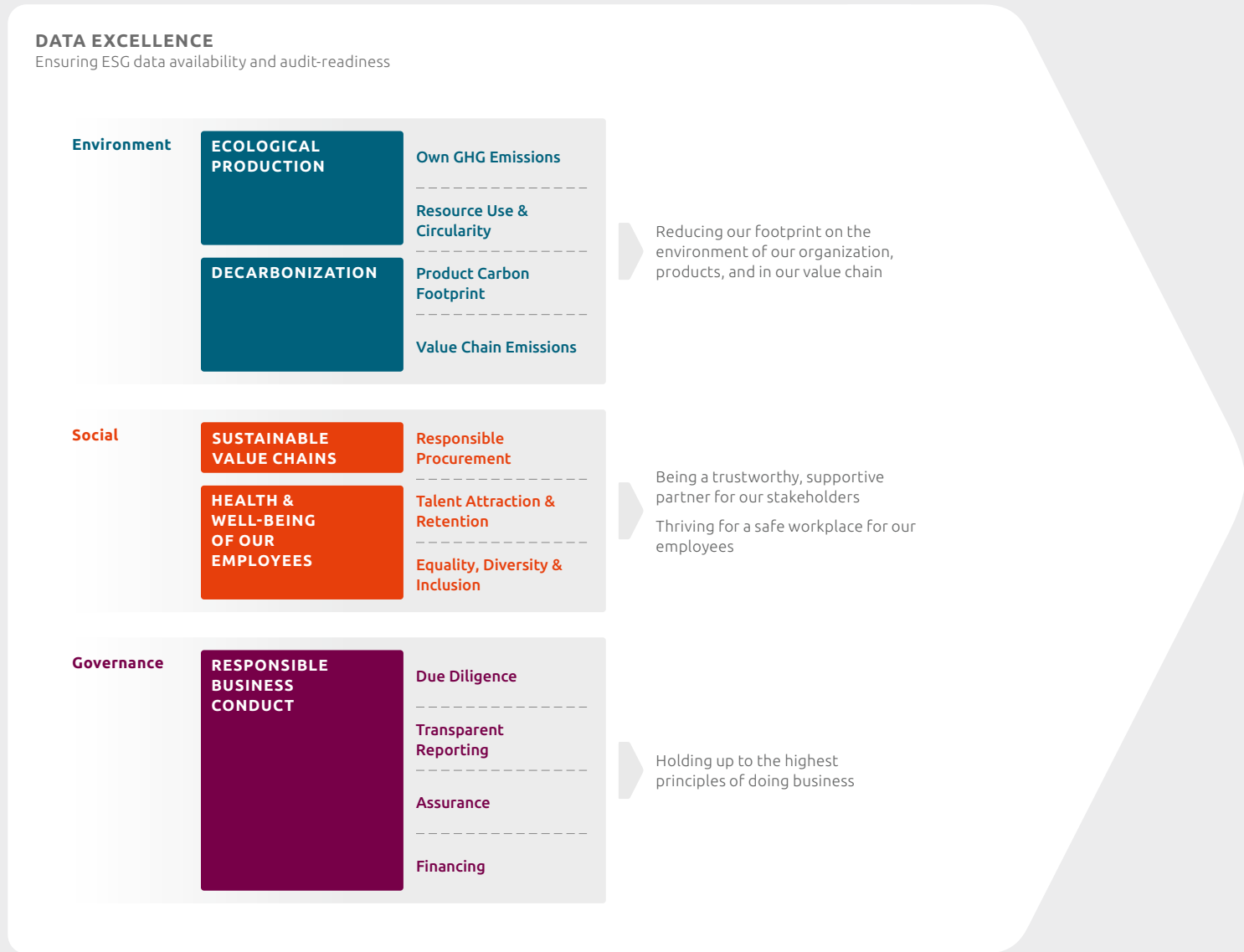
We have developed specific EGS goals, including:

- › carbon neutrality for Scope 1 and 2 emissions by 2035
- › 100% renewable electricity for key sites
- › diversity targets for management and technical roles
- › supplier responsibility through our Supplier Code of Conduct

For further targets and details, please see the respective topic chapters.

We are committed to the UN Global Compact, the International Labor Organization's (ILO) Labor Standards, the Responsible Business Alliance (RBA), the UN Guiding Principles on Business and Human Rights, the UN Sustainable Development Goals (SDGs), the Guidelines for Multinational Enterprises by the Organisation for Economic Co-operation and Development (OECD), and the Paris Agreement. We also follow various management standards issued by the International Standards Organization (ISO), which are described in the relevant topic chapters of this report.

### Our ESG strategy framework



## Interests and views of our stakeholders

Effective stakeholder engagement is essential for creating shared value, building trust, managing risks, and driving long-term business success. Our stakeholders' voices play a crucial role in shaping our sustainability strategy and ensuring we remain accountable to the communities and environments where we operate.

Through ongoing dialogue, we communicate transparently and maintain constructive relationships with employees, partners, the general public, and other stakeholders. By listening to our stakeholders and incorporating their feedback, we strive to enhance our sustainability performance and reputation as a responsible corporate citizen (see chapter "Our Responsibility and Engagement").

Our engagement approach is structured and tailored to the needs of different stakeholder groups. We use a variety of formats, including consultations and formal reports. These activities are coordinated by the relevant departments.

Key stakeholder group	Relevance and approach of engagement	Examples of stakeholders and engagement
<b>Own workforce</b>	We strive to create engaging, productive, and safe work environments for all employees. These efforts are supported by clear policies and targeted measures. Regular feedback channels help us understand employee needs and inform how we manage TeamNexperia.	Engagement takes place through town halls, social media, newsletters, employee surveys, and our website, complemented by ongoing dialogue with workers' councils.
<b>Industry associations and policy makers</b>	Participation in industry associations is a key aspect of our engagement approach. As an international company, Nexperia contributes to national and global associations and is recognized as a relevant think tank in the semiconductor industry.	We engage through conferences, meetings, workshops, and working groups. Nexperia chairs the semiconductor working group of the German Electro and Digital Industry Association (ZVEI) and initiated the working group on proactive sustainability in the electronic industry. We are also active in further associations, including: <ul style="list-style-type: none"> <li>› SEMI Global Industry Association</li> <li>› European Semiconductor Industry Association (ESIA)</li> <li>› German Association of the Automotive Industry (VDA)</li> <li>› Techworks/NMI (Electronics Manufacturing, UK)</li> <li>› The Federation of Malaysian Manufacturers (FMM)</li> </ul>
<b>Initiatives and memberships</b>	Nexperia participates in global initiatives to strengthen sustainability across its operations and supply chain. These memberships support responsible business practices and due diligence.	We are a member of the UN Global Compact and the Responsible Business Alliance (RBA), where we join task forces and regular calls. We also participate in the Responsible Minerals Initiative (RMI) through plenary calls and smelter engagement teams.
<b>Suppliers</b>	Supplier engagement enables collaboration to improve transparency and sustainability performance across our supply chain.	Activities include supplier days (the latest supplier day was hosted in February 2026 in Seremban), onboarding processes, and regular Supplier Social Responsibility Audits.
<b>Customers</b>	Dialogue with customers is key to understanding their sustainability targets and aligning our products with them.	Engagement takes place through conferences, product launches, trade shows, and regular business review meetings. We respond to ESG-related requests and operate a tool to handle sustainability inquiries efficiently.
<b>Value chain workers</b>	The well-being of workers across our supply chain is a priority. While we conducted no direct engagements during the reporting year, we monitor suppliers to ensure our requirements are met.	Supplier audits and grievance mechanisms are in place to ensure good working conditions and compliance with relevant standards.
<b>Local communities</b>	In the areas where we operate, local communities and neighborhoods are an important stakeholder group. Our engagements focus on building trust and contributing positively to local development.	We use various local-level formats as detailed in the "Our Responsibility and Engagement" chapter of this report.
<b>Investors</b>	Investors are key stakeholders for Nexperia. We regularly align our sustainability reporting and strategies with their expectations and priorities to support the general decision process.	Engagements where sustainability issues are discussed with investors take place through investor meetings, roadshows, and conferences. In early 2026, Netherlands-based Invest International signed a \$60 million loan agreement with Nexperia to support a global production capacity expansion program across its manufacturing facilities worldwide.



Nexperia regularly conducts materiality analyses to identify its stakeholders' perspectives, interests, and concerns. These assessments help us determine the environmental, social, and governance issues that matter most to them. In 2024, as part of our double materiality assessment (DMA) and to prepare for our compliance with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), we performed a series of in-person interviews with internal and external stakeholders to gain deeper insights into their positions. Participants included representatives from ElectronicsWatch, financial stakeholders at DBS Bank Singapore, academic experts from the ESCP Business School, internal teams at the Industrial Technology and Engineering Center (ITEC), and our Quality and Facility Management departments.

We acknowledge that our sustainability journey is an ongoing process that requires continuous strategy updates. We continue monitoring stakeholder feedback to ensure our approach is responsive and relevant. We plan to develop a newly structured, comprehensive stakeholder engagement approach. By doing so, we aim to ensure a more robust and responsive approach by mid-2028.

We strive to effectively communicate stakeholders' views and feedback to our leadership. Regular briefings are provided to all or selected members of the EMT and the Board. This includes regular formal updates from Corporate Affairs/Advocacy & Alliances, as well as more detailed reports for the Head

of Advocacy & Alliances, Chief Corporate Affairs Officer, and relevant Country Directors. In addition, the Corporate Affairs, Legal, and Sustainability teams coordinate closely to ensure timely and informed decision-making. With our Chief Corporate Affairs Officer leaving the Company at the end of 2025, all corporate affairs activities are now supervised by our Legal department.

### Material impacts, risks, and opportunities and their interaction with our strategy and business model

Nexperia's business model is shaped by global megatrends such as electrification, energy efficiency, digitalization, and automation. These create opportunities for innovation and new businesses, but also introduce sustainability-related risks across our value chain. At the same time, our sourcing strategy and manufacturing footprint can lead to environmental and social impacts that may extend beyond our own operations. To respond to these impacts, risks, and opportunities, we work to embed sustainability into robust policies, expand our share of purchased renewable energy, and strengthen supplier due diligence.

For this reporting year, Nexperia does not disclose quantitative information on the current or anticipated financial effects of material risks and opportunities. In line with ESRS 2 (Set 2, par. 28 and 29), we have focused on qualitative disclosures.

# Double Materiality Assessment

## Description of the process to identify and assess material impacts, risks, and opportunities

A robust double materiality assessment (DMA) is a fundamental aspect of Nexperia's corporate sustainability management. It allows us to determine the topics to be disclosed in our Sustainability Report and those that are strategically relevant to the Company.

In 2024, we conducted a DMA aligned with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) Set 1 requirements. In 2025, we introduced additional topics. Compared to our 2022 materiality assessment, the 2024 DMA introduced a closer alignment with Enterprise Risk Management. The next full DMA, reflecting ESRS Set 2 requirements, is planned for 2026.

The DMA covers our own operations and the entire value chain. To determine if a sustainability matter is material, the analysis considers both an impact materiality perspective and a financial materiality perspective (double materiality). A sustainability matter is deemed material if it meets the threshold under one or both perspectives.

Our 2024 DMA followed six steps:

### Step 1:

#### Definition of scope and topic list

We developed a comprehensive long list of potentially material sustainability matters based on the predefined topics list under ESRS 1 AR16 (Set 1). In the next step, we adapted this list to Nexperia's activities and business model. Inputs included peer reviews to capture industry trends, our value chain profile, and stakeholder mapping. Key activities, countries, and materials were prioritized to cover the most relevant aspects across the value chain.

### Step 2:

#### Stakeholder engagement

We consulted internal experts and external stakeholders through interviews to validate the topic list and gain insights on positive and negative impacts, as well as financial risks and opportunities.

### Steps 3 & 4:

#### Impact and financial materiality analysis

We assessed impacts based on severity and likelihood, considering scale, scope, and irremediability for negative impacts. Using Nexperia's Enterprise Risk Management criteria, we evaluated risks and opportunities by examining their likelihood of occurrence and potential monetary impact. Prevention, mitigation, and remediation actions were also factored into the prioritization.

### Step 5:

#### Validation

Results were presented to relevant departments for feedback and validated by the Executive Management Team (EMT).

### Step 6:

#### Consolidation

Final results identified material topics and corresponding ESRS disclosure requirements; we integrated material risks into our Internal Control and Risk Management System.

The assessment included consultations with affected stakeholders and external experts, and considered sector benchmarks, scientific data, and risk management practices.

## Disclosure requirements in ESRS covered by the undertaking's sustainability statement

### Material impacts, risks, and opportunities

In our DMA, we identified material topics according to the ESRS that form the core of our sustainability reporting, which are briefly summarized on the next page. In addition, we defined Nexperia-specific material topics, which are reflected in the "Business Continuity" pillar of the Governance section. The topic of Corporate Citizenship is included in our sustainability reporting as a complementary focus area.

**Our material topics**

**Environment**

Sub-topic	Value chain position	Type
<b>CLIMATE CHANGE</b>		
Climate change mitigation	Own operations; upstream; downstream	●
Climate change mitigation	Own operations	■ ■
Climate change adaption	Own operations	■
Energy	Own operations in Cabuyao, Dongguan, Hamburg, Manchester, and Seremban; upstream	●
Energy	Own operations	■
<b>POLLUTION</b>		
Pollution of air	Own operations; upstream	● ■
Pollution of water	Own operations; upstream	● ■
Substances of concern	Own operations; upstream	●
<b>WATER</b>		
Water	Own operations in Cabuyao, Dongguan, and Seremban	●
<b>CIRCULAR ECONOMY</b>		
Resources inflows, including resource use	Own operations in Cabuyao, Dongguan, Hamburg, Manchester, and Seremban; upstream	●
Waste	Own operations	●

**Social**

Sub-topic	Value chain position	Type
<b>OWN WORKFORCE</b>		
Adequate wages	Own operations in Cabuyao, Dongguan, and Seremban	●
Working time	Own operations in Cabuyao and Dongguan	●
Freedom of association, including work councils / collective bargaining	Own operations in Cabuyao, Dongguan, and Seremban	●
Other: employee satisfaction	Own operations	■
Health & Safety	Own operations in Cabuyao, Dongguan, Hamburg, Manchester, and Seremban	●
Diversity	Own operations	●
Forced labor	Own operations in Cabuyao, Dongguan, and Seremban	●
Child labor	Own operation in Dongguann	●
<b>WORKERS IN THE VALUE CHAIN</b>		
Adequate wages	Upstream	●
Working time	Upstream	●
Freedom of association, including work councils / collective bargaining	Upstream	●
Health & safety	Upstream	●
Child labor	Upstream	●
Forced labor	Upstream	●
Other: human rights regulations	Upstream	■

**Governance**

Sub-topic	Value chain position	Type
<b>BUSINESS CONDUCT</b>		
Corporate culture: use of semiconductors in the weapons industry	Downstream	●
Political engagement and lobbying activities	Own operations	■
Management of relationships with suppliers, including payment practices	Own operations	■ ■
Other: sustainability disclosure regulations	Own operations	■
<b>BUSINESS CONTINUITY</b>		
Data protection and IT security	Downstream	●
Data protection and IT security	Own operations	■
Geopolitical decoupling and supply chain disruptions	Upstream	■

- Opportunity
- Risk
- Actual negative impact
- Potential negative impact

DMA 2024 according to the ESRS (Set 1) requirements. We will conduct a full update of our DMA in 2026.



A content index with a detailed list of disclosure requirements and a breakdown of ESRS and Global Reporting Initiative (GRI) coverage is provided in the appendix "Content Index." In addition to ESRS and GRI references, Nexperia has been a signatory to the UN Global Compact since January 2023. Progress on the ten principles of the UN Global Compact is summarized in the "UN Global Compact" chapter of this report.

We also include an overview of the data points that derive from other EU legislation in the appendix "List of datapoints in cross-cutting and topical standards that derive from other EU legislation."

# Additional International Sustainability Reporting

As a global semiconductor manufacturer, we see our sustainability efforts as part of a wider shared responsibility. To keep our progress transparent and show how our work connects to international expectations, we share selected information beyond the reporting standards applied in this Sustainability Report. The following sections highlight our Communication on Progress under the United Nations (UN) Global Compact, our contribution to the UN Sustainable Development Goals (SDGs), and our current rating performance.

## UN Global Compact

### Our commitment and approach

Since January 2023, Nexperia has been a signatory to the UN Global Compact.

The Global Compact sets out ten universal principles across four key areas: human rights, labor, the environment, and anti-corruption. As a voluntary initiative supported by over 24,000 companies worldwide, the Global Compact encourages businesses to align their strategies and operations with these principles and contribute to the SDGs.

As a signatory, we integrate the ten principles into our approach to sustainability and apply them through our established management systems. We outline Nexperia's policies, procedures, and actions in the respective chapters of this Sustainability Report. The section below summarizes our steps toward enhancing sustainability and social responsibility across our operations.

## Communication on Progress

### Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

- › Nexperia is a signatory to the UN Global Compact and supports the aims of the International Labor Organization's (ILO) Labor Standards, the Responsible Business Alliance (RBA), the UN Guiding Principles on Business and Human Rights (UNGPR), the SDGs, the OECD Guidelines for Multinational Enterprises, and the Paris Agreement. We also adhere to various management standards issued by the International Standards Organization (ISO).
- › Nexperia's Code of Conduct, Supplier Code of Conduct, and Sustainability Policy demonstrate our commitment to labor and human rights. They set clear expectations for providing a safe work environment, promoting good health, minimizing the environmental impact of our activities, protecting the environment, and adhering to ethical business practices. We encourage innovation and creative solutions that add value for our customers, communities, and planet.

- › Our human rights-related policies and processes are guided by globally recognized standards, such as relevant ILO conventions, Guidelines for Fair Recruitment, OECD National Contact Points for Responsible Business Conduct on remediation and grievance mechanisms, and the Walk Free Foundation.
- › We are committed to preventing human and labor rights abuses. In line with the RBA standard, we conduct risk analyses, supplier and self-assessments, and audits at Nexperia and supplier sites. Nexperia's Social Responsibility Auditable Standard applies globally to all of Nexperia's facilities, suppliers, contractors, and external manufacturers, covering all employees and value chain workers, including temporary, foreign, student, and contract workers. The standard details our commitment to transparent and safe workplaces and supply chains, including requirements regarding labor and human rights, equal pay, non-discrimination measures, and more.

## Communication on progress

### Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

- › We support and participate in dialogues with employee representation bodies, including workers' councils at the site level and trade unions at sectoral and national levels. We have collective bargaining agreements in place in several countries, including the Netherlands, the Philippines, and the UK. Negotiations are ongoing in Germany and started in Malaysia in early 2026.

- › We also support the ILO's aim to promote and realize universally accepted labor standards. We respect and recognize our employees' freedom to establish, join, or be represented by an organization, trade union, or employee group of their choice. Across all global sites, our employees have the freedom to associate and the right to collective bargaining as provided by local statutes.
- › The Nexperia Supplier Code of Conduct, the Nexperia Forced Labor, Modern Slavery, Human Trafficking Remediation Policy, and additional local policies for our back-end sites explicitly state that we do not tolerate any form of slavery – including forced, bonded, indentured, or prison labor, as well as human trafficking, child labor, and discrimination – within our company or across our supply chain.

### Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

- › Nexperia takes a proactive approach to environmental protection. We implement robust management systems and incorporate practices across our operations to minimize our environmental footprint. In addition, we adhere to the principles of the Global Compact based on our ISO 14001-certified Environmental, Health, and Safety (EHS) Management System, covering all our manufacturing sites and headquarters. The EHS Management System requires us to identify, control, and reduce the ecological impact of our operations and establish compliant and impactful policies, processes, and procedures to manage all material environmental aspects.
- › In 2023, Nexperia announced the long-term target to become carbon neutral across its own operations by 2035. This commitment includes direct operational emissions

(Scope 1) and indirect emissions associated with procuring energy for operations (Scope 2). In mid-2025, we conducted our first Scope 3 emissions inventory for the 2024 financial year. Scope 3 emissions are indirect emissions, not included in Scope 2, generated across our value chain, covering both upstream and downstream activities. In the future, Nexperia aims to enhance its efforts to reduce emissions wherever possible. That is why we committed to the Science Based Targets initiative (SBTi) in 2025 and are developing science-based targets consistent with limiting global warming to 1.5°C.

- › Nexperia is a company driven by an unwavering commitment to innovation, developing semiconductors for energy-efficient everyday products used by people worldwide. To do so, we continuously work to improve the energy efficiency of our original portfolio, including products with increased power capabilities, such as wide-bandgap (WBG) devices like silicon carbide (SiC) rectifiers, gallium nitride (GaN), field-effect transistors (FETs), and power management integrated circuits (ICs). We continue to improve and develop products that reduce energy and material consumption in a broad range of applications while striving to make our operations carbon neutral and contribute to a more sustainable future.

**Communication on progress**

**Anti-corruption**

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

- › Nexperia has robust policies and procedures to prevent corruption and promote ethical business practices across our operations and supply chain. We address all relevant business ethics risks that come to our attention using our ethical risk assessment procedures.
- › Nexperia's Code of Conduct details our commitment to preventing corruption and promoting ethical behavior in an accessible and structured format. It provides concrete operating guidelines for appropriate behavior and correct procedures, including ethics escalation (whistleblowing). Overall, it aims to promote a clear, strong, and consistent culture of ethics.

**UN Sustainable Development Goals**

In 2015, the United Nations (UN) adopted 17 Sustainable Development Goals (SDGs). They serve as a critical roadmap to create a more sustainable future for people and the environment. The SDGs define concrete targets for 2030, and we have joined many other companies in embedding the SDG reporting framework into our Sustainability Report.

We have identified seven core SDGs where Nexperia can make a meaningful contribution. Our efforts focus on the sub-targets listed below, which we aim to impact positively through our business activities.

- SDG 3 – Good health and well-being
- SDG 4 – Quality education
- SDG 5 – Gender equality
- SDG 7 – Affordable and clean energy
- SDG 9 – Industry, innovation, and infrastructure
- SDG 12 – Responsible consumption and production
- SDG 13 – Climate action

**Our contributions to the SDGs**

**SDG 3 | Good health and well-being**

**Ensure healthy lives and promote well-being for all at all ages**

The health and safety of our employees is a clear priority. We continually strive to ensure that everyone at Nexperia – our employees, temporary workers, interns, partners, and visitors – feels safe in a secure environment. This includes medical, physical, emotional, and mental health.



Target	Our contributions
<p>3.8</p> <p>Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services, and access to safe, effective, quality, and affordable essential medicines and vaccines for all.</p>	<ul style="list-style-type: none"> <li>› Comprehensive health and safety policies in Nexperia's Code of Conduct, Sustainability Policy, and Supplier Code of Conduct</li> <li>› Health and safety management system according to ISO 45001</li> <li>› Health events and campaigns at the local and global level</li> </ul> <p>Further details: "Policies related to our own workforce" and "Our Responsibility and Engagement"</p>
<p>3.9</p> <p>By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination.</p>	<ul style="list-style-type: none"> <li>› Effective risk prevention and management measures: since Nexperia's foundation in 2017, zero recorded fatalities and high-consequence work-related injuries</li> <li>› Management approach to health and safety: Environmental, Health, and Safety (EHS) Management System and Chemicals Management System</li> <li>› Robust reporting processes for any safety risks, accidents, and injuries</li> </ul> <p>Further details: "Health and safety metrics" and "Policies related to resource use"</p>





### SDG 4 | Quality education

#### Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Education is pivotal for personal, professional, social, and economic development. We are committed to providing equal access to quality education and investing in our employees' skills and competencies.

Target	Our contributions
<p>4.3</p> <p>By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university.</p>	<p>› Equality, Diversity, and Inclusion (ED&amp;I) Program with targets for women in management and R&amp;D/engineering</p> <p>Further details: "Targets related to our own workforce"</p>
<p>4.4</p> <p>By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.</p>	<p>› Cooperation with schools and universities to stimulate interest and innovation in technology</p> <p>Further details: "Our Responsibility and Engagement"</p>



### SDG 5 | Gender equality

#### Achieve gender equality and empower all women and girls

We champion gender equality and empower all women and girls. We value diversity and inclusion in our culture and teams.

Target	Our contributions
<p>5.1</p> <p>End all forms of discrimination against all women and girls everywhere.</p>	<ul style="list-style-type: none"> <li>› Nexperia's Code of Conduct outlines a clear commitment to prevent and address any forms of discrimination, harassment, or misconduct</li> <li>› Our global Anti-Discrimination Policy outlines our commitment to fostering an inclusive, respectful, and equitable workplace</li> <li>› Comprehensive company-wide ED&amp;I Program</li> <li>› Internal and external mechanisms to report suspected cases of misconduct, e.g., the SpeakUp system</li> </ul> <p>Further details: "Policies related to our own workforce" and "Engagement with our own workforce and workers' representatives, channels to raise concerns, and remedial approaches"</p>
<p>5.c</p> <p>Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.</p>	<ul style="list-style-type: none"> <li>› Targets for women in management and R&amp;D/engineering</li> <li>› Unconscious bias awareness training for our talent acquisition team, people managers, and HR managers</li> <li>› Supported the growth of female leaders through Women in Nexperia Employee Resource Group (ERG) and the EmpowHERment program</li> </ul> <p>Further details: "Equality, diversity, and inclusion (ED&amp;I) awareness and training" and "Female leadership program"</p>
<p>5.5</p> <p>Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.</p>	<ul style="list-style-type: none"> <li>› Targets for women in management and R&amp;D/engineering</li> <li>› Dashboard for monthly Sustainability Board reporting on ED&amp;I metrics</li> </ul> <p>Further details: "Targets related to our own workforce"</p>



### SDG 7 | Affordable and clean energy

**Ensure access to affordable, reliable, sustainable, and modern energy for all**

We aim to reduce our carbon footprint and increase the share of renewable energy in our operations and across our value chain.

Target	Our contributions
7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	<ul style="list-style-type: none"> <li>› Sustainability and environmental policies inscribed into our Code of Conduct</li> <li>› GHG Emissions Reduction Roadmap to achieve carbon neutrality across Scope 1 and 2 emissions by 2035</li> <li>› First Scope 3 emission inventory for the financial year 2024</li> <li>› Nexperia committed to the Science Based Targets initiative (SBTi) in 2025</li> <li>› Renewable energy program to purchase green electricity for all our sites; 60% of electricity purchased from renewable sources in 2025</li> </ul> <p>Further details: "Emissions and Energy"</p>



### SDG 9 | Industry, innovation, and infrastructure

**Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation**

We pioneer innovative products across diverse markets and industries, tailored to driving the development of energy-efficient products and applications.

Target	Our contributions
9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	<ul style="list-style-type: none"> <li>› Providing innovative products, e.g., wide-bandgap (WBG) and silicon carbide- or gallium nitride-based semiconductors, geared toward boosting energy efficiency in client products and applications</li> <li>› \$200 million investment in Nexperia's Hamburg (Germany) facility to advance the development and production of WBG semiconductors, including SiC and GaN; implementation is planned from 2024 to 2026</li> </ul> <p>Further details: "Strategy, Business Model, and Value Chain"</p>
9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per one million people and public and private research and development spending.	<ul style="list-style-type: none"> <li>› R&amp;D staff of 799 full-time equivalents (FTEs) as of December 31, 2025, excluding employees from five deconsolidated entities in China (2024: 1,150 FTEs)</li> </ul> <p>Further details: "Strategy, Business Model, and Value Chain"</p>



## SDG 12 | Responsible consumption and production

### Ensure sustainable consumption and production patterns

We aim to be carbon neutral across Scopes 1 and 2 by 2035 and use resources efficiently. We reduce and recycle waste, source renewable energy, and report on our sustainability performance.

Target	Our contributions
<p>12.2</p> <p>By 2030, achieve the sustainable management and efficient use of natural resources.</p>	<ul style="list-style-type: none"> <li>› Comprehensive EHS Management System (ISO 14001-certified)</li> <li>› Commitment to carbon neutrality for Scope 1 and 2 emissions by 2035 Nexperia committed to the SBTi in 2025</li> <li>› In 2025, first full-scale climate risk assessment (CRA) identifying physical and transition-related risks and opportunities</li> <li>› Product carbon footprint (PCF) data for around half of our product portfolio</li> <li>› Green electricity purchases and renewable energy projects</li> </ul> <p>Further details: "Environmental, Health, and Safety Management System" and "Emissions and Energy"</p>
<p>12.5</p> <p>By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.</p>	<ul style="list-style-type: none"> <li>› Recycling activities and waste reduction initiatives</li> <li>› In 2025, recycled 81% of regular waste across our manufacturing sites</li> </ul> <p>Further Details: "Waste Management and Resources"</p>
<p>12.6</p> <p>Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p>	<ul style="list-style-type: none"> <li>› Continuous voluntary annual non-financial ESG disclosures since 2022</li> <li>› Extensive preparations for compliance with the Corporate Sustainability Reporting Directive (CSRD)</li> <li>› Early adopter of the European Sustainability Reporting Standards (ESRS) and voluntary reporting on selected ESRS standards in Nexperia's 2025 Sustainability Report</li> </ul> <p>Further Details: "About Nexperia's 2025 Sustainability Report"</p>



## SDG 13 | Climate action

### Take urgent action to combat climate change and its impacts

We are committed to climate action and aligning our business with the Paris Agreement. We aim to achieve net-zero emissions across Scopes 1 and 2 by 2035.

Target	Our contributions
<p>13.2</p> <p>Integrate climate change measures into national policies, strategies, and planning.</p>	<ul style="list-style-type: none"> <li>› GHG Emissions Reduction Roadmap for Scope 1 and 2 toward carbon neutrality launched in 2023</li> <li>› Nexperia committed to the SBTi and is developing science-based targets consistent with limiting global warming to 1.5°C</li> <li>› In 2025, first full-scale CRA identifying physical and transition-related risks and opportunities.</li> <li>› Ongoing renewable energy projects with a special focus on switching to purchased renewable electricity</li> <li>› Energy efficiency measures to optimize energy consumption and performance</li> </ul> <p>Further details: "Environmental, Health, and Safety Management System" and "Emissions and Energy"</p>

# ESG Ratings

Nexperia transparently monitors and reports on its progress toward the Company's environmental, social, and governance (ESG) goals. By providing clear insights into our ESG performance, we help investors, customers, and partners make informed decisions and affirm our commitment to long-term sustainable value creation. To benchmark our ESG performance, we work with leading external rating agencies.

## EcoVadis sustainability rating

In April 2025, Nexperia received its second EcoVadis assessment and earned a gold medal for the second consecutive year. With a score in the 98<sup>th</sup> percentile, the EcoVadis rating (0-100) recognizes the strength and maturity of Nexperia's Sustainability Management System across the four EcoVadis themes: environment, labor and human rights, ethics, and sustainable procurement.

This result places Nexperia among the top 5% of companies in our industry assessed by EcoVadis in the 12 months preceding the publication of our scorecard (valid through April 2026). More information is available on our [EcoVadis Recognition Page](#).

## CDP climate change and water security

By participating in the CDP Climate Change and Water Security assessment, we provide transparent information about how Nexperia manages its related risks, opportunities, and metrics. In 2025, we achieved Awareness Level C for both disclosures. The progress we made in 2025 lays the foundation for continued improvements in future assessments.

**GOLD | Top 5%**

**ecovadis**

Sustainability Rating

**APR 2025**

# Environmental Information

*We recognize that strong environmental performance is fundamental to responsible operations and sustainable growth. Our values guide how we manage emissions, energy and water use, waste and materials, pollution prevention, and workplace safety across all locations, while responding to evolving regulatory, environmental, and societal expectations. A consistent and structured approach to our environment, health, and safety (EHS) management enables us to control risks, improve efficiency, and support our long-term environmental ambitions.*

*In this section, we present our approach, targets, and progress across our material environmental topics of **Emissions and Energy**, **Waste and Resources**, and **Water and Wastewater**.*

## TARGETS

**Carbon neutrality for Scope 1 and 2 emissions across our global operations by 2035**

## HIGHLIGHTS

60% of electricity purchased from renewable sources (32% in 2024)

Committed to the Science Based Targets initiative (SBTi)

First ISO-verified product carbon footprint (PCF)

Implemented a rooftop solar PV system at Nexperia Philippines

Integrated EHS Management System



# Environmental, Health, and Safety Management System

*We manage our environmental, health, and safety (EHS) performance through an integrated management system built on internationally recognized standards. This unified approach ensures our site-level practices consistently support compliant and responsible operations.*



## POLICIES

Code of Conduct

Sustainability Policy

Social Responsibility  
Auditable Standard

PFC Policy

Stormwater Management  
Policy



## ACTIONS

Certified EHS Management

Self-Assessment Procedure

Climate risk assessment

PFC abatement systems

Water use optimization



## TARGETS

Carbon neutrality for Scope  
1 and 2 emissions by 2035

Increase share of purchased  
renewable electricity

## EHS governance, policies, and procedures

Our environmental, health, and safety topics are anchored in defined governance arrangements, formal policies, and standards that provide clear orientation at the corporate and site levels.

### ISO-certified EHS Management System

Nexperia's Environmental, Health, and Safety (EHS) Management System is certified to both ISO 14001 (environmental management) and ISO 45001 (occupational health and safety). These certifications apply to our headquarters and all manufacturing sites, with the exception of Wuxi (China), where no commercial activity took place in 2025. These certified sites represent 93% of Nexperia's global workforce, based on the headcount published in the "Own Workforce" chapter of this report.

To verify our compliance with relevant ISO standards, external certification bodies regularly audit our EHS Management System. ISO 14001 requires us to identify, evaluate, control, and reduce the environmental impacts of our activities, while establishing policies and processes to ensure compliance and support continuous improvement. As a result, the range of environmental aspects we manage under our ISO-certified frameworks extends beyond the material topics covered in this Sustainability Report, reflecting the full breadth of our operational responsibilities.

Complementing our EHS Management System, we also perform external and internal annual audits at our site in Hamburg (Germany) to comply with the ISO 50001 standard for energy management systems. These audits follow our global audit procedure guidelines to ensure methodological consistency and standardized execution across all locations.

### Environmental Data Management System

To support our EHS Management System and maintain consistent oversight, Nexperia operates a centralized Environmental Data Management System. Each site reports its environmental data quarterly, after which it is consolidated, reviewed, validated, and reported at the corporate level.

The validation process includes:

- › Data completeness checks to ensure all required parameters from all sites are submitted.
- › Data comparisons against previous reporting years to identify any significant deviations and investigate their causes.
- › Investigation of external influences that may have impacted the data, such as power outages or weather events.

If previously reported data requires correction and its deviation exceeds 2%, we update the data accordingly.

This report covers environmental data from our manufacturing sites. In line with Nexperia's 2025 Annual Report, the entities located in China were deconsolidated as of October 2025 (see the "General Information" chapter). As a result, Nexperia's Chinese manufacturing sites in Dongguan and Wuxi were removed from this reporting year's environmental dataset from that point onward, limiting year-on-year comparability.

### Nexperia Code of Conduct

Our Code of Conduct is one of Nexperia's foundational policies. It defines, among others, the overarching standards that guide our approach to environmental protection, health, and safety across all operations. Further details on our Code of Conduct are provided in the "Policies related to our own workforce" section of this report.

To complement the Code of Conduct, our internal Social Responsible Auditable Standard sets specific expectations for labor and human rights, health and safety, the environment, ethics, and management systems. The standard is described in more detail in the section "Policies related to workers in the value chain."

### Sustainability Policy

Our Sustainability Policy applies to our own operations and addresses issues related to the environment, health, and safety. It also provides a comprehensive overview of Nexperia's approach to key ESG topics. The policy outlines our commitment to ethics,

labor and human rights, employee well-being, health and safety, products, operations, compliance, local initiatives, transparency, and stakeholder dialogue. It categorizes these topics and commitments, enabling employees to understand how our values and objectives translate into daily responsibilities. The policy complies with the requirements of ISO 14001 and ISO 45001.

### Self-Assessment Process

To maintain compliance with relevant management system standards (ISO 14001, ISO 45001, and ISO 50001), Nexperia conducts regular internal audits at all applicable sites.

As an affiliate member of the Responsible Business Alliance (RBA), we also require each of our manufacturing sites to complete an annual RBA self-assessment questionnaire. This assessment covers EHS topics, as well as management system elements. The results help us identify and evaluate potentially significant environmental risks and implement appropriate mitigation and control measures.

To evaluate compliance with both the Nexperia Code of Conduct and RBA requirements, we also conduct site audits in line with the RBA Validated Assessment Program (VAP).

# Emissions and Energy

As a global semiconductor company, we are committed to taking responsibility for our greenhouse gas (GHG) emissions, which trap heat in Earth's atmosphere and contribute to global warming and climate change.

As our industry evolves and semiconductors increase in capacity, their manufacturing is becoming more complex as well as more energy and chemically intensive. These factors are driving GHG emissions both within our operations and our upstream and downstream value chains. Some of the main climate-damaging gases are hydrofluorocarbons (HFCs) and perfluorinated compounds (PFCs), which are used in the manufacturing process (see the definitions section on the next page). In addition, the production of raw materials such as silicon, metals, and organic materials requires significant amounts of energy. These energy-intensive processes make efficiency improvements essential to reducing our climate impact. Alongside these impacts and risks, we also see an opportunity to assist the transition toward a lower-carbon economy. Our semiconductors for energy-efficient electric appliances enable lower energy consumption and play a role in reducing downstream emissions.

An overview of all material topics and our double materiality assessment (DMA) methodology is outlined in the "General Information" chapter of this report. Our identified physical and transition risks related to climate change are set out in the "Climate risk assessment" section of this chapter.

## Our approach: Nexperia's GHG Emissions Reduction Roadmap toward carbon neutrality

In 2023, we introduced a comprehensive GHG Emissions Reduction Roadmap. It summarizes our strategic approach to achieving carbon neutrality, which includes quantified targets, emission-reducing initiatives, and expert partnerships. It also gives stakeholders a transparent view of our ongoing progress on key ESG topics.

Our long-term target is to be carbon neutral across our global operations by 2035, including direct operational emissions (Scope 1) and indirect emissions associated with electricity procurement (Scope 2).

Even though our primary focus is on avoiding emissions wherever possible, some emissions are likely to remain unavoidable until 2035 due to the limitations of available technologies and current calculation methods, such as when considering emissions from PFCs. To address these (direct or indirect) residual emissions, we plan to neutralize them through projects that remove carbon dioxide from the atmosphere.

We have also set mid-term goals as progress milestones: between 2024 and 2029, we aim to reduce our Scope 1 and 2 emissions by 4% each year, based on a linear reduction from our 2022 baseline.

### SBTi commitment

Nexperia committed to the Science Based Targets initiative (SBTi) and is developing science-based targets consistent with limiting global warming to 1.5°C.

## Project governance

Robust project governance underpins our GHG Emissions Reduction Roadmap, with clear accountability across the organization. Oversight of climate-related topics is embedded in our existing management systems. GHG and non-GHG emissions are reviewed through external and internal audits of our Social Responsibility Management System and our EHS Management System. In parallel, Nexperia's physical and transition climate risks are integrated into our internal Control and Risk Management System. Together, these structures enable consistent monitoring, accountability, and clear escalation pathways.

To drive progress on the roadmap, a multidisciplinary team coordinates its day-to-day management and implementation. This approach facilitates cross-functional alignment and ensures clear ownership of actions and decisions. Further details on our EHS governance and organizational structure are provided in the "General Information" chapter of this report.

Given the semiconductor industry's dynamic nature and resource-intensive processes, achieving carbon neutrality presents a significant challenge for Nexperia. To strengthen our capabilities, we continue to build internal expertise and collaborate with industry peers, governmental bodies, and sustainability organizations (see "General Information"). We also proactively consult external experts whose insights help refine our roadmap and incorporate best practices from the regions in which we operate.

## Definitions

### Scope 1, 2, and 3 emissions

These refer to the different greenhouse gas (GHG) emissions that comprise an organization's overall carbon footprint.

Nexperia tracks its Scope 1 emissions from on-site manufacturing activities and stationary fuel combustion.

We also monitor our Scope 2 emissions, which result from the generation of electricity we purchase from utilities.

In 2025, we carried out our first accounting of Scope 3 emissions, i.e., indirect emissions generated across our upstream and downstream value chains.

We calculated our carbon footprint using the GHG Protocol Corporate Standard, an internationally recognized standard for quantifying and reporting GHG emissions. Our Scope 1 and 2 inventory covers the manufacturing sites that cause the majority of our GHG emissions. For Scope 3 accounting, we used the operational control approach.

### Relevant greenhouse gases

The 1997 UN Kyoto Protocol defined the main GHGs as carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), sulfur hexafluoride (SF<sub>6</sub>), nitrogen trifluoride (NF<sub>3</sub>), and fluorinated gases, summarized as hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs).

Even though sulfur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>) do not belong to the group of perfluorocarbons, it is common in the semiconductor industry to report these emissions together as PFC emissions. Therefore, PFCs are often regarded as "perfluorinated compounds."

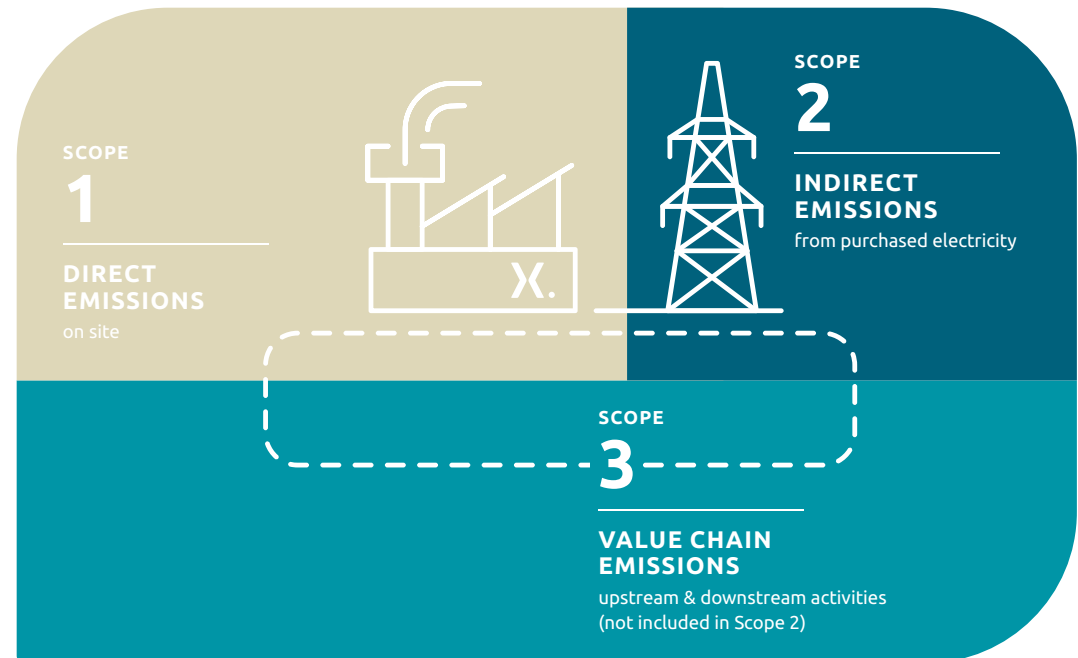
In this report, we use PFC to mean perfluorinated compounds, which include sulfur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>).

### Carbon neutrality

Carbon neutrality means achieving an equal balance between the amount of carbon dioxide (CO<sub>2</sub>) emissions produced and the amount removed from the atmosphere.

At Nexperia, we currently use the term to describe our ambition to reduce operational emissions (Scopes 1 and 2) as far as possible and to neutralize any residual emissions through high-quality carbon removal projects by 2035. Our primary focus is reducing emissions; the neutralization of remaining emissions only applies to those we cannot avoid.

### Definition of greenhouse gas emissions



## Climate risk assessment

Climate risk assessments (CRAs) are essential for understanding and addressing the risks companies face due to climate change. Nexperia launched its first full-scale CRA in January 2025, which identified physical risks and opportunities associated with extreme weather events and long-term changes in climatic conditions. It also examined transition risks and opportunities arising from regulatory changes, market shifts, and technological advancements driven by the transition to a low-carbon economy.

We applied multiple climate scenarios to reflect future climatic conditions in two extremes:

1. Physical climate risks: We applied the SSP5-8.5 scenario (Shared Socioeconomic Pathways) from the 6<sup>th</sup> Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC). It describes a pathway driven by fossil-fueled development that ultimately leads to over 4°C of global warming compared to the pre-industrial period. This is the so-called "worst-case" scenario, where climate change impacts materialize strongly.
2. Transition risks and opportunities: We applied the International Energy Agency's (IEA) Net Zero Emission 2050 scenario, which models a pathway consistent with limiting the global temperature increase in line with the Paris Agreement to 1.5°C by achieving net-zero CO<sub>2</sub> emissions by 2050. The narrative is primarily driven by energy, innovation, and technological change, leading to reduced global energy demand and improved energy efficiency.

The results were presented to relevant departments and the Executive Management Team (EMT). In addition, we integrated material climate-related risks into our internal Control and Risk Management System.

The outcome of the CRA shows that the Company already has robust policies and procedures in place to adapt to climate change. In the coming years, further elaboration of our water management is required.

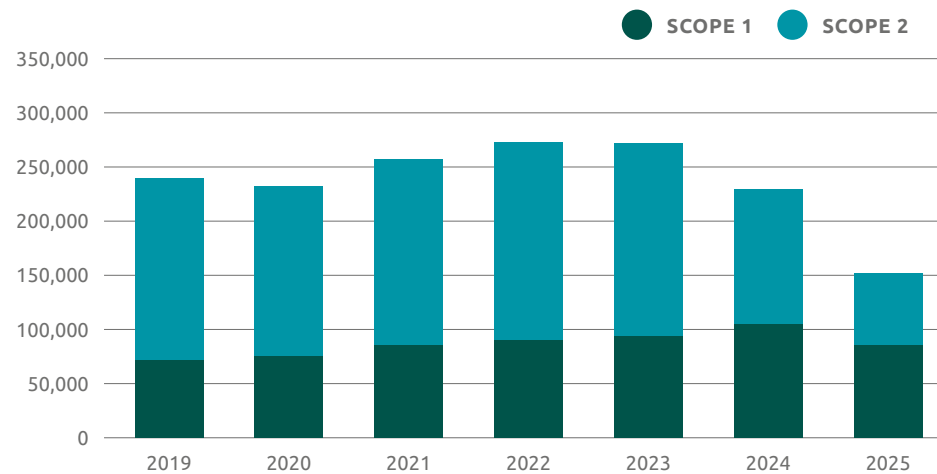
## Actions and metrics related to emissions

### Scope 1 and 2 emissions

Overall, our absolute Scope 1 and 2 emissions decreased by 33% compared to 2024 and 44% compared to the baseline year of 2022. The figures for 2025 are influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi (China) in October 2025; however, the majority of the reported decrease can be attributed to projects at sites that remain in operation.

Information on our Scope 1 and 2 emissions focuses on our primary sources of carbon emissions: purchased electricity, use of PFCs, nitrous oxide (N<sub>2</sub>O), fossil fuels we combust directly, and heat transfer fluids (HTFs), which are integral substances used in semiconductor manufacturing to transfer heat from one point to another.

Scope 1 & 2 emissions – tons CO<sub>2</sub>e



For Scope 2, we use a market-based approach. The figures for 2025 are influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi (China) in October 2025; however, the majority of the reported decrease can be attributed to projects at sites that remain in operation.

Scope 1 & 2 emissions – tons CO<sub>2</sub>e

#### Scope 1 GHG emissions

Gross Scope 1 GHG emissions	87,758
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#### Scope 2 GHG emissions

Gross location-based Scope 2 GHG emissions	165,728
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Gross market-based Scope 2 GHG emissions	66,551
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### Reducing Scope 1 emissions

In 2025, we took various measures to monitor and reduce our global Scope 1 emissions in line with our GHG Emissions Reduction Roadmap.

Nexperia's Scope 1 emissions are those directly generated by our activities, including consuming or burning fossil fuels (e.g., natural gas, diesel, liquefied petroleum gas (LPG), gasoline, using perfluorinated compounds (PFCs) and N<sub>2</sub>O, and releasing heat transfer fluids (HTFs). We use N<sub>2</sub>O in several stages of our manufacturing processes, including chemical vapor deposition and diffusion. Nexperia does not produce biogenic Scope 1 emissions or emissions from ozone-depleting substances. To reduce our Scope 1 emissions, we focus on designing or installing more efficient equipment, substituting chemicals with more sustainable alternatives, and optimizing our manufacturing processes.

### Perfluorinated compounds emissions

PFCs are essential for semiconductor manufacturing. Currently, no technically and economically viable alternatives are available across all processes. Despite this challenge, we have taken measures to minimize their environmental impact, including signing the Memorandum of Agreement in Europe and supporting the Global Semiconductor Industry PFC voluntary agreement. In 2025, we also installed additional PFC abatement systems in Manchester (UK).

Having continually optimized our processes in recent years to reduce carbon dioxide equivalent (CO<sub>2</sub>e) emissions, it has become difficult to achieve additional large-scale reductions. Nevertheless, we embraced this challenge in 2022 by establishing a new program to further reduce our Scope 1 CO<sub>2</sub> emissions and our normalized PFC emissions by 2025. Our PFC Policy aims to lower PFC emissions to less than 1.25 tCO<sub>2</sub>e per m<sup>2</sup> silicon by 2025. In 2025, we achieved 1.33 tCO<sub>2</sub>e per m<sup>2</sup> (2024: 1.66 tCO<sub>2</sub>e per m<sup>2</sup>). Due to a delay in receiving a relevant environmental permit from local authorities, there has also been a delay in one of the main emissions reduction projects. The figure for 2025 is influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi (China) in October 2025; however, the majority of the decrease can be attributed to projects at sites that remain in operation.

To accurately reflect the climate impact of PFC use, we rely on a scientifically validated accounting model based on research by the Intergovernmental Panel on Climate Change (IPCC).

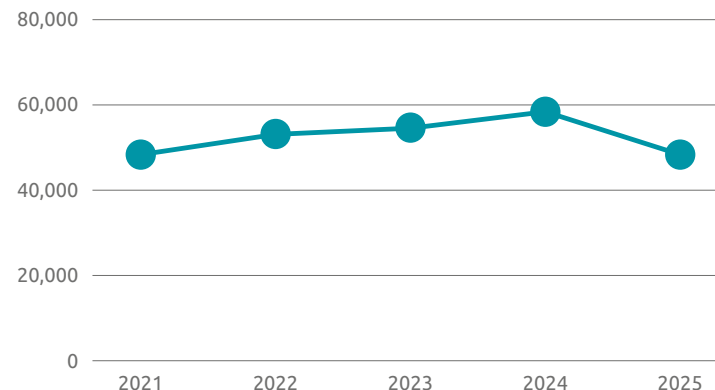
In 2024, new global warming potentials (GWP) for fluorinated compounds were added to the applied accounting model based on the IPCC Sixth Assessment Report (AR6). Based on these new global warming potentials, Nexperia's emissions for the year 2024 increased by 7% compared to the previous accounting model (IPCC 2019, AR5, tier 2c). From 2024 onward, emissions have been calculated using the IPCC 2019, AR6, tier 2c model.

During the reporting year, we were able to reduce the equivalent CO<sub>2</sub> emissions by 17% compared to 2024. While this figure was also influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi in October 2025, the majority of the decrease can be attributed to projects at sites that remain in operation.

### GHG emissions from fossil fuels

Another large share of our GHG emissions comes from using fossil fuels, primarily for natural gas heating and generating electricity and heat in combined heat and power (CHP) plants. Our fossil fuel consumption varies, as it is primarily tied to weather conditions and their associated temperatures. We also use diesel fuel to power emergency systems and small amounts of LPG in Nexperia's staff catering facilities, especially in Seremban (Malaysia) and Cabuyao (the Philippines).

Perfluorinated compounds (PFCs) – tons CO<sub>2</sub>e



As the calculation of PFCs has changed twice in recent years, we only present data from 2021 onward. Data for 2021–2023 is calculated using the IPCC 2019, AR5, tier 2c model; data from 2024 onward with the IPCC 2019, AR6, tier 2c model. As noted above, the figure for 2025 is influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi in October 2025; however, the majority of the decrease can be attributed to projects at sites that remain in operation.

### Reducing Scope 2 emissions

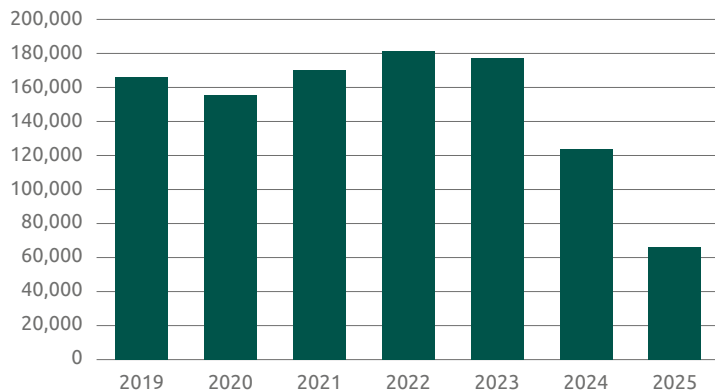
As with our Scope 1 emissions, we continued our efforts to monitor and reduce our Scope 2 emissions in 2025.

These emissions are generated externally from the electricity we purchase from utilities. Since our foundation in 2017, we have followed a calculated and practical approach to increasing our use of renewable electricity. We seek to foster long-term partnerships with relevant stakeholders to ensure internationally accepted renewable electricity contracts and certifications. This approach facilitates CO<sub>2</sub> reductions across our back-end sites by utilizing credible renewable electricity procurement strategies tailored to

our manufacturing sites' locations and energy markets. These mechanisms include corporate power purchase agreements (PPAs), energy attribute certificates (EACs), green tariffs, on-site power generation, and other bespoke solutions.

As a semiconductor company, our operations involve complex manufacturing processes that require significant amounts of electricity. In 2025, we started procuring around 60% renewable electricity for the site in Dongguan. In Cabuyao, we have achieved 99% renewable electricity since April 2025, with around 7% coming from on-site solar panels operated by our supplier. At our site in Seremban, we achieved 20% renewable electricity.

### Scope 2 emissions – tons CO<sub>2</sub>e



We calculate our Scope 2 emissions using the GHG Protocol's market-based approach. The figure for 2025 is influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi in October 2025. Yet the majority of the decrease can be attributed to projects at sites that remain in operation.

### Scope 3 emissions

Nexperia's Scope 3 emissions are indirect emissions (not included in Scope 2) generated across our value chain, covering both upstream and downstream activities.

We recognize the importance of addressing emissions impacts across our entire value chain. In mid-2025, we took a significant step toward greater sustainability and transparency by conducting our first Scope 3 emissions accounting for the 2024 financial year. The calculation followed the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and applied the operational control approach. Given the complexity of Scope 3 emissions accounting, this assessment is part of an ongoing process. At this report's editorial deadline, data for the 2025 financial year was not yet available. We plan to publish these figures separately, as we did the previous year (see our [website](#)).

### Product carbon footprint

Nexperia continues advancing its PCF ambitions, led by the Sustainability Office and supported by a cross-functional team. We aim to provide reliable PCFs that meet our stakeholders' expectations and comply with recognized standards. Our methodology is aligned with:

- › ISO 14040 (Life cycle assessment principles)
- › ISO 14044 (Life cycle assessment – Requirements and guidelines)
- › ISO 14067 (Carbon footprint of products – Requirements and guidelines)
- › [GHG Protocol Product Life Cycle Accounting and Reporting Standard](#)
- › [PCF Rulebook](#) of the Catena-X Automotive Network, a recognized data ecosystem for the automotive industry

Nexperia calculates PCFs on a cradle-to-gate basis. This includes emissions from upstream processes and internal activities before the finished product leaves our site. The assessment covers:

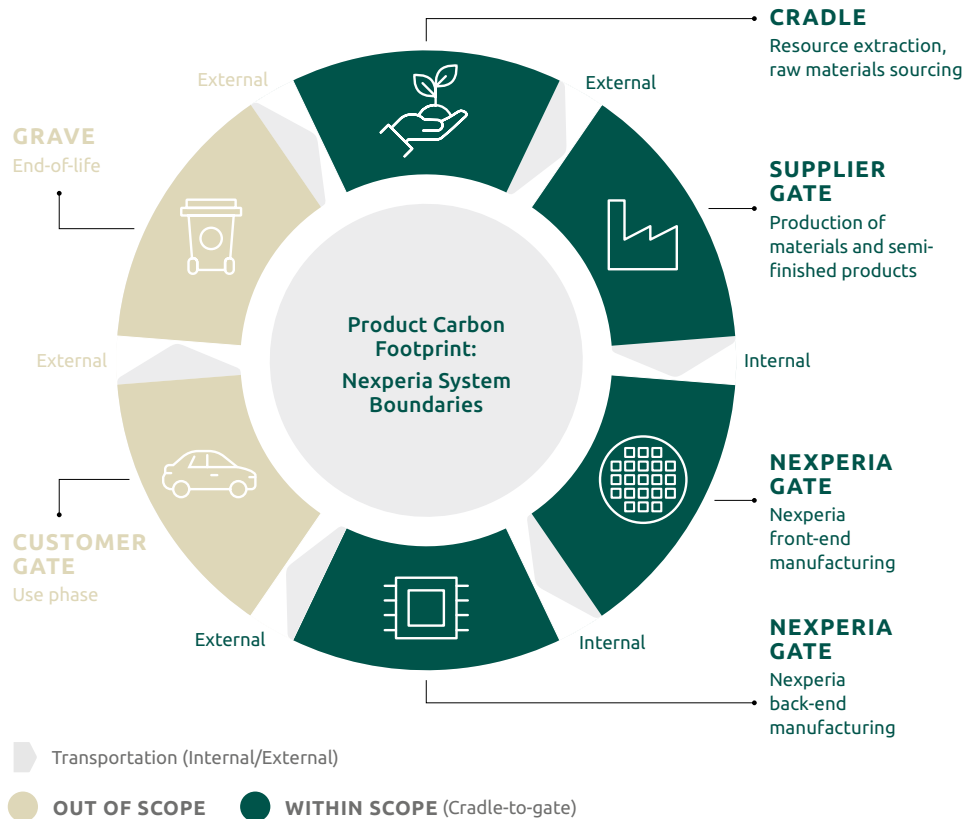
- › Raw material provision and the manufacture of all product parts, including semifinished products at suppliers
- › Production of parts and components as well as their packaging at Nexperia sites, including both front-end and back-end manufacturing
- › Packing of the final product
- › Disposal of production waste
- › All logistics up to the delivery at the customer's gate

#### Product carbon footprint

A product carbon footprint (PCF) quantifies all GHG emissions associated with a product throughout its lifecycle. It applies lifecycle assessment (LCA) methods but focuses specifically on greenhouse gas (GHG) emissions, expressing the result in carbon dioxide equivalents (CO<sub>2</sub>e).

Since launching the project in 2024, we have developed a functioning PCF calculator that enables reporting for around half of our product portfolio. We reached a key milestone in June 2025 by completing our first independently verified, ISO-compliant PCF for an exemplary product.

In the short term, we will continue strengthening our methodology and expanding the use of high-quality primary data. These efforts aim to further increase PCF accuracy and extend reporting across our entire product portfolio.



### Non-greenhouse gas emissions

While GHG emissions negatively influence Earth’s climate, other substances emitted by companies can also negatively impact human and environmental health. Of these non-GHG emissions, nitrogen oxides (NOx) and volatile organic compounds (VOCs) are most relevant to Nexperia. These emissions primarily result from our CHP plants, heating systems, emergency generators, and manufacturing processes that use chemical solvents in the photolithography process. The 2025 NOx and VOC figures reported below are influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi in October 2025.

NOx emissions result mainly from burning fossil fuels in power plants, heating systems, or abatement systems. They contribute to the formation of smog, which can lead to respiratory problems and intensify existing heart and lung diseases. In 2025, our NOx emissions decreased to 17 tons.

VOCs, such as chemical solvents, are used in the photolithographic processes of semiconductor manufacturing. Their use creates VOC emissions that remain even after passing through exhaust air treatment systems. These emissions contribute to the formation of ground-level ozone, which is harmful to human health and the environment. Our VOC emissions increased in 2025 to 24 tons.

### Actions and metrics related to energy

As energy consumption strongly influences our direct and indirect emissions, we pay close attention to how it is used across our operations and respond with tailored actions to improve efficiency and expand low-carbon sources.

#### Energy efficiency and renewable energy

Focused on energy conservation, we strive to develop effective, site-specific solutions by working closely with local experts to gain detailed knowledge about evolving markets.

Our manufacturing sites now obtain large quantities of electricity from renewable sources or purchase appropriate certificates. However, in regions where reliable and abundant renewable sources are not yet available, we rely on electricity generated from fossil fuels.

We have steadily increased our production capacity since the foundation of our company. At the same time, we are manufacturing increasingly complex products and introducing new process technologies to create more environmentally friendly solutions for end users. As these advanced products and process technologies require more energy, our manufacturing sites continually work to optimize their processes and replace or upgrade equipment to minimize energy use.

As part of our Environmental, Health, and Safety (EHS) Management System, we set annual targets for each site to incrementally decrease its electricity consumption, supported by specific

reduction and efficiency measures. These include integrating advanced low-energy technologies into our production lines and running targeted employee awareness campaigns.

In parallel with our efforts to reduce electricity consumption, we are committed to increasing our use of renewable electricity. Globally, around 60% of our purchased electricity comes from renewable sources (in accordance with RE100/GHG Protocol).

We disclose our electricity consumption based on both purchased electricity and our overall electricity mix:

- › Purchased electricity: 60% of the electricity we buy is sourced exclusively from renewable generation and verified through renewable energy certificates. The remaining 40% is sourced from local power grids.
- › Overall electricity mix: When accounting for all electricity used, including both purchased electricity and on-site generation, our 2025 mix comprised 51% renewable electricity, 34% grid electricity, and 15% electricity generated on site (primarily through highly efficient combined heat and power plants fueled by natural gas).

These figures are also influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi (China) in October 2025. However, the majority of the decrease can be attributed to projects at the sites that remain in operation.

Along with electricity, we rely on several fossil fuels in our operations. These include natural gas, diesel, and small amounts of gasoline and liquefied petroleum gas (LPG). We primarily use natural gas to generate electricity and heat efficiently in combined heat and power (CHP) plants, heat buildings, produce steam for humidity, and power our PFC abatement equipment. We use these abatement systems to effectively decompose climate-damaging process gases. Our use of natural gas is influenced by external weather conditions and our internal production activities.

We also use emergency diesel generators to support our essential safety systems during power outages. Our diesel consumption varies depending on the frequency of testing and the need for emergency systems. In addition to natural gas and diesel, we use gasoline in forklifts and LPG in some of our on-site cafeterias.

Energy consumption and mix – MWh		
1	Fuel consumption from coal and coal products	0
2	Fuel consumption from crude oil and petroleum products	639
3	Fuel consumption from natural gas	176,682
4	Fuel consumption from other fossil sources	0
5	Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	92,259
6	<b>Total fossil energy consumption (calculated as the sum of the numbers from 1 to 5)</b>	<b>269,580</b>
	<b>Share of fossil sources in total energy consumption (in percent)</b>	<b>58%</b>
7	<b>Consumption from nuclear sources</b>	<b>2,098</b>
	<b>Share of consumption from nuclear sources in total energy consumption (in percent)</b>	<b>0.5%</b>
8	Fuel consumption from renewable sources, including biomass	0
9	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	192,388
10	Consumption of self-generated non-fuel renewable energy	0
11	<b>Total renewable energy consumption (calculated as the sum of the numbers from 8 to 10)</b>	<b>192,388</b>
	<b>Share of renewable sources in total energy consumption (in percent)</b>	<b>41%</b>
12	<b>Total energy consumption (calculated as the sum of the numbers from 6, 7 and 11)</b>	<b>464,066</b>

*As noted above, the 2025 figures are influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi in October 2025. However, the majority of the decrease can be attributed to projects at sites that remain in operation.*

*In certain regions, market-based information on the electricity mix is unavailable. In these cases, we applied the country-level electricity mix.*

# Waste Management and Resources

We are committed to minimizing – and where possible, eliminating – waste streams to improve efficiency and support a circular economy. Semiconductor manufacturing unavoidably generates waste, and the wide range of materials we rely on, including silicon, metals, chemicals, and organic materials, adds complexity to waste management. Our processes generate both hazardous and non-hazardous waste – such as solvents, acids, metal-plating residues, and organic byproducts – which require careful handling to protect people and the environment. Beyond production, we also manage commercial and office waste, including paper, plastics, wood, metals, electronics, and kitchen waste. In addition, the extraction and processing of natural resources in our upstream value chain can be associated with environmental and social risks, reinforcing the importance of responsible sourcing alongside robust downstream waste management. Addressing these diverse waste and resource streams requires strong governance and clear accountability. Accordingly, we have established policies, measures, and targets supported by continuous monitoring to advance our waste-reduction ambitions.

An overview of all material topics and our double materiality assessment (DMA) methodology is provided in the "General Information" chapter of this report.

## Waste management

To translate our commitments into practice, we apply structured waste management processes and site-specific controls that govern how we treat, reduce, and monitor our waste streams.

### Policies and management system related to waste

Based on the procedures required by Nexperia's certified Environment, Health, and Safety (EHS) Management System (detailed in the "Environmental, Health, and Safety Management System" chapter), we work to handle hazardous and non-hazardous waste streams, chemicals, and commercial waste responsibly in all areas of our operations. Our commitment to minimizing waste is reflected in our Code of Conduct and Sustainability Policy (see the chapter "Environmental, Health, and Safety Management System"). Each site closely monitors and separates its waste based on the type and its specific handling or disposal requirements. To ensure the safe and proper disposal of waste,

particularly hazardous materials, we collaborate with partners who specialize in handling specific types of waste.

### Actions related to waste management

We manage regular and ongoing hazardous and non-hazardous waste from our manufacturing activities, offices, and canteens through established treatment and disposal processes. We also apply specific procedures to "one-time" waste generated in construction and other manufacturing work. All of our waste handling methods comply with local rules and regulations.

At our manufacturing sites, waste is collected and sorted according to defined categories, including:

- › Acids, solvents, waste molding compounds, and hazardous waste from metal plating
- › Office waste, including paper, cardboard, and beverage containers
- › Canteen waste, such as food and other compostable items
- › Items from support operations, including scrap metal, wood, and coolant chemicals

Each site separates and routes waste based on its level of hazardousness and applies appropriate disposal methods.

### Targets and metrics related to waste management

Our waste management primarily aims to minimize or, where possible, eliminate waste or waste streams. For waste that cannot be avoided, we work to increase reuse, recycling, or recovery.

To guide our progress, we set recycling rates and normalized waste targets for each manufacturing site at the start of each year. We then monitor and record each site's targets on a monthly basis. We consolidate this data on a global level in our EHS database and track each manufacturing site's waste volumes for recycled, reused, and recovered non-hazardous and hazardous waste on a quarterly basis. If a site falls short of its target, Nexperia's corporate environmental management team and local staff collaborate to identify the reasons and explore potential corrective actions. Due to the deconsolidation of the two manufacturing sites in Dongguan and Wuxi (China) in October 2025, we do not present a normalized year-on-year comparison in this year's report.

In our reporting, we distinguish between two waste types: regular waste, generated during normal production activities, and one-time waste, generated outside normal production activities (e.g., building or rebuilding work, demolition, clean ups associated with moving premises, and equipment replacements). We report both types by their hazard classification (hazardous or non-hazardous) and their treatment type, which is either diverted from disposal through recovery operations (preparation for reuse, recycling, or other recovery) or directed to disposal (incineration with and without energy recovery, landfilling, or other disposal).

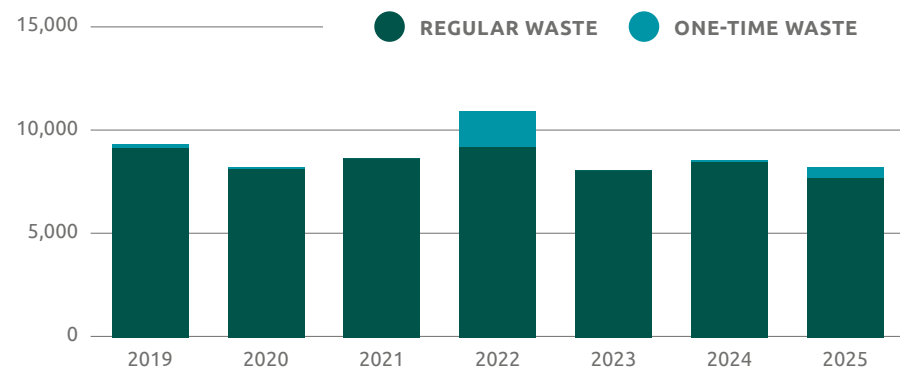
Our waste figures cover waste-generating manufacturing sites. To prepare for future reporting requirements, we adopted our waste methodology in 2025. In addition, the site in

**Breakdown of regular waste volumes by treatment process and hazard classification – tons**

Regular waste for recovery		Regular waste for disposal	
<b>Hazardous waste</b>		<b>Hazardous waste</b>	
Recycling	1,241	Incineration (with energy recovery)	70
Preparation for reuse	289	Incineration (without energy recovery)	112
Other recovery operations	166	Landfilling	54
<b>Non-hazardous waste</b>		<b>Non-hazardous waste</b>	
Recycling	4,605	Other disposal operations	258
Preparation for reuse	2	Incineration (with energy recovery)	568
Other recovery operations	–	Incineration (without energy recovery)	372
<b>Total regular waste delivered for recovery</b>		Landfilling	92
	<b>6,303</b>	Other disposal operations	–
		<b>Total regular waste directed to disposal</b>	
			<b>1,526</b>

As noted above, the figures for 2025 are influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi in October 2025.

**Total waste volume – tons**



Nexperia B.V. deconsolidated Nexperia (China) Ltd., Nexperia (Shanghai) Ltd., Nexperia Technology (Shanghai) Ltd., Nexperia (Wuxi) Ltd., and ITEC Technology (Wuxi) Ltd. with effect from October 1, 2025, due to loss of actual control over these Chinese entities. Unless stated otherwise, any data in this report with respect to these entities is included up to October 1, 2025.

Wuxi is excluded from all waste-related metrics for the entire reporting year, as it had no commercial activity in 2025. The waste figures are also influenced by the deconsolidation of the manufacturing site in Dongguan in October 2025. In the reporting year, we achieved a recycling rate of 81% for regular waste across our manufacturing sites. This rate reflects our adapted methodology, as it reclassifies incineration with energy recovery as disposal rather than recycling. Our 2025 total waste volumes reported in the chart below also include a one-time waste increase related to the removal and disposal of sections of a building at our site in Hamburg (Germany).

**Resources**

Many of the resources we use in our operations can have environmental and socioeconomic impacts. Therefore, we seek to carefully select materials to minimize these impacts while meeting strict quality and purity requirements.

**Policies related to resource use**

To manage the resources we use, we draw on a clearly defined governance structure and management system. Our Procurement department is responsible for sourcing materials. At the management level, our Chief Procurement Officer (CPO) holds overall accountability and reports relevant information to the Executive Management Team (EMT). Our formal procurement process is detailed in the "Workers in the Value Chain" chapter of this

report. The Procurement department works closely within the EHS management structure described in the "Environmental, Health, and Safety Management System" chapter.

Nexperia's EHS Management System includes a Chemicals Management System, which allows us to thoroughly review all chemicals used in our manufacturing and supporting processes. It also helps us identify chemicals that require special attention.

We apply the same level of scrutiny to substances of mineral origin that may come from conflict-affected and high-risk areas (CAHRAs). These materials, while essential to our manufacturing processes, require responsible sourcing measures detailed in the "Responsible Minerals Assurance Process" section.

**Actions related to resource use**

To mitigate the potential adverse effects of the resources we use, we implement ongoing containment actions and, where possible, substitute potentially harmful chemicals with safer alternatives.

We also continuously explore opportunities to use recycled materials in our processes. These include reclaimed or refurbished wafers, recycled gold, and sputtering targets, whose metal layers are used for deposition and whose copper backplates are subsequently recycled. Our sustainability efforts extend to applying shield cleaning instead of purchasing new components.

# Water and Wastewater Management

Water is a critical natural resource, and one that is also essential to Nexperia's semiconductor production. Our operations depend on a stable supply of clean water, making us sensitive to local scarcity and quality risks at certain sites. We also recognize that we must manage wastewater discharge carefully to avoid harming marine environments. To address these challenges, we strive to use water responsibly, working to preserve natural water resources and minimize our impact on communities and the environment. This commitment shapes the way we govern, manage, and monitor water across our operations.

An overview of all material topics and our double materiality assessment (DMA) methodology is provided in the "General Information" chapter of this report.

## Policies related to water and wastewater

Nexperia's global water approach focuses on water conservation and recycling while maintaining high standards in wastewater treatment and discharge. We strive to reuse water wherever possible and have implemented reduction programs at all our sites.

Within these efforts, we place a particular focus on water-scarce areas. Some of our manufacturing and testing facilities are in regions that are or may become vulnerable to prolonged droughts associated with climate change. As part of our 2025 climate risk assessment (CRA), we systematically evaluated our manufacturing sites for exposure to water scarcity (see "Actions related to water and wastewater" below).

Our water management requirements and procedures are auditable and ensure we comply with laws and regulations in the countries where we operate. We periodically monitor and review the effectiveness of these measures.

Our approach to water management is guided by our Environment, Health, and Safety (EHS) Management System, our Sustainability Policy, and our Stormwater Management Policy. Together, they outline expectations for water use, wastewater treatment, and the prevention of water-related environmental impacts.

### Sustainability Policy

Our Sustainability Policy commits us to maintaining responsible water use as we continue growing as a company. This policy is detailed in the chapter "Environmental, Health, and Safety Management System."

### EHS Management System

In addition, water and wastewater management are integral aspects of our EHS Management System, outlined in the "Environmental, Health, and Safety Management System" chapter. The system sets out site-level responsibilities, procedures, and controls to safely handle, monitor, and discharge water and wastewater. We also conduct risk assessments to calculate general water-related risks, such as flooding or tsunamis, and have established crisis management plans to address these potential hazards.

### Stormwater Management Policy

Our Stormwater Management Policy aims to prevent the release of pollutants into the environment during stormwater runoff. The policy applies to all our manufacturing sites and requires each to complete a standardized risk assessment template. This template supports the evaluation of local stormwater risks and helps determine the controls necessary to prevent contamination.

## Actions related to water and wastewater

Our sites put these policies into practice, striving to manage water use efficiently, address site-specific risks, and limit our impacts on local water systems.

### Assessment of areas with high water risk or water scarcity

In 2025, Nexperia performed a CRA for its own manufacturing sites (detailed in the "Emissions and Energy" chapter). Part of this assessment aimed to identify manufacturing sites with high water scarcity, including water stress.

#### Manufacturing sites with high water stress:

Site	Water stress (2025)	Projected water stress (2030)
Wuxi (China)	High	High
Cabuyao (Philippines)	Medium – high	High

In our efforts to use water responsibly, we must therefore place a special focus on these locations.

### Optimizing water use

Before Nexperia was established in 2017, we continually worked to conserve water – for over 30 years at some facilities – and achieved considerable savings in relation to our output. Because we achieved many major reductions in our 2017 base year, our ability to make further large-scale decreases is limited. However, we continue working to improve tool efficiency, expand recycling opportunities, and refine processes to reduce consumption where feasible. As a result, we have kept our water consumption relatively low compared to 2017 and substantially reduced our normalized water footprint since our foundation (see the section "Targets and metrics related to water and wastewater").

### Improving Nexperia's water recycling rate

We understand that our water demands will rise with our production increases and that significant absolute reductions in our total water use are not feasible, given our manufacturing processes. Therefore, we focus on continuously increasing our water recycling rate compared to previous years. To support this, we are expanding our internal reuse loops where possible and optimizing treatment steps to extend water use within our operations.

### Managing wastewater streams

We treat our industrial wastewater on site to prevent environmental pollution, in line with local requirements and our EHS Management System. Treated wastewater, including flows from production rooms, sanitary facilities, and canteens, is discharged according to local laws and permits, while a proportion of it also evaporates. Local authorities define substances of concern in wastewater streams in their discharge permits, and we regularly analyze these parameters and review our compliance with permitted limits. These measures help minimize our impacts on water availability and the environment.

## Targets and metrics related to water and wastewater

We monitor water data at the site level in compliance with local requirements. Each quarter, our sites enter their data into our company-wide environmental data management software, where it is checked and analyzed centrally. We source approximately 86% of our water from third-party providers and extract the remainder internally from groundwater sources. The figure for 2025 is influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi (China) in October 2025.

To measure and manage our water use effectively, we apply the internal key performance indicator (KPI) "cubic meters of water usage per square meter of produced silicon." This KPI enables us to set and monitor yearly targets to reduce the water intensity of our manufacturing sites. We track our progress through regular EHS reporting and analysis to continuously improve our water efficiency and management. Due to the deconsolidation of the two manufacturing sites in Dongguan and Wuxi in October 2025, we do not present a normalized year-on-year comparison in this year's report.

In 2025, we expanded our water-related KPIs to align with relevant reporting requirements. The KPI "water consumption" reflects the difference between water withdrawn and water discharged. We monitor water withdrawn, discharged, and consumed through regular EHS processes.

### Water use – m<sup>3</sup>

<b>Total water consumption</b>	940,833
thereof water consumption in areas with high water stress	59,884
<b>Total water withdrawal</b>	3,654,024
<b>Total water discharge</b>	2,713,191
<b>Total recovered and reused water</b>	512,886

*The figures are influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi in October 2025.*

In accordance with our internal 2% rule for restatements, we updated our water reclaim figure for 2024. Our water reclaim rate measures the percentage of water recycled or reused internally, accounting for the total water available on site and subtracting evaporation losses to reflect the volume of water we can realistically recover. After improving our data accuracy and recategorizing misclassified recycling volumes, our reclaim rate for 2024 has been restated to 12.7%. In 2025, we reclaimed 14.2% of our water.

# Own Workforce

*TeamNexperia is central to our ability to operate responsibly and create long-term value. Our global workforce brings together diverse nationalities, languages, and disciplines, enabling us to address complex challenges and adapt to evolving market and regulatory expectations. Managing our workforce effectively is therefore critical for business continuity, innovation, and compliance with social standards.*

*In this section, we report on key aspects of our workforce in line with ESRS S1, covering working conditions, employment practices, and measures that support employee well-being and development.*

## TARGETS

**By 2030,  
30% women in  
management  
and 20% women  
in R&D/  
engineering**

**100% Code  
of Conduct  
training  
participation  
rate in 2026**

**Zero tolerance  
for child labor  
and forced labor**

## HIGHLIGHTS

**New global  
Anti-  
Discrimination  
Policy**

**New global  
Equality,  
Diversity, and  
Inclusion Policy**

**Strengthened  
human rights  
governance**



# Overview of Our Own Workforce

Nexperia has identified a series of material impacts, risks, and opportunities (IROs) related to its own workforce. They include health and safety concerns, such as workplace accidents; challenges in equal opportunities, including gender imbalances in leadership; and issues linked to ethical recruitment and employment practices, such as low wage levels in certain regions, excessive working hours, and severe human rights risks like forced labor. Alongside these risks, we see opportunities to strengthen employee satisfaction and productivity through improved working conditions, inclusive practices, and targeted development programs. Our identified IROs provide the foundation for our policies and actions and help us prioritize measures that address risks while advancing opportunities.

An overview of all material topics and our double materiality assessment (DMA) methodology is provided in the "General Information" chapter of this report.

	<b>POLICIES</b>	<b>ACTIONS</b>	<b>TARGETS</b>
Own workforce and health and safety	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Sustainability Policy</li> <li>Sustainability Due Diligence Process</li> <li>Social Responsible Auditable Standard</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct training</li> <li>Health and Safety training</li> <li>Preventative health and well-being measures</li> </ul>	<ul style="list-style-type: none"> <li>100% Code of Conduct training participation rate in 2026</li> <li>Maintain or reduce total case incident rate (TCIR)</li> </ul>
Equal opportunity and inclusion	<ul style="list-style-type: none"> <li>Equality, Diversity, and Inclusion (ED&amp;I) Policy</li> <li>Anti-Discrimination Policy</li> </ul>	<ul style="list-style-type: none"> <li>Female leadership program</li> <li>ED&amp;I awareness and training</li> </ul>	<ul style="list-style-type: none"> <li>30% women in management positions by 2030</li> <li>20% women in R&amp;D and engineering by 2030</li> </ul>
Ethical recruitment and employment practices	<ul style="list-style-type: none"> <li>Forced Labor, Modern Slavery, Human Trafficking Remediation Policy</li> <li>Child Labor Remediation Policy</li> <li>Prohibition of Forced Labor Policy ●</li> <li>Child Labor Policy ●</li> <li>Policy to Prevent Child Labor ●</li> <li>Policy for Foreign Workers ●</li> <li>Employment Policy ●</li> <li>Recruitment Process Procedure ●</li> <li>Overall Wage Policy ●</li> <li>Payroll Manual ●</li> <li>Attendance Management Procedure ●</li> </ul>	<ul style="list-style-type: none"> <li>Measures to prevent child labor and forced labor ●●●</li> <li>Payroll checks ●</li> <li>Monitoring working hours ●●</li> <li>Self assessment labor</li> </ul>	<ul style="list-style-type: none"> <li>Zero tolerance for child labor</li> <li>Zero tolerance for forced labor</li> <li>100% accurate and punctual monthly salary payments ●</li> <li>100% compliance with working hours regulations ●●</li> </ul>

The highlighted policies, actions, and targets are only applicable locally. Unless otherwise specified, all others apply globally.

- Dongguan (China)
- Cabuyao (the Philippines)
- Seremban (Malaysia)

## Policies related to our own workforce

Our approach to managing human resources is rooted in the principles of our Code of Conduct and Sustainability Policy, and guided by our TeamNexperia values. Our values "Passion, Professionalism, Perseverance, Performance" provide direction for how we work together and grow as an organization.

To translate these principles into action, we rely on a structured HR organization that supports policy implementation and alignment across regions and functions. This operating model combines three complementary roles: HR business partners, country HR, and our Center of Expertise. They work together to connect business objectives with people strategies, maintain compliance, and foster innovation. The HR leadership team coordinates these roles, with the Chief Human Resources Officer serving as the main escalation point. This structure enables scalability and creates a foundation for applying our policies effectively across a global workforce.

The following section outlines Nexperia's policies that address our material impacts, risks, and opportunities (IROs) in the areas of equal opportunities, health and safety, and ethical recruitment and employment practices. We publish all policies and procedures in Nexperia's internal document management system, where employees, including those responsible for implementation, can access them. Upon implementation, we take adequate measures

to communicate our policy requirements and processes to relevant stakeholders. Policy changes made during the reporting year are detailed in the respective descriptions below. When developing and reviewing our policies and procedures, we involve internal stakeholders and experts from various departments. We consider the interests of our employees and external stakeholders, such as industry initiatives like the Responsible Business Alliance (RBA).

### Nexperia Code of Conduct

Our Code of Conduct sets clear standards for our business behavior and promotes a strong and consistent culture of ethics. It applies to Nexperia's entire workforce in our own operations worldwide. We also require our suppliers and business partners to follow the principles of our Supplier Code of Conduct, extending its scope to the workforce in our supply chain. The Codes cover topics related to business ethics, social and environmental responsibility, and data protection and privacy, fostering ethical conduct and compliance with all relevant laws and standards.

Our Ethics Committee is the central governance body for ethical business conduct and plays a crucial role in advising Nexperia's Executive Management Team (EMT) on defining and deploying our Code of Conduct. The Code aligns with several third-party standards and initiatives, including ISO 14001, ISO 45001, the Responsible Minerals Initiative (RMI), the Conflict Minerals Reporting Template (CMRT), and the RBA Code of Conduct. The Code also takes into account

the needs and expectations of our customers, business partners, employees, communities, and society. It is publicly available and actively communicated to all relevant stakeholders. During onboarding, all new employees are required to sign the Code of Conduct.

### Sustainability Policy

Nexperia's Sustainability Policy complements the Code of Conduct by addressing environmental, health, and safety topics. It offers a comprehensive overview of our approach and outlines our dedication to ethics, labor and human rights, employee well-being, products, operations, compliance, local initiatives, transparency, and stakeholder dialogue. The policy categorizes these topics and commitments, enabling all Nexperia employees to understand our values and objectives. Our Sustainability Policy applies to our own operations. It complies with the requirements of ISO 14001 and ISO 45001 standards. Further details on health and safety elements in our Sustainability Policy are provided in the "Environmental, Health, and Safety Management System" section of this report.

### Sustainability Due Diligence Process

Nexperia's Corporate Sustainability Due Diligence Policy outlines how our company identifies, assesses, prevents, mitigates, and accounts for its adverse impacts on people and the planet. We monitor adherence to the policy using various tools, including external audits, internal assessments, and reporting to board

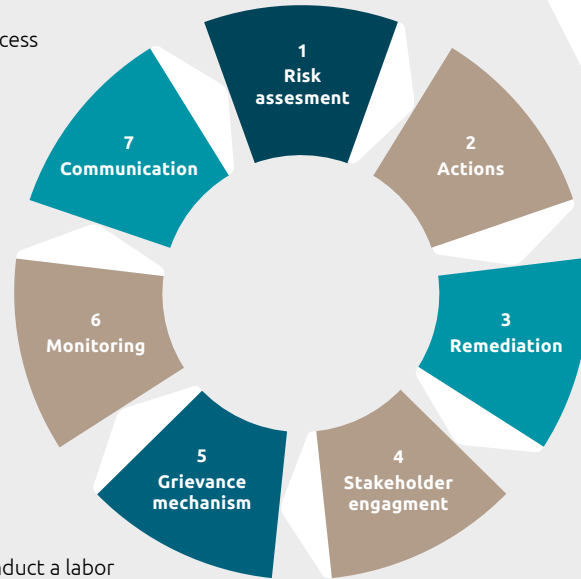
members. This policy covers all departments involved in the Sustainability Due Diligence Process and related activities within our global organization. The policy aligns with several third-party standards and initiatives, including:

- › National and international labor and human rights laws (e.g., German Supply Chain Due Diligence Act, US Uyghur Forced Labor Prevention Act)
- › Industry standards and reporting templates (e.g., RBA Code of Conduct, Conflict Minerals Reporting Template)
- › International guidelines and principles (e.g., United Nations Guiding Principles on Business and Human Rights, OECD Due Diligence Guidance for Responsible Business Conduct)
- › Environmental and safety standards (e.g., ISO 14001 and ISO 45001)

Relevant stakeholders, including members of the EMT, Corporate Sustainability, Finance, Procurement, Legal & Intellectual Property (IP), and EHS, reviewed and provided feedback on the contents of this policy during its creation.

In our ongoing efforts, we performed an initial gap analysis to identify critical areas for improvement, build capacity, and add new resources. We investigate every reported claim and work to resolve it transparently. Our continuous improvement cycle contains milestones aligned with legislative requirements, industry frameworks, and international guidelines.

Our Sustainability Due Diligence Process comprises seven steps:



**Risk assessment:** Every year, we conduct a labor and human rights risk assessment to identify, assess, and prioritize actual and potential adverse impacts on labor and human rights arising from Nexperia's own operations and its direct and indirect business partners.

**Prevention, mitigation, and remediation:** Based on the risk assessment, our Human Rights Office determines appropriate measures to prevent and mitigate identified risks.

**Stakeholder engagement:** We value regular exchanges with our stakeholders to gain their unique insights and perspectives (see "Interests and views of stakeholders").

**Grievance mechanism:** We understand the crucial role an effective grievance mechanism plays in enabling remediation and improving risk prevention (see "Reporting channels and grievance mechanism").

**Monitoring:** We assess the implementation of our Sustainability Due Diligence Process and monitor the adequacy and effectiveness of our identification, prevention, mitigation, ending, and minimization of adverse impacts. Our assessments are based on qualitative and quantitative indicators and conducted at least every 12 months or when a significant change occurs.

**Communication:** We report on labor and human rights due diligence through various channels, such as our UK Modern Slavery Act statement, site-level self-assessment questionnaires, and audit reports to members of our value chain.

## Health and safety

Across our global operations, the health and safety (H&S) of people is one of our highest priorities. We continually strive to make everyone at Nexperia – our employees, temporary workers, interns, partners, and visitors – feel safe in a secure environment. Our comprehensive H&S focus encompasses medical, physical, emotional, and mental health, and serves to address potential negative impacts on the health and safety of Nexperia's workers due to workplace accidents. Through our Code of Conduct and Sustainability Policy, we commit to providing safe and healthy working conditions, protecting people from harm, promoting all forms of health, and fostering a positive work-life balance.

### Health and safety organization

Health and safety is a core component of our Environmental, Health, and Safety (EHS) Management System. Our headquarters and manufacturing sites (with the exception of the site in Wuxi, China) are certified according to ISO 45001. A total of 93% (based on the headcount numbers reported in the "Our people insights" chapter) of Nexperia's global workforce is covered by this certification. Our ongoing compliance is verified through external audits by a certification body. We have also developed robust H&S programs and initiatives to safeguard our team members, partners, contractors, and visitors.

Using this structured approach, we adhere to our internal programs and standards and comply with national and international laws

and regulations. Our non-certified sites – primarily our offices – must still comply with minimum environmental and occupational H&S requirements using the "EHS Management System Light" approach. We have converted this procedure into a simple checklist that details the key issues these locations must evaluate. It also helps their responsible personnel check and document our compliance with laws relating to occupational H&S and the environment.

Along with the audits and reviews required by ISO 45001, we verify the effectiveness of our EHS Management System using our Social Responsibility Auditable Standard. We also perform self-assessments as part of our RBA membership. The standardized RBA self-assessment approach rates companies from 0 to 100, with 100 being the highest. In 2025, Nexperia achieved a corporate risk score of 87.8, equating to a low-risk assessment. Both our RBA membership and Social Responsibility Auditable Standard are detailed in the "Workers in the Value Chain" chapter.

Besides our internal policies, we contribute to industry-wide benchmarking and promote safety through our membership in the European Semiconductor Industry Association (ESIA). Every year, we provide the ESIA with safety data from our European manufacturing sites, including the number of recordable cases, days away from work, working hours, full-time equivalents (FTEs), total case incident rate, severity rate, and other key indicators.



As we manage H&S using our EHS Management System and structure, the same organizational setup and positions described in the "Environmental, Health, and Safety Management System" section apply to this material topic. At the site level and for specific H&S matters, we position trained experts to supervise protective measures and create safe and ergonomically friendly workplaces. We also seek to ensure that our employees can access occupational healthcare, either on site or through a nearby contracted facility.

We conduct workplace risk assessments to mitigate and manage the most pressing hazards and potential causes of workplace accidents. For example, chemicals are essential in our manufacturing processes, development activities, and laboratories. We handle these chemicals safely, following adequate engineering controls and industry H&S standards. To protect our employees and facilities, we follow strict safety protocols based on risk assessments and management measures, including technical safety guidelines, clear procedures, and ongoing education and training. We also prioritize emergency response skills related

to chemical management, such as conducting regular evacuation exercises and preparing for emergencies. Each of our industrial sites is required to have employees with professional emergency skills, and our larger offices must have employees trained in emergency response.

We work to identify and subsequently eliminate all types of hazards through regular audits, safety inspections, and various open communication channels. Although rare, H&S incidents can still occur. Therefore, we systematically record and investigate all cases (including near misses and first-aid events) to understand their root causes, assess potential impacts, and strengthen our management systems.

In parallel, we focus on our employees' and temporary workers' basic needs to maintain their health and safety according to occupational H&S labor standards. For example, we provide suitable working conditions with easy access to clean toilets, potable water, and sanitary food preparation and storage facilities. In addition, worker dormitories provided by Nexperia or a third party must be clean and safe, including emergency exits, adequate heating and ventilation, and reasonable personal space.

Through our structured H&S organization, we remain committed to strengthening our practices, reducing risks, and fostering a culture where health and safety are integral to how we work every day.

## Equal opportunity and inclusion

The policies outlined below address material potential negative impacts related to equal opportunity and inclusion within our own workforce. These impacts primarily concern the risks of gender imbalance in leadership roles and workplace discrimination. Based on the policies, we aim to mitigate these risks and promote fair treatment and diversity across all employment practices.

### Equality, Diversity, and Inclusion strategy

Our global workforce is diverse in its professional discipline, nationality, gender, race, culture, ethnicity, language, age, religion, and sexual orientation.

We are committed to creating work environments where ethics, integrity, and trustworthiness are valued and shared, both internally and among all stakeholders and the communities where we live and work. We do not tolerate any form of inhumane treatment such as harassment, bullying, public shaming, verbal abuse, or discrimination based on race, nationality, skin color, gender, religion, age, pregnancy, health, sexual orientation, socioeconomic background, physical or mental disability, or political affiliation.

Nexperia's Equality, Diversity, and Inclusion (ED&I) strategy addresses our global workforce and comprises three main goals: a diverse workforce, diverse leadership, and an inclusive culture. To achieve these goals, we have developed a four-pillared approach based on:

- › Maintaining inclusive, diverse, and fair hiring practices
- › Empowering leaders to champion ED&I within their teams
- › Supporting pay equality
- › Fostering an inclusive culture and activating ED&I ambassadors

We support these pillars with comprehensive communication measures. Our approach aligns with international labor standards, such as relevant International Labor Organization (ILO) conventions, and follows the market practices of comparably sized industry peers and companies headquartered in the Netherlands and Germany.

Our ED&I strategy is coordinated by our Head of Talent Acquisition, who represents senior HR management and reports directly to our Chief Human Resources Officer (CHRO). The strategy integrates global governance and subject matter expertise at the local level, allowing us to address the specific needs of each Nexperia location while maintaining a unified approach.

The topic of diversity, non-discrimination, and inclusion also falls under the management scope of our Compliance department and Ethics Committee (EC). The EC is responsible for accurately recording any misconduct allegations and coordinating appropriate follow-up actions (detailed in our "Business Conduct and Cybersecurity" chapter).

### Equality, Diversity, and Inclusion Policy

Nexperia's ED&I Policy states our global commitment to fostering an inclusive, equitable, and diverse workplace, and outlines the expected behaviors of all employees. It emphasizes equality of opportunity in job postings, career development, disability inclusion, and training. This policy applies globally to all Nexperia manufacturing sites and covers:

- › All employees, workers, contractors, consultants, volunteers, interns, and apprentices worldwide
- › Job applicants throughout the recruitment process
- › Every stage of the employment relationship

The policy involves the global HR leadership team and the Head of Talent Acquisition, Diversity & Inclusion. It aligns with several third-party standards and initiatives, including the UN Global Compact, UN Sustainable Development Goals (SDGs), RBA standards, and local laws (e.g., the Equality Act 2010 in the UK and the AGG in Germany).

### Anti-Discrimination Policy

Nexperia's global Anti-Discrimination Policy outlines our commitment to fostering an inclusive, respectful, and equitable workplace. It aims to eliminate discrimination, promote diversity, and ensure equal opportunities for all employees. The policy defines the responsibilities of HR leadership for monitoring compliance and effectiveness, and for

providing guidance and support to managers and employees. Managers are responsible for leading by example, addressing issues promptly and effectively, and promoting inclusive team environments. Employees are responsible for upholding the policy's principles and reporting concerns through our speak-up channels. The policy applies to all Nexperia employees and contractors worldwide and was developed and reviewed in coordination with internal stakeholders such as HR, Legal, and the Sustainability Office.

### Systematic talent attraction and development

Nexperia is committed to fostering equal opportunities for professional growth and ensuring that our workforce is equipped to meet current and future business needs. Therefore, talent attraction and development is a strategic priority for our organization. Based on a systematic performance management approach, our talent attraction and development aims to ensure we have the right talent to implement our corporate strategy, build robust pipelines for future leadership and technical roles, and encourage every person to reach their full potential through structured development opportunities. Our talent attraction and development approach is overseen by the HR leadership team and implemented globally through our Center of Excellence and local HR teams. For direct employees working as operators in manufacturing sites, we have our own performance management system in place.

It differs from country to country and is locally managed by HR. Our approach is aligned with international labor standards and our Code of Conduct.

## Ethical recruitment and employment practices

### Nexperia Forced Labor, Modern Slavery, Human Trafficking Remediation Policy

This policy prohibits said practices, establishes a remediation process, and promotes compliance with legal and ethical standards. It addresses material impacts and risks, including legal violations, reputational harm, and human rights abuses in our operations and supply chain. The policy applies to all employees and the entire supply chain, including direct and indirect hires, foreign migrant workers, and suppliers. It is relevant globally, with references to local legal compliance and international standards. Stakeholder groups covered by the policy include employees, migrant workers, suppliers, and external stakeholders such as NGOs and labor rights organizations. The Nexperia Human Rights Office, composed of the Senior Director/Head of Sustainability and the Sustainability Specialist – Social Sustainability & Ethics, handles investigations and follow-ups. The policy references several standards, including the RBA Code of Conduct, International Labor Organization (ILO) Indicators of Forced Labour (2012) and Guidelines for Fair Recruitment (2019), OECD National Contact Points for

Responsible Business Conduct, Shift (2014) on remediation and grievance mechanisms, and the Walk Free Foundation (2014).

### Nexperia Child Labor Remediation Policy

This policy's objective is to provide immediate protection and support to any affected child, prioritizing their safety, development, and well-being. In doing so, the policy addresses the potential material impact on Nexperia's own workforce due to human rights violations. The policy mandates actions such as contacting the Nexperia Human Rights Office, the child's parents or guardians, local child protection NGOs, UNICEF, and the OECD National Contact Points for Responsible Business Conduct to provide comprehensive support and remediation. This policy applies to all Nexperia employees and suppliers worldwide and aligns with several third-party standards and initiatives, including:

- › RBA Code of Conduct
- › RBA VAP Standard
- › ILO Helpdesk: Business and Child Labour (2024)
- › ILO Supplier Guidance on Preventing, Identifying and Addressing Child Labour (2020)
- › ILO-IOE Child Labour Guidance Tool for Business (2015)

During the creation of this policy, relevant HR functions reviewed and provided feedback. To consider the interests of potentially affected individuals, we also consulted guidelines from international organizations.

### Prohibition of Forced Labor Policy (Dongguan)

Complementing Nexperia's global policy, the Prohibition of Forced Labor Policy at the assembly site in Dongguan (China) aims to protect local employees' freedom and dignity through compliance with labor laws and regulations. The policy prohibits any form of forced labor and human trafficking throughout the employment lifecycle. Key aspects of the policy include:

- › Voluntary employment: Recruitment is based on free will, with no forced, bonded, or involuntary labor.
- › Fair treatment and freedom of movement: Employees can freely enter and exit the workplace and dormitories outside working hours. Overtime is voluntary.
- › Wages and working conditions: Monthly wages must be paid in full and on time via bank transfer.
- › Disciplinary measures: HR staff collecting fees or withholding documents face disciplinary action in line with company rules. Managers using threats or violence will be penalized and, if necessary, reported to local authorities.
- › Employee complaint mechanism: Employees can report grievances through established channels.

This policy applies to Nexperia's own workforce at the Dongguan assembly site, with the HR Director responsible for its implementation.

Nexperia B.V. deconsolidated Nexperia (China) Ltd., Nexperia (Shanghai) Ltd., Nexperia Technology (Shanghai) Ltd., Nexperia (Wuxi) Ltd., and ITEC Technology (Wuxi) Ltd. with effect from October 1, 2025, due to loss of actual control over these Chinese entities. Unless stated otherwise, any data in this report with respect to these entities is included up to October 1, 2025. This applies equally to any remarks addressing local policies.

### Policy to Prevent Child Labor (Dongguan)

The assembly site in Dongguan has also implemented a Policy to Prevent Child Labor. The policy sets mandatory measures to prevent the employment of individuals under the age of 16. It applies to all departments and work sites at the Dongguan site, requiring HR to rigorously verify age during recruitment. If child labor is identified, immediate actions include stopping work, notifying authorities, providing medical care, and returning the child to their family, with all costs covered by the Company. Financial support may also be offered to families dependent on the child's income. The policy aligns with Chinese laws, such as the State Council's "Provisions on the Prohibition of Child Labor" and internal HR standards. We last updated the policy in May 2025 to strengthen its verification procedures. All employees are required to report any suspected use of child

labor to HR immediately. This policy applies to all employees at the Dongguan assembly site, with the HR Director China responsible for its implementation.

### Child Labor Policy (Cabuyao)

At our assembly site in Cabuyao (the Philippines), Nexperia has established a local policy to prevent, detect, and remediate child labor. This Child Labor Policy stipulates adherence to legal minimum age requirements, aiming to prevent the employment of individuals under the age of 18. In cases where child labor is identified, Nexperia follows prevention and remediation procedures outlined in the policy, which include resolving the situation, supporting the child's access to education, and protecting their health and safety. Reflecting the General Employment Policy and Hiring Policy of Nexperia Philippines, the policy also aligns with local law, specifically Republic Act No. 9231, which aims to eliminate the worst forms of child labor and afford stronger protections to working children. This policy applies to all our own employees at the Cabuyao assembly site, and the local HR Director is involved in its implementation.

### Overall Wage Policy (Dongguan)

The Overall Wage Policy for the assembly site in Dongguan outlines payment criteria by salary range and other factors, as well as procedures for payroll checks during monthly payroll processes conducted by HR and Finance. It refers to the local standard labor contract, aiming to ensure that wages are paid according to labor law provisions on the local minimum

wage standard, specifically the "Regulations on Wage Payment in Guangdong Province."

This policy applies exclusively to employees at the Dongguan site, with the local HR Director responsible for its implementation.

### Payroll Manual (Dongguan)

The Payroll Manual outlines clear roles and responsibilities for the assembly site in Dongguan, aiming to ensure compliance with corporate policies and procedures. This process identifies the risks and necessary controls for processing periodic in-house payroll runs using Nexperia's HR management tool (Workday), payroll data, and attendance system. The local Country HR Director is accountable for its implementation.

### Attendance Management Procedure (Dongguan)

Based on a monitoring system, the Attendance Management Procedure stipulates rules for overtime applications at the assembly site in Dongguan. The procedure requires approval from Senior Management and the General Manager and aims to prevent overtime if limits are reached. Its objectives are to ensure that working weeks do not exceed 60 hours and that employees have one mandatory day of rest per week. This procedure follows labor law article 41 and applies to all employees at the Dongguan site. The policy involves the Country HR Director for China and aligns with local labor law and RBA standards.

### Recruitment Process Procedure (Dongguan)

At the Dongguan assembly site, our Recruitment Process Procedure standardizes local recruitment and onboarding, aiming to ensure compliance with legal requirements and internal HR policies. Its key steps include multi-level approvals, ID and age verification, background checks for sensitive roles, and structured onboarding. The policy prohibits hiring underage candidates and outlines specific steps to prevent child labor. For external recruitment, candidates must meet the legal working age of at least 16 years. The process involves a two-round screening: an initial HR check (ID verification, age calculation, resume screening, and first interview) followed by a department interview. The policy applies to the recruitment of all employees at the Dongguan site, and the local HR Director China is responsible for its implementation.

### Employment Policy (Seremban)

This policy establishes the framework for recruiting, hiring, and managing employees at Nexperia's Seremban site in Malaysia. It aims to ensure compliance with legal requirements, ethical standards, and company values. Its key hiring standards and restrictions include:

- › Employment criteria: Employment is based on qualifications, experience, and job requirements. Forced labor, bonded labor, slavery, trafficking, and discriminatory practices are strictly prohibited. Nepotism is controlled; relatives cannot work in superior-subordinate relationships or the same

department without approval. All applicants must have valid legal documentation (Malaysian ID or work permit).

- › Minimum age and child labor avoidance: The minimum employment age is 18 years, verified through government-issued ID, educational certificates, or work permits. Monthly audits are used to ensure compliance. If underage hiring occurs, a recovery plan is implemented. For workers under 18: restricted hours, no night work or overtime, and safe tasks only. For workers under 15: notify parents, assist with school enrollment, inform the labor department, and follow legal directives for termination.
- › Employment process: No recruitment fees or deposits; any discovered fees will be reimbursed.
- › Workplace rights: Employment is freely chosen, with no discrimination based on race, gender, religion, age, disability, etc.
- › Freedom of association: Workers have the right to freely associate.

This policy applies to Nexperia's own workforce at the Seremban site, with the HR Director responsible for its implementation.

### Policy for Foreign Workers (Seremban)

Nexperia's Policy for Foreign Workers at its assembly site in Seremban outlines core principles for workers' ethical and fair treatment. These include:

- › Freely chosen employment: No forced, bonded, or involuntary labor; workers retain their passports and can terminate employment without penalty.

- › Child labor avoidance: The minimum age for employment is 18, verified through official documents, and a recovery plan is in place if underage hiring occurs.
- › Non-discrimination and humane treatment: No discrimination based on race, gender, religion, etc. No harassment, violence, or coercion, and disciplinary procedures are clearly defined.
- › Freedom of association: Workers have the right to freely associate.

The policy also covers recruitment and placement, aiming to ensure legal permits are obtained from Malaysian authorities. Recruitment is conducted in the sending country (e.g., Indonesia) with full transparency on job terms. Employment agreements are provided in the native language before departure, with no changes allowed after arrival unless improving the terms. No recruitment fees are charged to workers; any discovered fees are reimbursed within 30 days. If a fee was paid and discovered, the contract with the agency is immediately terminated. This policy applies to Nexperia's Seremban site, Private Employment Agencies (PEAs), and all foreign migrant workers employed by Nexperia. The policy aligns with the RBA standard and is managed by the local HR Director.

## Engagement with our own workforce and workers' representatives, channels to raise concerns, and remedial approaches

### Nexperia's engagement channels with its own workforce

Employees and their representatives play a key role in shaping Nexperia's success. Their feedback informs our strategy and operational improvements. Our engagement takes place through established channels such as employee surveys, staff meetings, and dialogue with representative bodies.

Our biannual employee engagement survey is a key tool for understanding the perspectives of our global workforce, including temporary and permanent employees. We conducted the most recent survey in 2023, with the next scheduled for Q2 2026. Managed by Global Learning & Development and the HR leadership team, including the interim Chief Human Resources Officer (CHRO), the survey collects feedback on various HR-related topics. These include clarity of direction, continuous improvement, employee engagement, customer focus, recognition and rewards, and values and diversity.

The 2026 engagement survey will follow the same format as previous years to allow us to benchmark the results over time. It will also include questions on ED&I topics to gather insights on how our employees experience inclusion within our company.

The survey results are analyzed, presented to

the Executive Management Team (EMT), and shared with employees through their managers. We then translate these insights into actionable plans to address the identified issues. Beyond the survey, we facilitate engagement through town hall and staff meetings, both globally and locally. These forums, typically held quarterly, give employees opportunities to voice their views through Q&A sessions. Additional meetings are organized as needed. Internal email communications from our EMT further contribute to keeping our global workforce informed and involved.

We also engage with our employees through regular dialogues and at critical stages such as hiring and staff exits. This continuous feedback loop is vital to improving our corporate culture and working conditions. For instance, our 90-day onboarding training program helps new team members transition smoothly, engage with leadership, and understand Nexperia's goal-setting and performance management processes.

We place a strong emphasis on understanding the perspectives of employees who may be particularly vulnerable to negative impacts, such as women, migrants, and people with disabilities. Our local Ethics Liaison Officers (ELOs) serve as contact points for employees to discuss any concerns related to our Code of Conduct. The ELOs also assist in deploying the Code across

our global operations. In addition, our employee survey includes questions on diversity to gather feedback from these vulnerable groups. We have also established employee resource groups (ERGs) and networks focusing on LGBTQIA+, women's rights, and leadership. They play a crucial role in informing our decisions and activities aimed at managing workforce impacts.

Regular engagement with employee representative bodies is another cornerstone of our approach. We maintain active dialogues with workers' councils in the Netherlands, Germany, and Malaysia, and with national or sectoral unions in the UK and the Philippines. These interactions are crucial for addressing labor and human rights issues and contributing to employee concerns being heard at the highest levels, including senior leaders such as our CHRO.

Our commitment to human rights is further demonstrated through collective bargaining agreements in several countries. Additionally, our Code of Conduct underscores our dedication to labor and human rights and is binding for all employees. By actively engaging with our workforce and addressing their concerns, Nexperia strives for a responsive and inclusive work environment that supports our employees' well-being and contributes to our company's overall success.

### Reporting channels and grievance mechanism

We want all our employees to enjoy a safe, open, and equitable workplace where they feel confident reporting any risks or infringements on their rights. We strive to ensure all employees can discreetly report all forms of risks and negative impacts and communicate with company representatives without fear of reprisal, intimidation, or harassment. To achieve this aim, we encourage all Nexperia employees to "speak up."

In line with the UN Guiding Principles on Business and Human Rights (UNGPR), we understand the crucial role an effective grievance mechanism plays in enabling remediation and improving risk prevention. The whistleblower system and grievance mechanism collectively form the confidential notification mechanism. Violations and suspected violations relevant to labor and human rights and any other compliance or integrity topic covered in our Code of Conduct can be reported via these mechanisms. They were created to comply with applicable regulations (EU Whistleblower Directive, German LkSG, and EU Corporate Sustainability Due Diligence Directive), the RBA Validated Assessment Program (VAP) standard, and relevant frameworks such as the UNGP.

We provide several channels for employees to raise concerns or report incidents. For example, employees can approach their manager or local HR representative informally. They can also contact workers' representatives (union

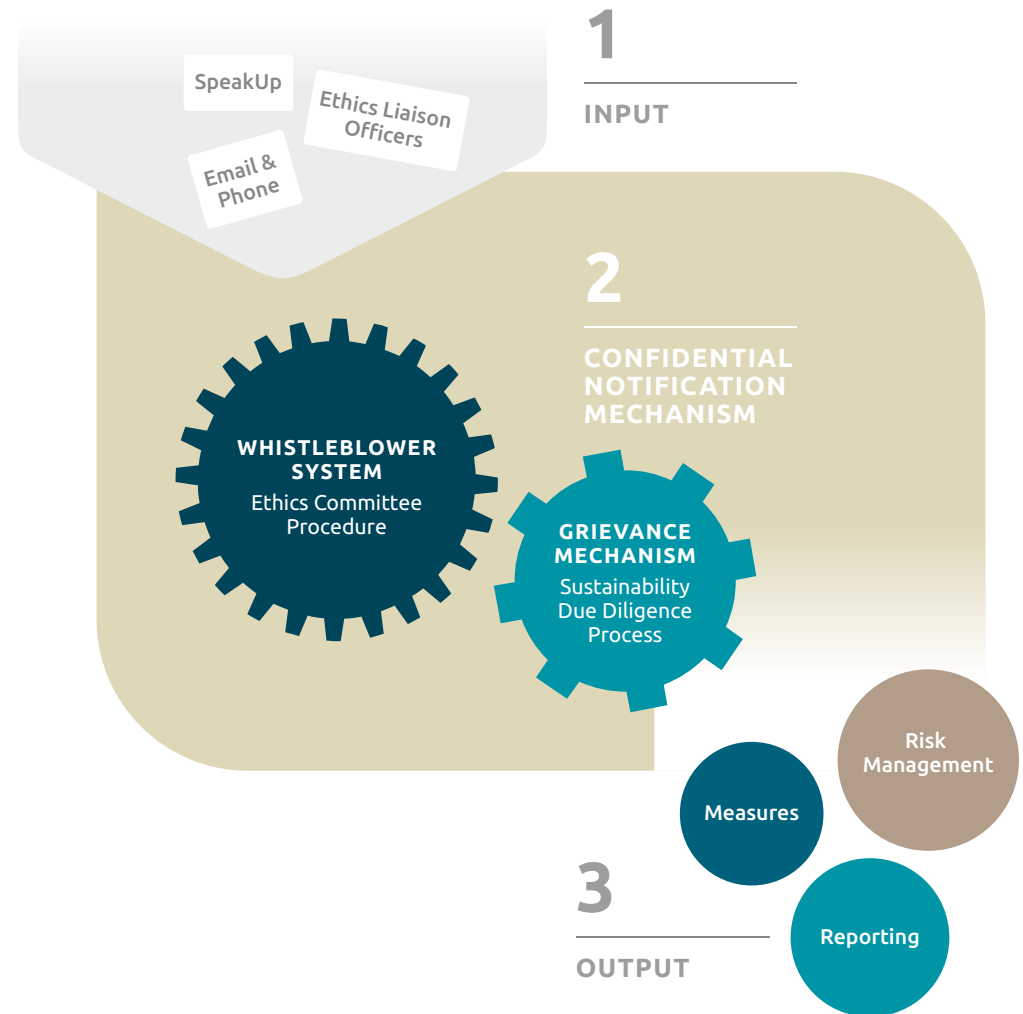
or works council, depending on the country), their local ELOs (acting as an independent ombudsperson) by phone, email, or in person, the Ethics Committee (EC), or the Human Rights Office. We further encourage our employees to report, anonymously if preferred, any incidents via our whistleblowing platform, the SpeakUp system. This platform is our primary notification mechanism and is available via a free telephone number or web form.

We actively promote the SpeakUp system to our employees during town hall meetings and encourage feedback in exchanges with workers' representatives. The mechanism is also part of our annual mandatory Code of Conduct training for all employees. We test the service provider annually to assess its effectiveness and maintain quality. Further details on our notification mechanism can be found in the "Business Conduct and Cybersecurity" chapter of this report.

#### Approach to remediation

As part of our due diligence process, we conduct labor and human rights risk assessments annually and whenever a due diligence complaint is identified. Based on these assessments, the Human Rights Office defines measures to prevent, mitigate, and remediate negative impacts. The Human Rights Office monitors each situation and engages with relevant stakeholders as needed.

### Whistleblower system & grievance mechanism



## Actions related to our own workforce

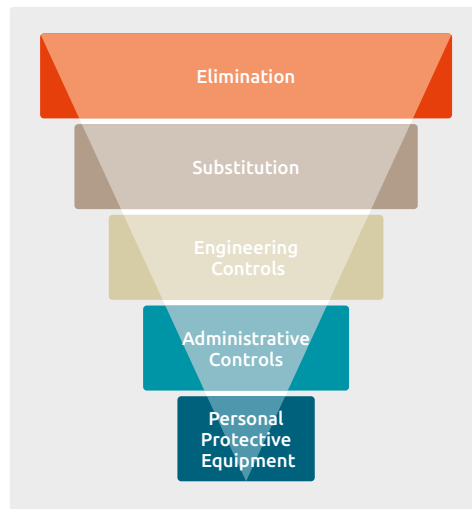
Nexperia translates its policy commitments into practical measures to address the material impacts, risks, and opportunities identified in our double materiality assessment (DMA). These actions aim to strengthen health and safety, promote equal opportunities, and support ethical recruitment and employment practices.

### Health and safety

#### Health and safety training

All employees must complete mandatory safety training before starting work, and then on a recurring basis. Our safety training and activities are based on workplace risk assessments. Through these actions, we promote our corporate health and safety (H&S) philosophy of "Vision ZERO." Our preventative approach integrates the three dimensions of safety, health, and well-being at all levels of our organization.

We define our various H&S training courses in individual learning plans that apply to all employees. H&S training provides our employees with information about their site, legislation, and responsibilities, combined with specific knowledge about safe work systems, clean room safety, working with chemicals, handling machinery, first aid, and emergency procedures. We also frequently communicate all relevant H&S topics and developments and reinforce security and safety. We provide all training and communication in each employee's native



language or another they can easily understand. We also supply relevant H&S information to visitors and external parties working for or on behalf of Nexperia, some of whom must also complete applicable training before starting work in our facilities.

#### Hierarchy of controls

We systematically rate all workplaces using risk assessment procedures to evaluate whether we have all necessary H&S measures in place. Using the hierarchy of controls, we prioritize risk-management actions in the following order to maximize their effectiveness: elimination, substitution, engineering controls, administrative controls (signage, warnings), and personal protective equipment (PPE).

We identify and assess potential risks and emergency situations and control them using appropriate design, engineering, administrative controls, preventive maintenance, safe work procedures, and ongoing safety training and drills. Collectively, these efforts aim to minimize all harm to people, the environment, and property. We assess all H&S risks as part of our ISO certification (see the "Environmental, Health, and Safety Management System" section) and our responsibility as an employer.

A general assessment is also part of our business continuity procedures. In our daily operations, the most common work-related incidents (in order of frequency) include falling, slipping, and being struck by or against an object. To prevent high-consequence injuries, we focus on accidents such as possible exposure to fires, chemical burns, electric shocks, and toxic fumes. We continuously work to eliminate high-impact risks while maintaining attention on regular incidents to minimize all cases.

To manage risks, we perform comprehensive annual risk assessments at each site using the repetitive PDCA (plan-do-check-act) process. These assessments play a vital role in evaluating and maintaining the effectiveness of our management systems. We also empower our employees to actively mitigate workplace hazards and incidents by providing several channels to report concerns or opportunities for improvement. They include our anonymous SpeakUp system, which is described in more detail in our Code of Conduct and the "Business Conduct and Cybersecurity" chapter.

Employees can also report directly to their site's Occupational Health and Safety (OHS) representative, participate in site-level safety committees and councils, or use one of our official grievance mechanisms. Whenever our employees have H&S concerns in the workplace, we ask them to stop work immediately and speak up.

#### Preventive health and well-being measures

Since Nexperia's foundation, we have supported the well-being of our employees to ensure a safe, healthy, and supportive work environment. Our locations offer various well-being and health-related services, including on-site doctors and nurses, healthcare services, and medical and healthcare events such as vaccinations and screenings.

Our health and well-being approach incorporates preventative measures based on each site's unique material issues. Our measures also encompass more general prevention management, such as at our Manchester (UK) site, where employees can access mental and physical health support and guidance through external providers. We bolster our first aid capabilities by training selected employees as mental health first aiders. However, our primary focus is maintaining a healthy work-life balance to prevent mental health assistance from becoming necessary.

## Equal opportunity and inclusion

### Female leadership program

In 2024, Nexperia launched the EmpowHERment program, a female leadership initiative supporting our diversity and inclusion objectives, including our global target of reaching 30% women in management by 2030. The first cohort included 12 participants from all of Nexperia's regions. The program comprises six one-hour sessions led by guest speakers and senior leaders. Their topics include leadership styles, communication, negotiation, and emotional intelligence. Participants also receive mentoring and coaching to apply their skills. The scope covers all regions and focuses on developing female leaders. A program evaluation indicated that 100% of participants expressed satisfaction with the program and stated that it met their learning objectives. The second cohort of this program was initially planned for 2025, but will now launch in Q4 2026. We plan to run the program annually.

### Equality, diversity, and inclusion awareness and training

To foster a more inclusive workplace and support Nexperia's Equality, Diversity, and Inclusion (ED&I) objectives, we have implemented several key initiatives across our organization. These efforts aim to increase visibility and awareness of diversity and inclusion-related topics and groups.

One of our primary actions is unconscious bias awareness training for our talent acquisition team, people managers, and HR managers. This

training is integrated into the Nexperia Academy through regular micro-learning modules and is part of the onboarding process for new managers.

We also host regular events and workshops offered by employee resource groups (ERGs). The Women @ Nexperia Network operates in Germany, Manchester (UK), Nijmegen (the Netherlands), and Seremban (Malaysia), supporting female leaders in their growth. Initially run as single events, Women @ Nexperia has evolved into a comprehensive program. In Manchester, female leaders receive additional support through the "Women in Nexperia Employee Resource Group" and the "PowerUp Manchester" steering committee. Since 2025, the Nexperia Neurodiversity Network has held regular online meetings with 20-30 participants, providing a platform for neurodiverse employees to connect and share experiences. Additionally, the Nexperia Pride Group serves as a safe hub for the LGBTQIA+ community, holding over 12 monthly meetings and four interactive educational sessions with guest speakers company-wide. The NexInspire initiative holds events for young talents in our workforce, offering opportunities for growth and development. These training sessions, events, and meetings of ERGs occur at both local and corporate levels. Through these efforts, Nexperia aims to create a supportive and inclusive environment for all employees, aligned with our diversity and inclusion objectives.

## Talent development

To implement our commitment to workforce development and equal opportunities, Nexperia applies a structured performance management approach that emphasizes both behavior and impact. During annual review cycles, indirect employees are evaluated not only on their results but also how they conduct themselves, to ensure fairness and consistency through manager training and calibration sessions. For direct employees in manufacturing sites, we apply locally adapted appraisal systems. In Hamburg (Germany) and Manchester (UK), employees undergo annual performance appraisals, while in Seremban (Malaysia), Cabuyao (the Philippines), and Dongguan (China), operators are assessed monthly against KPIs such as output, quality, yield, and personal behavior, which influence their year-end ratings and incentives. All new hires must complete a comprehensive orientation program before starting work, covering company policies, health and safety awareness, and quality standards. To support continuous development, employees are encouraged to set personal growth objectives alongside performance goals, and managers provide feedback on progress and opportunities. We provide learning resources through the Nexperia Academy, our global platform launched in 2022 that combines all learning functions into one user-friendly system. The academy offers technical, behavioral, and leadership courses, complemented by career planning tools and internal job alerts to promote mobility and advancement.

The platform uses blended learning and performance support to improve engagement and retention. Since its launch, over 900 courses have been logged, and in 2025, employees completed an average of 77 training hours (36 voluntary and 41 mandatory). Courses range from onboarding topics such as our Code of Conduct and environmental, health, and safety (EHS) training to technical modules, audit training, and behavioral programs.

We continue strengthening our talent pipeline through development programs delivered across major manufacturing and research and development (R&D) sites. While formats vary by region and business unit, these initiatives include local versions of graduate, engineer, and manager development pathways, along with targeted programs for emerging talent and future leaders. These efforts support our 2030 diversity ambitions and are embedded in our global HR processes, with delivery supported by dedicated teams and platforms.

## Ethical recruitment and employment practices

### Code of Conduct training

Every November, we conduct annual Code of Conduct training for all employees. The training supports our policy objectives of fostering a culture of integrity and ethical behavior. It aims to help everyone understand and adhere to our core values and principles. Participation is tracked by HR to promote comprehensive coverage. New hires are

expected to complete this training and sign the Code of Conduct during their onboarding. The training encourages employees to report any unethical or unacceptable behavior. We also have measures in place to monitor and address bribery, corruption, business ethics violations, harassment, and discrimination. Our key actions during the reporting year included sending training announcements and reminders from the Executive Management Team.

### Preventing child labor (Dongguan and Cabuyao)

Following our DMA and human rights risk analysis, Nexperia identified an elevated risk of child labor in certain geographies where socio-economic conditions and local labor markets present vulnerabilities. As a result, we have implemented targeted measures at the assembly sites in Dongguan (China) and Cabuyao (the Philippines) to prevent and remediate child labor. We have embedded these actions into our recruitment and onboarding processes, which reflect local legal requirements (e.g., the Chinese State Council's Provisions on Prohibition of Child Labor) and international standards (e.g., the RBA Code of Conduct and ILO standards).

Our HR teams at both sites apply rigorous age verification procedures. They check identification documents for authenticity and calculate age based on official records. Candidates below the legal minimum working age – 18 in Cabuyao and 16 in Dongguan – are excluded from the hiring process. In Dongguan, verification includes checks against local police systems

and re-confirmation during interviews, while Seremban (Malaysia) applies additional controls to prevent falsified birth certificates. Employees are required to report any suspected cases immediately to HR.

If child labor is identified, Nexperia acts immediately to protect the child's safety and well-being. Measures include removing the child from work, engaging with families and authorities, and providing support to ensure access to education and basic needs. These actions are complemented by engagement with parents, local authorities, and child protection organizations, reflecting our commitment to human rights and continuous improvement.

### Prevention of forced labor (Seremban, Dongguan, and Cabuyao)

Our DMA and human rights risk assessment identified forced labor as a material potential impact in certain regions within our own operations. In response, we implemented preventive measures and remediation processes at the assembly sites in Seremban, Dongguan, and Cabuyao, combining global standards with local policies.

A fundamental principle at all sites is that employment must be freely chosen. Recruitment prohibits any form of forced or bonded labor, requires valid legal documentation, and forbids recruitment fees. At Dongguan, special emphasis is placed on employees retaining freedom of movement, overtime being voluntary, and wages being paid on time via bank transfer.

Seremban verifies compliance in monthly audits, and Cabuyao enforces similar standards under local law. Employees at all sites have access to grievance channels, and violations trigger disciplinary action or escalation to authorities.

If forced labor is identified, Nexperia acts immediately to protect affected individuals, end coercive practices, and engage with relevant stakeholders to ensure fair treatment and recovery. These actions reflect our commitment to human rights and ethical employment across operations and supply chains.

### Monitoring working hours (Dongguan and Cabuyao)

Nexperia has implemented an overtime control system to manage and monitor weekly working hours, aiming to prevent working time violations and comply with company policies. This system is in place in Dongguan and Cabuyao.

At Dongguan, the system monitors weekly working hours, ensuring one day off per seven-day period, and includes controls for overtime applications to avoid the abuse of waivers. At Cabuyao, employees' total worked hours are tracked each week, with cumulative hours displayed alongside log-in/log-out records to create awareness of rendered hours. A visual alert (red display) indicates if the total exceeds 60 hours. The system automatically restricts access on rest days to prevent log-ins. HR leadership tracks key performance indicators (KPIs) on a monthly basis as part of the HR business review.

The scope of this activity includes employees at the sites in Cabuyao and Dongguan. We have followed these processes since Nexperia's membership in the RBA, starting in 2017. These actions aim to minimize working time violations at Nexperia and contribute to our policy objectives related to employee welfare and compliance with labor standards.

### Payroll checks (Dongguan)

Fair and timely compensation is a cornerstone of Nexperia's responsible employment practices. At the Dongguan assembly site, a structured process governed by the Overall Wage Policy and Payroll Manual supports our compliance with local minimum wage laws and punctual salary payments. Monthly payroll runs are managed in-house using Nexperia's HR system (Workday), with HR and Finance jointly reviewing payroll data and attendance records for accuracy and timeliness. Roles and responsibilities are clearly defined, and the local HR Director holds accountability for implementation and oversight.

## Targets related to our own workforce

The following tables outline the measurable and time-bound targets Nexperia has established for several material impacts, risks, and opportunities (IROs). However, not all material topics are currently covered by specific targets. In particular, we have not yet started European Sustainability Reporting Standards (ESRS)-compliant reporting to disclose the relevant policies, actions, and outcome-oriented targets for sustainability matters related to freedom of association, works councils, and workers' participation rights in Malaysia, the Philippines, and China. Our future reporting cycles will address these gaps as part of our ongoing target-setting process.

### Target

#### Women in research and development



We embrace the diversity of our workforce and are committed to continuously increasing representation across genders, nationalities, and age groups – company-wide and within our EMT and Senior Management teams. Our ED&I Program sets specific targets to increase the number of female employees in departments where women are currently underrepresented. By 2030, we aim to increase female representation in our Research and Development (R&D) and Engineering departments, management positions, and EMT.

We have set clear targets to increase the number of women in engineering roles, where the talent pool generally has fewer women. We aim to increase the percentage of women in R&D and engineering to 20% by 2030.

As of December 31, 2025, we had 17.4% women in R&D and engineering (2024: 18.6%). The deconsolidation of our Chinese entities in Q4 affected our female employee count; at the end of Q3, we had achieved our 2030 target with 20.9%.

## Health and safety targets

### Maintain or reduce the total case incident rate

<b>Description</b>	Nexperia has set a global environment, health, and safety (EHS) target to maintain or reduce its total case incident rate (TCIR) to meet or improve upon the five-year average baseline. The target contributes to continuous safety performance improvements and risk reduction, supporting Nexperia's health and safety philosophy "Vision ZERO." It is part of the EMT review process.
<b>Defined target value</b>	Maintain or reduce the TCIR to meet or improve upon the five-year average baseline.
<b>Scope</b>	Our own workforce across all Nexperia sites worldwide.
<b>Baseline value and base year</b>	Average TCIR of the past five years.
<b>Target year/period</b>	Ongoing, based on the five-year rolling average.
<b>Methodologies and significant assumptions</b>	The target is calculated using TCIR methodology aligned with industry standards and compared against European Semiconductor Industry Association (ESIA) benchmarks. Compliance is supported by internal EHS processes and guided by our "Vision ZERO" philosophy.
<b>Performance and progress</b>	In 2025, we achieved a TCIR of 0.13 across all sites, significantly outperforming our target of 0.20 and 2024's result of 0.23. More details are provided in the section "Further strategic health and safety metrics." The figure was influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi (China) in October.

## Equal opportunity and inclusion targets

### 30% women in management positions by 2030

Nexperia has set a global voluntary target to achieve 30% women in management positions by 2030. This target supports our Equality, Diversity, and Inclusion (ED&I) Policy, which outlines our commitment to fostering an inclusive, equitable, and diverse workplace and defines expected behaviors for all employees. We have set yearly interim targets and are regularly monitoring this KPI in our Sustainability Board.

30% women in management positions.

Nexperia's global workforce.

2023

2030, with yearly interim targets in place.

The percentage of women in management positions is calculated by dividing the number of women in management roles by the total number of management positions at year-end. Nexperia defines a management position as a role with at least one direct report. Compliance and progress are supported by internal HR processes and subject to annual external audits. Peer performance reviews were conducted to establish benchmarks.

The deconsolidation of the Chinese entities in Q4 2025 impacted our female employee count. As of December 31, we had 23% women in management positions. By the end of Q3 2025, we had achieved 26.5%.

## Ethical recruitment and employment practices targets

### Code of Conduct training participation rate

<b>Description</b>	Nexperia's Code of Conduct training guides employees on conducting business in line with our core values and principles. The training encourages employees to speak up in cases of unethical or unacceptable behavior, such as harassment or discrimination based on age, gender, birthplace, marital status, disability, physical appearance, or health issues noticed in the workplace. This voluntary target supports our policy objectives related to ethical conduct and workplace inclusivity. The training participation rate is tracked by HR, with regular reporting to the HR leadership team, Ethics Committee, and EMT.
<b>Defined target value</b>	We are currently assessing the root causes of non-completion and will gradually improve our performance closer to 100%. A participation rate increase of 0.4% will be required in 2026 to ensure extensive outreach and awareness of our Code of Conduct.
<b>Scope</b>	All Nexperia employees worldwide.
<b>Baseline value and base year</b>	97.6% participation rate for indirect employees in 2025.
<b>Target year/period</b>	2026
<b>Methodologies and significant assumptions</b>	Target aligned with the RBA standard.
<b>Performance and progress</b>	In 2025, the participation rate for indirect employees was 97.6%, up from 92% in 2024. This significant increase is attributable to the escalation process we introduced in 2025, with support from direct managers, Country HR, and Country Heads.

### 100% accurate and punctual monthly salary payments

As defined in the Payroll Manual at the assembly site in Dongguan, Nexperia aims to ensure 100% accuracy and punctuality for all monthly salary payments to employees. The target should contribute to mitigating the risks of incorrect payroll processing or unauthorized payments and support compliance with local labor law provisions, specifically the Regulations on Wage Payment in the Guangdong Province.

100% accurate and punctual monthly salary payments for all employees at the Dongguan site.

Employees at the assembly site in Dongguan.

Ongoing.

Ongoing.

The target is based on a defined payroll process, supported by a monitoring system managed by HR, the Financial Controller, and a member of the management team. Its compliance aligns with local labor laws and internal payroll procedures.

### 100% compliance with working hours regulations

Nexperia aims for full compliance with working hour regulations at the assembly sites in Cabuyao and Dongguan. This target is defined in several internal policies and monitored through HR-led activities in quarterly business reviews. It supports Nexperia's adherence to ethical labor practices and compliance with international labor standards and local laws (Philippine Labor Code, Chinese labor law article 41).

100% compliance with local working hour regulations.

Employees at assembly sites in Cabuyao and Dongguan.

2017

Ongoing.

Target follows RBA requirements and local labor laws. Compliance is supported by HR processes and verified through RBA audits.

### Zero tolerance for child labor

Nexperia has adopted policies and procedures to prevent child labor in recruitment, with particular emphasis on the assembly sites in Dongguan, Cabuyao, and Seremban. This target supports Nexperia's commitment to ethical labor practices and compliance with international conventions and local labor laws. Regular monitoring is conducted at the local level and in quarterly HR business review meetings.

Zero tolerance for child labor.

All Nexperia sites worldwide, with a focus on the above-mentioned assembly sites.

None.

Ongoing.

The target is based on RBA standards and local legal requirements, supported by HR processes and compliance checks. Minimum age for employment is differentiating per country: 18 years in Malaysia and the Philippines, 16 years in China.

### Zero tolerance for forced labor

<b>Description</b>	Nexperia has adopted policies to prohibit forced labor across a operations, with particular emphasis on assembly sites in Dongguan, Cabuyao, and Seremban. This target reinforces our commitment to ethical labor practices and compliance with internal policies, international conventions, and local labor laws. Regular reviews and monitoring conducted by HR at the local level and during quarterly business review meetings.
<b>Defined target value</b>	Zero tolerance for forced labor.
<b>Scope</b>	All Nexperia sites worldwide, with a focus on the above-mentioned assembly sites.
<b>Baseline value and base year</b>	None.
<b>Target year/period</b>	Ongoing.
<b>Methodologies and significant assumptions</b>	The target is based on RBA standards and local legal requirements, supported by HR processes and compliance checks.

### Metrics related to our own workforce

#### Methodologies and assumptions

We rely on a strong foundation of data collection to manage our workforce. For this purpose, we use a global Human Resources Information System (HRIS). At the site level, HR teams enter all employee data into this system, including job details, personal data, compensation information, and other work-related records. At a global level, the HRIS team consolidates this data and generates reports to provide an overview of employee information. Individual sites use additional systems for time registration and payroll.

Our workforce comprises employees and non-employees. An employee is an individual who is in an employment relationship with Nexperia according to national law or practice. Employees include all persons who are employed on a full-time or part-time basis with Nexperia. Employees also include apprentices and interns. Permanent employee figures include all active employees with an unlimited contract at one of our subsidiaries. Temporary employee figures include all active employees with a limited contract, such as interns. Non-employees refer to individuals from external temporary labor agencies and self-employed people, such as contingent workers and contractors.

Non-guaranteed hours employees are those at year-end under a contract without a guaranteed minimum or fixed number of working hours. These contracts are not applied, and therefore we do not report this category.

Unless specified otherwise, headcount (HC) on a year-end basis is the unit used to measure employee numbers. Annual averages are applied for certain ratios. In alignment with the 2025 Annual Report, due to the loss of control, the Nexperia entities located in China (excluding Hong Kong) are deconsolidated from this Sustainability Report effective October 2025. This led to the exclusion of these entities in year-end data.

Figures in the "Other" and "Not reported" gender categories are identical because our HR management system currently cannot distinguish between these two gender categories. To ensure totals are correct, the corresponding figure is only shown in the "Other" line.

Country allocation is determined by the work location stated in the employee's contract.

The total employee numbers disclosed in this chapter differ from the total HC figure in the financial statement due to methodological variations. Interns are included in the total number of employees, whereas the financial statement excludes interns from the total employee numbers.

## Our people insights

### Own workforce

#### Employees by gender

Gender	Number of employees
Male	5,073
Female	3,501
Other	0
Total employees	8,574

At the end of 2024, including Chinese entities, we had a total of 12,521 employees.

#### Employees in countries with at least 50 employees

Country	Number of employees
Malaysia	3,010
Philippines	2,049
Germany	1,558
UK	1,020
Netherlands	330
Taiwan	173
USA	125
Hong Kong	111
Hungary	64
Other countries	134

The category "Other countries" refers to countries with less than 50 employees: Canada, France, India, Italy, Japan, the Republic of Korea, Singapore, and Sweden. At the end of 2024, including Chinese entities, we had a total of 12,521 employees.

#### Information on employees by contract type, broken down by gender

Female	Male	Other	Total
Number of permanent employees			
3,483	5,019	0	8,502
Number of temporary employees			
18	54	0	72
Number of non-guaranteed hours employees			
0	0	0	0

Permanent employees: employees holding ongoing contracts. Temporary employees: employees holding fixed-term contracts (including interns). Non-guaranteed hours employees: employees under a contract without a guaranteed minimum or fixed number of working hours. More details on definitions see the section above "Methodologies and assumptions."

As of December 31, 2025, Nexperia employed 23 interns.

In 2025, our total turnover rate was 15.6%. The turnover rate is calculated by dividing the number of employees who left voluntarily or due to dismissal, retirement or death during the reporting year by the average number of employees in the reporting year, multiplied by 100. The average headcount is determined by adding the headcount at beginning and end of the year and dividing it by two. For a consistent calculation of the employee turnover, we also excluded Nexperia's entities in China from the headcount at the beginning of the year.

### Non-employee workforce

In 2025, 32 non-employees were working for Nexperia. Non-employees refer to individuals from external temporary labor agencies and self-employed people, such as contingent workers and contractors.

### Collective bargaining coverage and social dialogue

Employees at our global locations have the freedom to associate and/or the right to collective bargaining as provided by local statutes. We are compliant with all agreements required by law.

According to the ESRS, collective bargaining agreements include all pay-related and non-pay-related agreements for employees, e.g., on working time, absences, or other working conditions and terms of employment that were negotiated with a social partner and

documented in written format. There are collective bargaining agreements in place in the Netherlands, the Philippines, and the UK. Negotiations are ongoing in Germany and started in Malaysia in early 2026. In the European Economic Area (EEA), workplace representation is organized by our locally elected workers' councils.

### Diversity matrix

#### Gender diversity at top management level

Gender	Number of employees	Percentage
Female	57	17.2%
Male	275	82.8%
Other	0	—

Nexperia applies a more comprehensive approach to calculating gender distribution in top management than defined by ESRS requirements. We define top management as members of our Executive Management Team (EMT) and the two organizational levels below it, provided the individuals are at job grade 70 or above.

#### Coverage in the European Economic Area (EEA) and coverage outside the EEA

Coverage Rate	Collective bargaining coverage		Social dialogue
	Employees – EEA	Employees – outside EEA	Workplace representation – EEA
0-19%	Hungary	Hong Kong, Taiwan, USA	Hungary
20-39%			
40-59%			
60-79%			
80-100%	Germany, Netherlands	Malaysia, Philippines, UK	Germany, Netherlands

Coverage rate in countries with at least 50 employees.

### Adequate wages

All Nexperia employees receive pay above the applicable minimum wage. In August 2025, Nexperia formalized a commitment to fair compensation through a Living Wage Statement signed by the Head of Global Total Rewards.

### Persons with disabilities

Percentage of persons with disabilities amongst employees	0.5%
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The figure includes employees who voluntarily disclose their status and is limited to countries where collecting this data is legally permitted. Legal definitions vary across the countries where we operate, and we apply the national definitions. In 2025, not all local HR teams collect data on disabilities; this applies to the Philippines, the UK, and the Netherlands. The actual percentage may therefore be higher than reported.

### Health and safety metrics

#### Health and Safety Management System coverage

Employees covered by our Health and Safety Management System	93%
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Guided by our Environmental, Health, and Safety (EHS) Management System and Vision ZERO, all employees must immediately report accidents, injuries, and any unsafe equipment, practices, or conditions to a supervisor or appropriate team member.

We monitor and measure our health and safety (H&S) performance using various data points and specific key performance indicators (KPIs). We record and categorize all H&S incidents via data management software. We report all incidents to the relevant authorities, including any contractor fatalities, of which there has never been a recorded incident.

Work-related accidents and illnesses result from hazards in the workplace or from events occurring during or as a consequence of work. This includes on site, while performing work duties from home, or during business travel, and may lead to injuries or health impairment.

#### Fatalities due to accidents and ill health

Employees	0
Non-employees	0

Fatalities caused by work-related ill health that are not the result of accidents cannot be determined for data privacy or procedural reasons and are therefore not included in the report.

#### Recordable accidents

Employees	16
Non-employees	0

Due to data protection regulations, we cannot provide information on cases of recordable work-related ill health.

#### Rate of recordable work-related accidents

Employees	0.65
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The rate reflects the number of recordable work-related accidents per one million hours worked, which deviates from the TCIR definition.

#### Days lost

Employees	162
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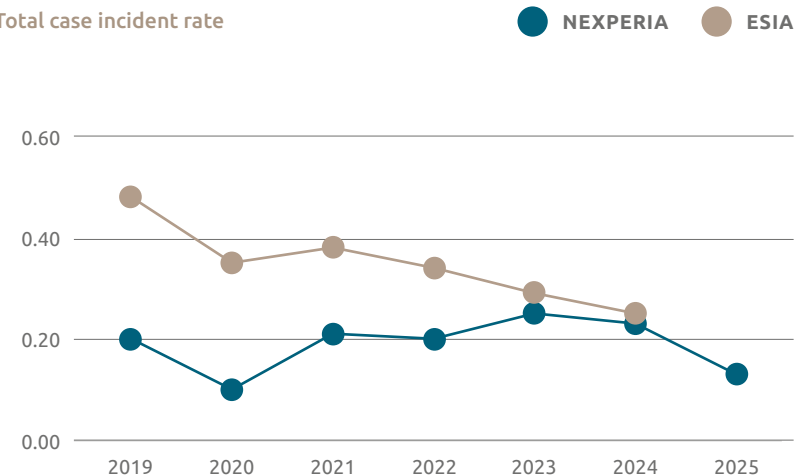
We calculate days lost on the basis of calendar days.

### Further strategic health and safety metrics

We also report our total case incident rate (TCIR) and severity rate, as these are two of the strategic KPIs we use to evaluate the performance of our EHS Management System.

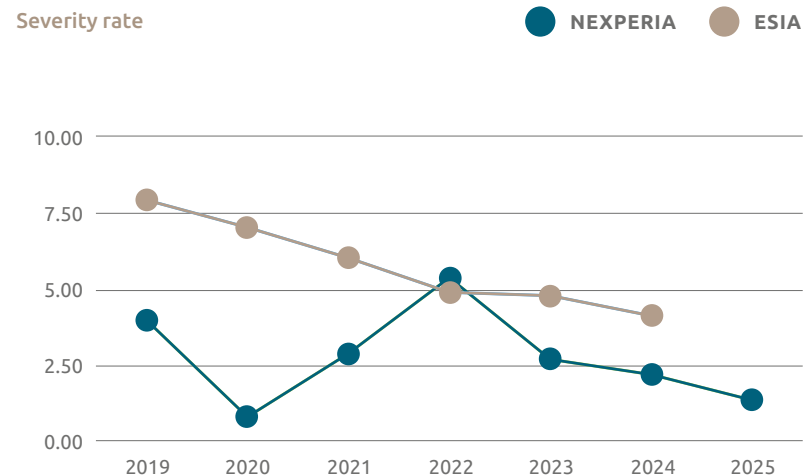
The TCIR is defined as the number of recordable cases per 100 full-time equivalent (FTE) employees during a 12-month period (per 200,000 hours). Comparing Nexperia's TCIR data with historical TCIR results from the European Semiconductor Industry Association (ESIA) enables us to evaluate the maturity level of Nexperia's EHS Management System. The ESIA's 2025 data was not available at the time of this report's publication.

Total case incident rate



The ESIA's 2025 data was not available at the time of this report's publication. The figure for 2025 is influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi (China) in October 2025.

The severity rate is a metric used to evaluate the average seriousness of work-related injuries or illnesses, based on the number of lost workdays resulting from recordable incidents. It is calculated using this formula: lost calendar days \* 200,000 / worked hours.



The ESIA's 2025 data was not available at the time of this report's publication. The figure for 2025 is influenced by the deconsolidation of the two manufacturing sites in Dongguan and Wuxi in October.

### Remuneration

Remuneration ratio	123
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The remuneration ratio is calculated by dividing the annual total remuneration for the highest-paid individual within Nexperia by Nexperia's median employee annual total remuneration. The median employee annual total remuneration is calculated by excluding the highest-paid individual. When calculating the remuneration ratio, we only included employees who were on the active payroll for all 12 months of 2025. Therefore, we excluded terminated employees, new hires, and Nexperia's entities in China for the entire year of 2025.

The median employee is identified based on compensation only, and benefits spending evaluation will be requested from local HR only for that person for the purposes of this exercise. The highest-paid individual is identified based on compensation only, and benefits spending will be added afterward to keep the methodology consistent. The compensation and benefits sum constitutes the total remuneration for the two employees in question, and the ratio is based on these numbers.

From 2027, Nexperia will be subject to reporting obligations under the EU Pay Transparency Directive. In 2025, we took initial steps toward compliance, including a data analysis of existing pay gaps and assessing measures to reduce them. We will align our implementation of these measures with deployments by EU member states.

### Incidents, complaints, and severe human rights impacts

The following table shows the number of incidents and complaints reported through our SpeakUp system. In 2025, we received 91 submissions. We have followed up on all cases in compliance with our Ethics Committee Procedure.

No material fines, penalties, or compensation for damages were imposed for serious human rights violations or incidents.

Number of discrimination at work incidents connected to our own workforce	0
Number of human rights incidents connected to our own workforce (excl. discrimination)	1

# Workers in the Value Chain

*Workers in Nexperia's value chain play a crucial role in delivering high-quality products and ensuring stable supply. As a global company, we rely on diverse supplier networks that span regions and industries, including areas with elevated social risks. Managing impacts, risks, and opportunities (IROs) related to these workers is therefore essential for responsible sourcing, regulatory compliance, and long-term business continuity.*

*In this section, we outline our approach in line with ESRS S2, reporting on policies, governance, engagement mechanisms, actions, and targets aimed at protecting workers and strengthening supply chain integrity across human rights, labor and environmental standards, and due diligence.*

## TARGETS

**By 2026, 90% of spend covered by Supplier Code of Conduct signatures**

**Increase number of supplier audits**

## HIGHLIGHTS

**Successful Global Supplier Day in February 2026 in Seremban (Malaysia)**

**34 Supplier Social Responsibility Audits conducted in 2025**



# Overview of workers in the value chain

Nexperia has identified various material impacts, risks, and opportunities (IROs) associated with workers in our value chain. The potential negative impacts arise primarily upstream, where raw material extraction and manufacturing occur in regions with elevated social risks. These include health and safety hazards linked to inadequate working conditions and exposure to hazardous substances, as well as human rights concerns such as forced and child labor. Non-compliance with local and international labor standards also poses a regulatory and reputational risk. An overview of all material topics and the methodology applied in our double materiality assessment (DMA) is provided in the "General Information" chapter.

Nexperia addresses these impacts and risks through rigorous due diligence and ethical sourcing practices.



## POLICIES

Supplier Code of Conduct

Strategic Sourcing Procedure

Social Responsibility Auditable Standard

Sustainability Policy

Responsible Minerals Assurance Process



## ACTIONS

SpeakUp system – our reporting channel and grievance mechanism

Supplier Social Responsibility Risk Assessment Process

Supplier Social Responsibility Audits

Sustainability Due Diligence Process

Supplier Onboarding Procedure



## TARGETS

90% Supplier Code of Conduct coverage in 2026

70% spend with sustainable suppliers

Increase the number of supplier audits

## Policies related to workers in the value chain

Nexperia's policies are the foundation of its commitment to responsible procurement and business practices. They serve as guiding principles for a global supply chain that operates with integrity, transparency, and respect for people and the planet.

Our approach is based on internationally recognized standards and regulatory requirements. They include:

- › The OECD Guidelines for Multinational Enterprises
- › The ten principles of the United Nations (UN) Global Compact
- › The UN Guiding Principles on Business and Human Rights
- › Relevant International Labour Organization (ILO) conventions
- › Agenda 2030 for Sustainable Development
- › Applicable legislation, such as the German Supply Chain Due Diligence Act

We also manage our upstream value chain by following the fundamental principles of our Code of Conduct, Sustainability Policy, and Sustainability Due Diligence Process. See the "Own Workforce" chapter for more details.

The following section outlines the policies that address our material potential negative impacts and risks in our upstream value chain. All policies and procedures are available in Nexperia's internal management system, and we take adequate measures to communicate their requirements to all relevant stakeholders.

Any policy changes made during the reporting year are detailed in the respective descriptions below. When developing our policies and procedures, we consider the interests of workers in our value chain as well as those of external stakeholders, such as initiatives like the Responsible Business Alliance (RBA).

Nexperia's Code of Conduct, Sustainability Policy, and Forced Labor, Modern Slavery, Human Trafficking Remediation Policy are integral to our sustainability ambitions, as they set clear standards and align our business practices with our values. We have also incorporated their principles into our Supplier Code of Conduct to ensure they are upheld for workers in the supply chain.

### Supplier Code of Conduct

Nexperia maintains a strong commitment to social and environmental responsibility and expects the same from its suppliers. To effectively manage social responsibility risks and opportunities in the upstream value chain, our Supplier Code of Conduct sets clear standards for ethical business practices. It also requires the protection of internationally recognized labor and human rights, as well as laws relating to health and safety and the environment. The policy aims to ensure the fair treatment of stakeholders, compliance with applicable laws, and respect for workers' rights, including those of temporary, migrant, student, and contract workers.

Our Supplier Code of Conduct applies globally to all suppliers and external manufacturers. It also requires suppliers to cascade these standards across their own supply chains. We communicate the policy to all suppliers during their onboarding and reinforce it through ongoing engagement. By requiring suppliers to sign the Code, it is a binding and integral aspect of our supplier engagement. It aligns with the principles of the RBA Code of Conduct (Version 8.0) and reflects Nexperia's voluntary commitments to international standards and initiatives. These include the UN Global Compact, UN Guiding Principles on Business and Human Rights, ILO Labor Standards, OECD Guidelines for Multinational Enterprises, and the Paris Agreement.

### Human rights governance

We are committed to upholding labor and human rights across our entire value chain. Our approach is guided by internationally recognized frameworks, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and ILO conventions. These commitments form the foundation of our human rights governance structure. In addition, we are a member of the RBA and a signatory of the ten principles of the UN Global Compact. Governance responsibilities are embedded at senior management levels and supported by dedicated roles such as our Human Rights Officer and Chief Procurement Officer. These functions monitor compliance across our operations and value chain. We have also

integrated human rights considerations into key processes, including supplier onboarding, risk assessments, and sustainability due diligence. Our Chief Procurement Officer oversees the implementation of our Supplier Code of Conduct.

We track our progress through audits, reporting mechanisms, and grievance channels accessible to all stakeholders. We communicate our policies and commitments internally via training, and externally through our website and supplier requirements. This governance structure aims to effectively manage supply chain impacts, risks, and opportunities and uphold Nexperia's responsibility to respect human rights globally.

### Health and safety standards

As health and safety is a core aspect of both the RBA Code of Conduct and Nexperia's Code of Conduct, our Supplier Code of Conduct also expressively requires suppliers and the upstream supply chain (also referred to as the "Tier-N" supply chain) to comply to internationally recognized health and safety standards. Nexperia's supplier self-assessment questionnaire includes questions regarding health and safety standards. During onboarding, we verify whether suppliers have a health and safety management system specifically certified according to ISO 45001. Nexperia's Supplier Social Responsibility Audits, the RBA's Validated Assessment Program (VAP), and customer-managed audits (CMAs) also verify health and safety standards.

### Strategic Sourcing Procedure

Nexperia follows a structured sourcing procedure to minimize risks in supplier selection and management while guiding fair and equitable procurement practices. The procedure defines clear governance for sourcing decisions, including make-or-buy evaluations and the qualification of new or alternative suppliers.

Our Strategic Sourcing Procedure applies globally across all categories managed by Global Procurement and External Manufacturing, covering all suppliers in Nexperia's upstream value chain. It is aligned with ISO 9001 and IATF 16949 principles and aims to ensure compliance with Nexperia's Supplier Code of Conduct, additional internal standards, and relevant international requirements. The procedure was last updated in June 2025 to strengthen risk management and clarify steps for supplier qualification.

As part of this procedure, the Sourcing team secures corporate social responsibility (CSR) approvals when onboarding new suppliers. Where we identify gaps, suppliers are required to implement corrective actions. We conduct reviews on an ongoing basis.

### Responsible Minerals Assurance Process

To address Nexperia's material IROs related to raw material extraction and processing, we have established a Responsible Minerals Assurance Process. It is aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and uses the tools of the Responsible Minerals Initiative (RMI) to operationalize its

requirements. We are dedicated to responsible sourcing and avoiding minerals from regions where trade can finance armed groups, fuel human rights abuses, or support corruption and money laundering. As an RMI member, we are publicly committed to responsible sourcing through our Supplier Code of Conduct and our Statement on Responsible Sourcing of Minerals, available on Nexperia's [Responsible Minerals Sourcing](#) page. In 2025, Nexperia Germany GmbH became subject to the EU Conflict Minerals Regulation. Our first Article 7(3) report, covering the 2025 calendar year, is available on the aforementioned Responsible Minerals Sourcing page. Our process is structured around the five-step framework of the OECD Due Diligence Guidance, covering management systems, risk identification, risk mitigation, third-party audits, and public reporting.

Our process covers tantalum, tin, tungsten, and gold (the "3TG minerals"), as well as cobalt, copper, and nickel used in our products. In April 2025, the RMI expanded the scope of its Extended Minerals Reporting Template (EMRT) to include copper, natural graphite, lithium, and nickel – along with the already included cobalt and natural mica – to prepare for the new reporting and due diligence requirements of the EU Battery Regulation. Of these minerals, cobalt, copper, and nickel are relevant to Nexperia's products. Following this expansion, we extended our due diligence scope to include copper and nickel alongside the already covered cobalt. We support the EMRT process for all minerals in scope to help our customers meet their due diligence obligations under the EU Battery Regulation.

We conduct due diligence on our mineral sourcing and expect our suppliers to uphold these same standards. We collect smelter and refiner data using RMI templates (the Conflict Minerals Reporting Template, the EMRT, and the Additional Minerals Reporting Template) and aim to source exclusively from smelters and refiners designated as "conformant." When we detect ineligible or non-conformant smelters or refiners, we require immediate corrective actions. In cases where suppliers fail to implement our standards, we may remove them from our supply chain.

This process applies globally to all suppliers who handle 3TG minerals, cobalt, copper, and nickel. It was last updated in October 2025 and is communicated internally and through our supplier onboarding requirements.

### Social Responsibility Auditable Standard

Our Social Responsibility Auditable Standard supplements our Code of Conduct and Supplier Code of Conduct. It defines requirements for labor and human rights, health and safety, the environment, ethics, and management systems. It applies globally to all Nexperia facilities, suppliers, contractors, and external manufacturers, covering all employees and value chain workers, including temporary, foreign, student, and contract workers.

The standard incorporates the RBA VAP Standard, customer requirements, and Nexperia's own standards. It is continuously updated, with the latest revision in March 2023, and is communicated internally and externally through established compliance channels.

## Engagement with workers in the value chain, channels to raise concerns, and remedial actions

Nexperia is committed to upholding labor and human rights across its global value chain by embedding these principles into its supplier engagement and sourcing practices. Our approach addresses material impacts and risks for workers in the value chain identified under ESRS S2. These impacts and risks include health and safety concerns, excessive working hours, inadequate wages, and the risks of forced and child labor, as outlined in our double materiality assessment (DMA).

### Nexperia's engagement channels with value chain workers

Our engagement with value chain workers is integrated into our supplier management and site-level oversight. Our due diligence framework combines supplier self-assessment questionnaires (SAQs) with independent audits under the RBA's Validated Assessment Program (VAP) Standard and Nexperia's own Social Responsibility Auditable Standard. We encourage suppliers to complete RBA corporate- or facility-level SAQs and/or RBA VAP audits on their own initiative. High-risk suppliers must complete Nexperia's Social Responsibility SAQ or undergo a dedicated audit. All audits include interviews with workers and management.

If an audit identifies a non-compliance, corrective actions and, if necessary, re-audits are triggered. Non-compliances are reviewed by our Procurement Sustainability team, and corrective actions are mutually agreed upon with suppliers.

Where applicable, we request suppliers to take their workers' preferences into account.

Nexperia does not maintain global framework agreements with global union federations.

We monitor the effectiveness of our supplier engagement through audit outcomes, corrective action closures, and grievance mechanisms. Where remediation fails, our escalation procedures can include contract termination. Our policies that prohibit recruitment fees and the withholding of personal documents specifically address risks affecting migrant workers.

We continue exploring opportunities to strengthen our engagement with stakeholders, including value chain workers, their representatives or credible proxies, and vulnerable groups. In early 2026, Nexperia committed to developing a stakeholder engagement concept and to plan implementing initial engagement actions until mid-2028.

### Reporting channels and grievance mechanisms

Remediation and grievance mechanisms are core aspects of how we manage human rights risks in our supply chain. We integrate these processes into our due diligence framework to address potential negative impacts on workers in the upstream value chain. This framework provides confidential channels to raise concerns and aims for effective resolutions in line with international standards, such as the UN Guiding Principles on Business and Human Rights or the RBA VAP Standard.

Supply chain workers can report suspected or confirmed breaches through our SpeakUp system, which serves as both a whistleblower and grievance mechanism. It operates through two dedicated workstreams: one for compliance and integrity issues, and another for labor and human rights concerns. See the "Own Workforce" chapter for more details on our confidential notification mechanism.

All incoming cases are reviewed and investigated, with follow-up actions implemented and monitored where necessary. No cases from external stakeholders were reported in 2025, but we continue working with suppliers to prevent harm and strengthen our controls. We measure our effectiveness by tracking the closure of non-conformances and conducting follow-up audits.

Our Supplier Code of Conduct and Social Responsibility Auditable Standard require suppliers to maintain grievance mechanisms for their workers. We verify their compliance through audits and self-assessment questionnaires, and mandate corrective actions where we identify gaps. We promote awareness of grievance channels through supplier engagement, audits, and direct communication. Suppliers must also inform workers about their available mechanisms.

Policies protecting individuals against retaliation are embedded in our Code of Conduct and Supplier Code of Conduct. They apply to all suppliers, including contractors and on-site service providers, as detailed in the "Business Conduct and Cybersecurity" section.

### Global Supplier Day in Seremban

In February 2026, we hosted our Global Supplier Day at our site in Seremban (Malaysia). Following our mission to foster long-term growth and reliable supply chain partnerships, the event brought together over 40 global suppliers to align on our expansion strategy and future collaborative opportunities.

## Actions related to workers in the value chain

Nexperia seeks to prevent and mitigate negative material impacts on workers in the upstream value chain and address sustainability-related risks. Our corresponding measures detailed below are grounded in our company's commitment to the RBA Code of Conduct, which prohibits child labor, forced labor, and discrimination. It also promotes fair working conditions, freedom of association, and safe workplaces. We monitor the effectiveness of our efforts by tracking the closure rate of corrective actions, which also supports timely remediation and continuous improvement.

### Sustainability Due Diligence Process

In 2025, Nexperia strengthened its governance and risk management by formalizing a company-wide Sustainability Due Diligence Process. It applies to Nexperia's global operations and relevant parts of its value chain. We implemented sustainability audits across key manufacturing sites and areas of our supply chain and addressed any non-conformances we identified. The process also includes a whistleblower and grievance mechanism, which is accessible to all stakeholders. Through this process, we aim to effectively identify and mitigate sustainability-related risks, strengthen governance, ensure transparent grievance handling, and maintain active engagement with stakeholders. These measures support Nexperia's commitment to responsible business conduct and address our impacts and risks related to value chain workers. More information is provided in the "Own Workforce" chapter of this report.

### Supplier Social Responsibility Risk Assessment Process

To address Nexperia's material impacts and risks regarding working conditions in global supply chains, we performed a comprehensive risk analysis in 2025. It covered both our worldwide goods and services supply chains as well as Nexperia's own operations. We used an established software solution combined with a revised supplier sustainability assessment to identify and evaluate risks.

On a yearly basis, the software assesses abstract and specific risks based on country and industry profiles, as well as reported violations detected through news screening. It also automatically weighs Nexperia's influence by assessing our spend with the supplier against its total revenue. Our supplier assessment goes beyond software data and considers initial measures taken by suppliers, including signing the Nexperia Supplier Code of Conduct, completing a self-assessment questionnaire (SAQ), submitting valid ISO 14001 or ISO 45001 certifications, and providing evidence of a social audit. Our SAQ underwent improvements in 2025 and was updated before the completion of this report. It now addresses different supplier types, such as manufacturing or on-site service providers, with more specific questions.

Based on these evaluations, we implement preventive and corrective measures where needed. In 2025, we completed ESG risk assessments for 3,090 direct suppliers. China, Malaysia, and the Philippines emerged as the

countries with the highest risk, while certain industries in other regions, such as construction, showed significantly increased risk levels.

If a supplier has not yet signed our Supplier Code of Conduct, we actively request their signature. Depending on the risk assessment, our other measures can include completing a Nexperia supplier social responsibility self-assessment questionnaire. In cases of medium-to-high risk results, we schedule third-party social responsibility audits.

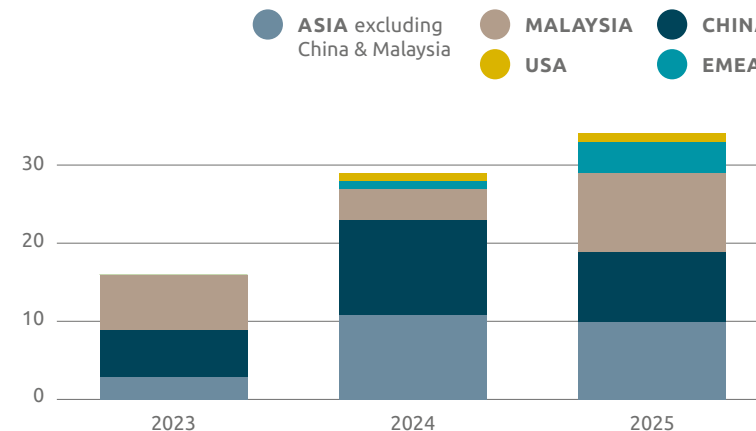
We address ad hoc and event-based activities outside of this annual process to ensure they are reviewed in a timely and appropriate manner.

Through this ongoing approach, we aim to improve our risk identification and mitigation, enhance our suppliers' compliance with ESG standards, and strengthen due diligence across our supply chain.

### Supplier Social Responsibility Audits

In 2025, we performed 34 Supplier Social Responsibility Audits (2024: 29 audits). We work closely with suppliers that receive audit non-conformances (NCs) to ensure they understand our standards and have the necessary skills and knowledge to prevent reoccurrence. These efforts also help us evaluate the effectiveness of our standards within the supply chain.

Supplier Social Responsibility Audits 2023–2025



Countries with fewer than five audits are consolidated into regional categories. Countries with more than five audits are reported individually.

Most suppliers were willing to rectify the findings within the specified timeframe and comply with Nexperia's requirements. We allow a minimum timeframe for our suppliers to close NCs, as corrective actions such as financial investments and labor interruptions may require more than 90 days to resolve. Where a supplier does not comply with our requested changes within the agreed timeframe, Nexperia clarifies the reasons for the delay and mutually agrees on an updated timeline. This may require involving our sourcing teams or the procurement management team to emphasize the urgency of closure.

Our supplier audits covered the countries/ regions listed in the diagram "Supplier Social Responsibility Audits 2023-2025."

The initiatives to address forced labor incidents in the value chain included enacting repayment schedules for incurred recruitment fees, raising awareness among new hires and labor agencies, securing legal commitments from third parties, and ensuring workers can easily access their personal documents.

The corrective actions taken to address the lack of emergency preparedness were introducing regular fire drills, ensuring proper signage, and keeping exits free of obstructions. The preventive measures implemented were conducting regular training sessions and verifications.

### Supplier Onboarding Procedure

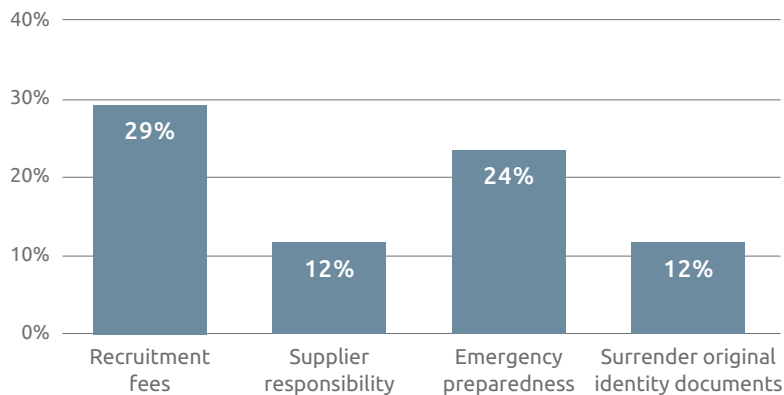
As part of our responsible sourcing approach, Nexperia applies a universal onboarding process to all new suppliers. It aims to support them in meeting our compliance, sustainability, and ethical standards before any business engagement begins. The process seeks to mitigate potential compliance, sustainability, and financial risks associated with supplier selection and addresses Nexperia's material potential negative impacts related to human rights violations and the health and safety of value chain workers.

During onboarding, we require all new suppliers to sign the Nexperia Supplier Code of Conduct. The Procurement Sustainability team verifies each supplier's risk score and, when necessary, performs additional screening, such as reviewing SAQs or requesting minerals reporting templates. To strengthen our responsible sourcing approach, the document incorporates internationally recognized standards and initiatives, including the RBA, RMI, ISO 9001, ISO 14001, ISO 45001, and IATF requirements.

We typically process initial documentation reviews within 72 hours of receiving all completed information. If a potential supplier cannot provide the required evidence, we may reject their application. In select cases, we may ask suppliers to complete corrective actions, such as introducing social responsibility policies and processes before approval.

Our supplier onboarding process was last updated in January 2025 and is communicated internally through Nexperia's procurement systems and regular training sessions for relevant teams.

Top four core violations of Supplier Social Responsibility Audits by category in 2025



## Targets related to workers in the value chain

Nexperia has established measurable, time-bound, and voluntary targets for its material impacts and risks related to value chain workers.

	Supplier Code of Conduct coverage	Supplier Social Responsibility	Spend with sustainable suppliers
<b>Description</b>	Nexperia fosters responsible business practices across its upstream value chain. We aim to ensure suppliers adhere to Nexperia's ethical, social, and environmental standards, especially regarding managing and mitigating supply chain risks concerning labor conditions and human rights.	Nexperia actively verifies supplier compliance with its sustainability and human rights standards through Supplier Social Responsibility Audits. We request third parties to complete these according to the Nexperia Social Responsibility Auditable Standard. We also consider audits according to the RBA's Validated Assessment Program (VAP)/customer-managed audit (CMA) protocol initiated by suppliers or their other customers. In select cases, we also accept other recognized audit standards. This target supports the implementation of Nexperia's Supplier Code of Conduct.	Nexperia promotes responsible sourcing by prioritizing suppliers with strong ESG performance. This target measures the proportion of total spend in the previous year covered by suppliers classified as "sustainable suppliers," defined as those with a Nexperia ESG risk score of $\leq 4$ . The target supports increasing our spend with suppliers who are committed to Nexperia's Supplier Code of Conduct or developing more suppliers to strongly commit to our Supplier Code of Conduct.
<b>Defined target value</b>	Achieve 85% of total spend with suppliers who have signed Nexperia's Supplier Code of Conduct or have an equivalent code in place, calculated as a proportion of our overall spend in the previous calendar year.	Complete 35 audits at suppliers during 2025. Each supplier audited is counted individually, even when multiple suppliers are assessed during a single audit event.	Achieve 70% of total spend with sustainable suppliers (ESG score of $\leq 4$ ), calculated as a proportion of our overall spend in the previous year.
<b>Scope</b>	Tier 1 suppliers in Nexperia's upstream value chain, covering global procurement and external manufacturing activities.	Upstream value chain, primarily Tier 1 suppliers, with select cases including Tier 2.	Upstream value chain, Tier 1 (direct suppliers).
<b>Baseline value and base year</b>	Based on the spend in the previous year (in this case, 2024).	Not applicable.	Based on the spend from the previous year (in this case, 2024).
<b>Target year/period</b>	2025	2025, with interim milestones: Q1: 0 audits, Q2: 10 audits, Q3: 20 audits, Q4: 35 audits.	2025, with interim milestones: Q1: 67%, Q2: 68%, Q3: 69%, Q4: 70%.
<b>Methodologies and significant assumptions</b>	Coverage is calculated based on the active supplier count, defined as those with spend recorded within the past 24 months. Suppliers signing the Supplier Code of Conduct or providing an equivalent code are considered aligned with Nexperia's human rights and sustainability standards, reducing the risk of negative impacts on workers.	Audits are scheduled and tracked using Nexperia's internal audit planning systems, the RBA online platform, and supplier-provided audit reports. Audits verify compliance with Nexperia standards, including social responsibility and human rights requirements.	Coverage is calculated based on active supplier count and ESG risk scoring result. Suppliers with ESG risk scores $\leq 4$ are considered to have lower risks of human rights violations and negative environmental impacts.
<b>Performance and progress</b>	Annual target of 85% was overachieved; as of December 31, 2025: 87%. New target for 2026 is 90%.	Completed 34 Supplier Social Responsibility Audits. We canceled or postponed audits in Q4 due to the loss of control of five entities in China and their subsequent deconsolidation from October 2025 onward. For more details, please see "Supplier Social Responsibility Audits."	68% was achieved. Due to the loss of control of five entities in China and their subsequent deconsolidation from October 2025 onward, we adjusted the active supplier count in Q4. By the end of Q3, we had achieved 69%.

# Business Conduct and Cybersecurity

*At Nexperia, we are committed to upholding high ethical standards in all our workplaces and business dealings. Our core values – passion, professionalism, perseverance, and performance – shape how we act and guide every decision we make.*

*This section presents our approach to business conduct, covering targets, core policies, governance measures, and actions to support ethical behavior. We also report on Nexperia's company-specific topic of cybersecurity, as safeguarding information and the integrity of digital operations is a core element of responsible conduct and key to maintaining trust. Both chapters draw on ESRS G1, and we are working toward closer alignment with this standard in future reporting cycles.*

## TARGET

**Increase Code of Conduct training participation rate in 2026**

## HIGHLIGHTS

Proactive communication and awareness-building of our SpeakUp system across our workforce

Strengthened ethics and human rights governance

Rollout of annual IT security awareness training

# Overview Business Conduct

*In our double materiality assessment (DMA), we identified several impacts, risks, and opportunities (IROs) related to business ethics and integrity. These include risks associated with supplier misconduct and our reliance on a complex, globally distributed supply network, which exposes us to geopolitical uncertainties that may disrupt our operations or raise costs. In addition, our products may be used in unintended military contexts, raising concerns about our corporate values and human rights expectations. These insights steer our approach to responsible business conduct and inform our policies and measures that address these IROs.*

*An overview of all material topics and our DMA methodology is provided in the "General Information" chapter of this report.*



## POLICIES

Code of Conduct

Compliance Policy

Ethics Committee Procedure

Confidential Notification Mechanism Procedure

Sustainability Due Diligence Process



## ACTIONS

Code of Conduct training

SpeakUp system



## TARGETS

Code of Conduct training participation rate

## Our corporate culture

The following policies and actions address our material IROs related to business conduct and continuity. We publish all policies and procedures in Nexperia's internal document management system. Upon their implementation, we communicate policy requirements and processes to relevant stakeholders. If any policies were updated during the reporting year, we have outlined these changes below. When developing and reviewing policies and procedures, we involve internal stakeholders, including experts from relevant departments. We also consider our employees' interests, worker representatives, and external stakeholders such as our customers and broader society. Our policies are further shaped by international standards and frameworks from organizations such as the Responsible Business Alliance (RBA), the United Nations (UN), the European Union (EU), and additional regulatory bodies. We also comply with national regulations, including applicable arms embargo lists.

### Code of Conduct

Nexperia's Code of Conduct is the foundation of our commitment to ethical and responsible business practices. It sets clear expectations for how we work and helps prevent corruption by promoting integrity across our global workforce, suppliers, and business partners. Across our operations, we rely on our suppliers and business partners to uphold this commitment, captured in our dedicated Supplier Code of

Conduct (see "Workers in the Value Chain"). The Code of Conduct also seeks to reduce fraud and corruption risks, and we apply targeted controls such as careful supplier selection and due-diligence processes. As it is vital to identify potential breaches of our Code early, each site maintains clear incident reporting hierarchies to address compliance risks. More information on Nexperia's Code of Conduct can be found in the "Own Workforce" chapter of this report.

### Nexperia Compliance Policy

This policy sets out our commitment to conducting business ethically, responsibly, and in line with applicable laws and regulations. It outlines the objectives of our compliance program and reflects our focus on integrity and transparency across all business activities.

### Ethics Committee and Human Rights Office

Nexperia's Ethics Committee Procedure provides a Group-wide governance framework that supports responsible business behavior and compliance with our Code of Conduct. It defines the roles and responsibilities of our Ethics Committee (EC), our central ethics governance body, as well as those of our local Ethics Liaison Officers (ELOs). The procedure sets out how concerns can be reported and managed through confidential notification channels. These include Nexperia's SpeakUp system (see below for more details), a dedicated email address, and direct contact with local ELOs serving as ombudspersons. Our EC works

closely with the global Human Rights Office. It helps Nexperia meet its sustainability due diligence responsibilities by independently overseeing human rights and environmental risk management, supporting the implementation of preventive and corrective measures, and driving transparent and compliant reporting.

Nexperia's Ethics Committee Procedure, Sustainability Due Diligence Process (see "Workers in the Value Chain"), and Confidential Notification Mechanism Procedure provide the framework to uphold confidentiality, prevent retaliation, and promote transparent case handling for internal and external stakeholders. The EC comprises senior leaders from the Executive Management Team (EMT), Internal Audit, Legal, HR, and the Corporate Sustainability Office. It oversees investigations, initiates corrective actions, and escalates material issues to the Management Board and Audit Committee.

### SpeakUp system

We encourage all employees and stakeholders to speak up and report any concerns if they witness actions that violate our Code of Conduct. Our Confidential Notification Mechanism Procedure defines the SpeakUp system as our primary notification mechanism. It enables the structured handling of grievances and supports continuous improvement through regular monitoring and bi-annual assessments based on the UN Guiding Principles on Business and Human Rights. The SpeakUp system is an external, independent,

anonymous, and confidential reporting channel available 24/7 in over 50 languages, including the local languages of our manufacturing sites. It is open to all employees, suppliers, business partners, and other third-party stakeholders. Accessible via a free telephone number or a secure webpage, the SpeakUp system provides callers with clear guidance for submitting reports. We actively promote the system to our employees and third parties, primarily via our website and internal communication measures, such as employee newsletters.

### Whistleblowing

We are committed to safeguarding the interests and welfare of whistleblowers at all times. Our Code of Conduct, Confidential Notification Mechanism Procedure, Ethics Committee Procedure, and Sustainability Due Diligence Process clearly set out and reinforce this commitment. Any form of retaliation against a person reporting suspected misconduct in good faith or participating in a related investigation is strictly prohibited. We have set clear boundaries that no one shall discharge, demote, suspend, threaten, harass, or discriminate against a person reporting suspected violations of our Code of Conduct.

### Code of Conduct training

Every year, all employees must complete mandatory Code of Conduct training and formally acknowledge their understanding and adherence. Our training guides employees on conducting business in line with the principles outlined in our Code of Conduct. The latest sessions took place in November 2025, and we closely monitored participation. All new employees must also complete this training and sign the Code of Conduct during their onboarding process.

### Preventing corruption and bribery

Nexperia maintains a zero-tolerance target toward corruption and bribery, governed by strict rules and supported by clear controls. Our Code of Conduct sets out our standards and guidelines on anti-corruption and bribery. To uphold these principles, we have established internal measures to help identify and reduce the risk of bribery, conflicts of interest, and unethical business practices. Our procurement teams, due to the nature of their work, are among the functions most exposed to corruption-related risks.

During the reporting year, Nexperia faced no legal actions regarding anti-competitive behavior or breaches of anti-trust or monopoly legislation. Similarly, no fines were imposed for violations of anti-corruption and anti-bribery laws.

### Contributions

An essential aspect of being an ethical business is maintaining transparency around lobbying and political contributions. While Nexperia may engage with governments and governmental organizations as part of its operations, we do not make payments to political candidates or support political activities on our behalf. Our general rule is to refrain from providing any advisory fees, financial contributions, or in-kind support to political parties, political organizations, or individual politicians. This principle is anchored in our Code of Conduct. Any deviation from this rule requires explicit management approval and must maintain full compliance with all public disclosure obligations.

In preparing this Sustainability Report, we reviewed all donations and membership fees to industry associations, interest groups, and think tanks in 2025. Nexperia did not record any direct or indirect political contributions, financial or in-kind, during the reporting year.

Jean-Pierre Kempeneers served as Nexperia's Chief of Corporate Affairs from February 2024 to October 2025. Prior to his appointment at Nexperia, he held senior civil service positions at the Ministry of Foreign Affairs of the Netherlands. There was no overlap or conflict of interest between his previous responsibilities in the Dutch civil service and his role at Nexperia.

### Supplier management

We have established due diligence procedures to assess the integrity of potential suppliers and business partners, as well as mitigate compliance and ethics risks. These procedures, together with our Social Responsibility Auditable Standard used to audit internal and external operations across our supply chain, are detailed in the "Workers in the Value Chain" chapter of this report. The chapter also outlines how we engage with suppliers on environmental, social, and governance (ESG) requirements during onboarding (see the "Supplier Onboarding Procedure" section).

Nexperia does not have universal standard payment terms, as all terms are negotiated in supplier contracts. The following table shows Nexperia's average payment terms by our main supplier categories and the percentage of payments aligned with these terms.

Main category of suppliers	Average in days	Percentage aligned
Direct materials	101	9%
Equipment, parts, and services	72	38%
Non-product related	45	51%
External manufacturing	68	2%

Target

**Code of Conduct training participation rate**

In 2025, the participation rate for indirect employees increased to 96.3%, up from 92% in 2024. In 2026, we will ensure extensive outreach and raise further awareness about our Code of Conduct. More details are provided in the "Own Workforce" chapter of this report.

## Mitigating the risk of the use of semiconductors in the weapons industry

Nexperia's products are standard off-the-shelf components based on mature technologies originating in the 1960s. They are generally designed and manufactured for commercial applications. We maintain strict export control measures and actively monitor our distribution channels to mitigate business relationships with restricted parties and avoid our products being supplied for restricted end uses or to restricted locations. Our approach and actions are defined in our Restricted Party Screening Procedure and supported by the Process on Distributor Resales to Companies with Potential Concern.

Nexperia's Restricted Party Screening Procedure supports compliance with global export control regulations and helps prevent any direct or indirect involvement with restricted or prohibited weapons-related activities. The procedure mandates rigorous screening of all business partners, both legal entities and individuals, against official denied party lists to avoid relationships that could be linked to restricted or prohibited uses, such as certain military applications, weapons of mass destruction, and terrorism. Our approach follows strict international trade compliance standards, includes proactive risk mitigation measures, and

is overseen by our Legal department. Nexperia's process for reviewing distributor resales to companies of potential concern sets out the default inactivation and review procedure for such accounts. Our reviews consider the following risk indicators:

1. Embargo lists issued by the USA, EU, UN, or UK.
2. National or global restricted party lists.
3. Association with sensitive end uses or end users, such as missile or nuclear weapons programs, military intelligence activities, or broader military applications.

In early 2026, Nexperia requested an independent organization, which specializes in proliferation and trade compliance investigations in conflict areas, to review our compliance practices and identify potential areas for improvement.



# Overview of Cybersecurity, Data Protection, and Privacy

For leading innovation companies like Nexperia, handling information securely and in line with relevant data protection and privacy rules is critical. Our cybersecurity responsibilities encompass product and process information as well as personal data. Respecting and protecting the privacy and rights of our customers, employees, business partners, and all other relevant parties is a key priority when using personal data. In recent years, cybercriminals have increasingly targeted technology companies, and Nexperia has experienced attempted unauthorized access by third parties. Inadequate IT security could expose sensitive data, including intellectual property, and compromise customer privacy, potentially also affecting our competitive position and financial performance. For these and other reasons, we continue investing in strong security controls and upholding relevant data protection standards.

An overview of all material topics and our double materiality assessment (DMA) methodology is provided in the "General Information" chapter.



## POLICIES

- Code of Conduct
- Nexperia Compliance Policy
- Information Security Policy
- AI Acceptable Usage Policy



## ACTIONS

- Code of Conduct training
- IT security awareness training
- Robust cybersecurity framework
- Data protection system



## TARGETS

- Code of Conduct training participation rate
- IT security training completion rate

## Handling data safely and securely

Nexperia has adopted the following policies and actions to address our material IROs related to cybersecurity, data protection, and privacy. We publish all policies and procedures in our internal document management system. Upon their implementation, we communicate our policy requirements and processes to relevant stakeholders. If any policies were updated during the reporting year, we have outlined these changes below. When developing and reviewing policies and procedures, we involve experts from relevant departments and consider our employees' and customers' interests.

To put these policies into practice and safeguard our data and systems, we maintain global security infrastructure and a crisis management team led by our Chief Information Officer (CIO). Cybersecurity is managed by the CIO's Office and Information Security (InfoSec) management within our IT department. Our global Legal team oversees data protection procedures. This structure is supported by a diverse range of data protection systems, policies, and associated standards that comply with applicable laws.

### Nexperia Information Security Policy

Our Information Security Policy provides the foundation for protecting our company assets, of which information is one of the most important. The policy aims to safeguard our data and systems from unauthorized access, use, disclosure, disruption, modification, or destruction. It supports the confidentiality of

information by limiting access to authorized parties and maintains its integrity by reducing the risk of unauthorized changes. This policy introduces the core security principles, objectives, and key roles and responsibilities. It also aligns with established industry standards, such as the National Institute of Standards and Technology (NIST) Cyber Security Framework and the Center for Internet Security's (CIS) Critical Security Controls. It applies to all employees, business units, support units, and partners working on behalf of Nexperia. Where needed, individual units can adopt stricter controls based on their specific risk profile or customer requirements.

### Nexperia Compliance Policy

The Nexperia Compliance Policy details our commitment to conducting business ethically, responsibly, and in line with all applicable laws and regulations. It also covers data protection and privacy (see the "Our Corporate Culture" section). We set company-wide principles for handling personal data through our data protection and privacy policies, supported by corresponding standards and procedures. Our approach is based on European legislation, particularly the EU's General Data Protection Regulation (GDPR). If necessary, we also apply additional local data protection requirements if they are stricter than our own standards. Stakeholders, customers, and suppliers can learn how we process their data in Nexperia's [Privacy Notice](#), available on our website.

### Nexperia AI Acceptable Usage Policy

Artificial intelligence (AI) technologies are transforming the way we work by improving workflows, automating tasks, supporting decision-making, and offering valuable insights into our business operations. At the same time, the use of AI introduces a host of new information security and data protection considerations. Our AI Policy guides employees on how to work with AI responsibly, especially when handling sensitive company and customer information. The policy outlines requirements for evaluating security risks, protecting confidential data, and using AI tools in ways that support our overall security standards.

### Assessments and measures

We continually assess our protective measures to enhance the effectiveness of our security systems. As part of this approach, we engage third-party experts to evaluate our security infrastructure. An external service provider monitors our global IT infrastructure 24/7 and alerts InfoSec management immediately if a security incident is detected. We also use cyber threat intelligence, i.e., knowledge-, capability-, and experience-based information about the occurrence and assessment of threats and threat actors, to strengthen our preparedness for potential cyberattacks or data breaches that could impact our systems.

### Awareness training

Our cybersecurity and data protection strategies, policies, standards, and procedures are cascaded globally in conjunction with local

IT and business teams, coordinated by the global Chief Information Security Officer. We conduct mandatory annual awareness training for all employees, which covers our guidelines for using AI and assessing its related security risks. Cybersecurity and data protection are also included in our annual Code of Conduct training. To maintain awareness of data protection beyond these sessions, we distribute regular articles in Nexperia's e-magazine, X.Press. We also offer more in-depth training to departments responsible for handling personal data on a daily basis, with a primary focus on HR.

Target

**IT security training completion rate**



All employees must complete annual training on information security. New hires are required to complete a structured cybersecurity and compliance learning plan within seven days of their start date, supported by automated reminders and escalation tracking through our Nexperia learning academy.

We target a minimum completion rate of 90% for annual cybersecurity training, while striving for full completion across all refresher modules.



# Our Responsibility and Engagement



# Corporate citizenship

As a company committed to responsible business conduct, we believe in giving back to the people and communities where we live and work. That is why Nexperia maintains regular engagement with stakeholders who are directly or indirectly affected by our operations. These primarily include our employees, employee representatives and trade unions, local communities, authorities, as well as partners in environmental, health, and social initiatives and non-governmental organizations (NGOs).

We identify and prioritize stakeholders based on their level of impact, influence, and relevance to our sustainability-related engagement (for more details, see the chapter "Strategy, Business Model, and Value Chain"). At the local level, our sites have engaged with various stakeholder groups in different formats for many years. These activities seek to foster constructive dialogue, ensure compliance, identify risks at an early stage, and cooperate with the communities surrounding our manufacturing sites.

As part of our approach to continuous improvement, we plan to assess our key stakeholder groups and develop a newly structured, comprehensive stakeholder engagement plan. By doing so, we aim to ensure a more robust and responsive approach by mid-2028.

During the reporting year, our engagement activities were mostly concentrated on our manufacturing sites in Hamburg (Germany), Manchester (UK), Cabuyao (the Philippines), Seremban (Malaysia), and our headquarters in Nijmegen (the Netherlands).

Our various forms of engagement contributed to Nexperia's support for the United Nations (UN)'s Sustainable Development Goals (SDGs), with a primary focus on:

- › SDG 3 – Good health and well-being
- › SDG 4 – Quality education
- › SDG 5 – Gender equality
- › SDG 13 – Climate action

## Selected formats of employee engagement

All our sites maintain extensive and recurring employee engagement formats that strengthen workplace health, safety, and communication. To meet the expectations set out in our Equality, Diversity, and Inclusion (ED&I) strategy, our LGBTQIA+ community established individual networking groups, and female employees initiated regular workshops or Women @ Nexperia networks. Nexperia Manchester is also an active member of the Equal Futures Committee, a Stockport-based

network of local employers committed to sharing best practices, addressing ED&I challenges, and promoting inclusive and equitable workplaces across the region.

Several sites such as Nijmegen, Cabuyao, and Manchester organized health days, well-being weeks, or sporting events during the year. In Nijmegen, we promote employee well-being through leisure sports activities to encourage regular movement and off-screen breaks. We ran a dedicated well-being week, which offered workshops on energy management, healthy sleep, a self-defense course, and a motivational talk by the director of Nijmegen's football club, NEC. Employees were also offered voluntary preventive medical examinations.

In Manchester, our employees have been shaping a more inclusive community through a range of employee-organized social and well-being groups. They include regular sports activities and a Ramblers Club that coordinates monthly walks in the local countryside. Open to people of all abilities and backgrounds, these initiatives promote physical health, mental well-being, and meaningful connections beyond day-to-day work.

In Hamburg, around 30 employees have been trained as mental health first aiders. The training program enhances awareness of mental health and psychological conditions across our

organization and enables participants to respond to mental health concerns with appropriate guidance. As part of our mental health initiatives, we also offered a leadership impulse "Welcome, calmness," equipping managers with techniques to foster emotional regulation and calm decision-making.

In Seremban, our employee engagement activities included dialogue sessions where they could raise concerns and share feedback with local management, HR, and "Leadership Connect" sessions.

In Cabuyao, we organize employee engagement through monthly shift meetings involving company doctors, along with free health issue orientations delivered by third-party clinic personnel (conducted in the canteen during employee breaks). These initiatives support employee well-being, encourage open dialogue, and make health-related information accessible to all staff. Our so-called "HR Hour," an initiative designed to bring HR services closer to employees, was also launched and conducted twice a week in the canteen. It offers a convenient venue for employees to seek assistance and raise individual issues or concerns.

More information on our employee engagement channels and how we aim to understand their perspectives is outlined in the "Own Workforce" chapter of this report.

## Engagement with local authorities and regulators

Our site in Seremban maintains active relationships with local authorities through regular inspections as well as invitations to hold training sessions, talks, and operate booths during its "EHS & Wellness Day."

In Cabuyao, our engagement with authorities includes inviting government bodies to conduct training on new laws and environmental topics. It also collaborates with agencies such as the Bureau of Fire Protection, Weather Department, and Department of Energy during the site's safety day, where they offer orientations and operate educational booths. These structured collaborations ensure Nexperia stays ahead of regulatory changes and sustains high safety and environmental standards.

Our Hamburg site maintains active relationships with local authorities through regular inspections and discussions about new or amended legal requirements. The Hamburg Fire Department conducts training for fire safety assistants and compressed air breathing apparatus, while the German Red Cross provides regular first aid training.

## Engagement with local communities

Our Cabuyao site supports its surrounding communities by hosting free fire safety seminars, conducted by the Bureau of Fire Protection, along with donating fire extinguishers and first-aid kits. Each year, our HR and EHS teams also participate in Brigada Eskwela (the government's back-to-school program) and engage in tree planting and river clean-up initiatives.





Our community engagement in Seremban includes hiking and cleaning activities at the nearby hills and beach clean-up initiatives in Port Dickson. These reinforce Nexperia's commitment to environmental stewardship while fostering a strong sense of responsibility toward nature and community well-being. The hiking activities allow participants to enjoy the stunning natural views while collecting trash along the trails. This meaningful expedition not only encourages outdoor activities and healthy lifestyles, but also promotes environmental awareness. In addition, our volunteers participated in a Corporate Social Responsibility (CSR) beach clean-up initiative in collaboration with the Port Dickson City Council. Located around 40 minutes from the Seremban site by car, this activity brought employees together to help keep the beach clean while strengthening community partnerships and supporting local environmental conservation efforts.

In Manchester, our employees can give back to their communities during working hours via our "Volunteering Days," coordinated by our dedicated Charity and Community Committee. In 2025, we dedicated over 220 working hours to important causes, including a homeless charity, a children's charity organization that supports low-income families, and a local center for hearing- and vision-impaired people. We also support the development of local young talent through our participation in the UK government's T Level program. Additionally, our Research and Development (R&D) team, EHS function,

and quality labs host industry placements that provide students with meaningful, hands-on workplace experience. Through these activities, we add value to the local community and build a stronger regional talent pipeline.

In Budapest (Hungary), 40 employees continued their longstanding commitment to community engagement by renovating a building and revitalizing the terrace of the Cseppkő Children's Home. The initiative focused on improving the interior of a residence for teenagers aged 15 to 18, many of whom face significant life challenges, including disrupted education and difficulties reintegrating into society. Through enhancements to both the indoor spaces and the outdoor environment – featuring newly planted flowers and greenery – the team contributed to creating a more welcoming, supportive, and uplifting setting. This initiative highlights how the commitment and collective effort of our employees translate into hands-on contributions that positively impact communities and create lasting social value.

In Hamburg, our employees proudly donated €7,400 to a local trauma therapy center, providing specialized support for severely traumatized children. Our team generated this donation by organizing a collection and recycling campaign for electronic and metal waste. The successful campaign underscored how environmental protection and social commitment can go hand in hand.



# Appendix



# Statement on Due Diligence

Core elements of due diligence	Paragraphs in the Sustainability Report
<b>Embedding due diligence in governance, strategy, and business model</b>	<ul style="list-style-type: none"> <li>The role of our administrative, management, and supervisory bodies in relation to sustainability</li> <li>Material impacts, risks, and opportunities and their interaction with our strategy and business model</li> </ul>
<b>Engaging with affected stakeholders</b>	<ul style="list-style-type: none"> <li>Interests and views of our stakeholders</li> <li>Description of the process to identify and assess material impacts, risks, and opportunities</li> <li>Engagement with our own workforce and workers' representatives, channels to raise concerns, and remedial approaches</li> <li>Engagement with workers in the value chain, channels to raise concerns, and remedial actions</li> <li>Our Responsibility and Engagement</li> </ul>
<b>Identifying and assessing negative impacts on people and the environment</b>	<ul style="list-style-type: none"> <li>Material impacts, risks, and opportunities and their interaction with our strategy and business model</li> <li>Description of the process to identify and assess material impacts, risks, and opportunities</li> <li>Sustainability Due Diligence Process</li> <li>Climate risk assessment</li> </ul>
<b>Taking action to address negative impacts on people and the environment</b>	<ul style="list-style-type: none"> <li>Our approach: Nexperia's GHG Emissions Reduction Roadmap toward carbon neutrality</li> <li>Actions and metrics related to emissions</li> <li>Actions and metrics related to energy</li> <li>Waste management</li> <li>Actions related to water and wastewater</li> <li>Engagement with our own workforce and workers' representatives, channels to raise concerns, and remedial approaches</li> <li>Actions related to our own workforce</li> <li>Engagement with workers in the value chain, channels to raise concerns, and remedial actions</li> <li>Actions related to workers in the value chain</li> <li>Our corporate culture</li> </ul>
<b>Tracking the effectiveness of these efforts</b>	<ul style="list-style-type: none"> <li>Our approach: Nexperia's GHG Emissions Reduction Roadmap toward carbon neutrality</li> <li>Actions and metrics related to emissions</li> <li>Actions and metrics related to energy</li> <li>Targets related to our own workforce</li> <li>Metrics related to own workforce</li> <li>Targets related to workers in the value chain</li> <li>Actions related to workers in the value chain</li> <li>Our corporate culture</li> </ul>

This report applies selected ESRS topic standards on a voluntary basis. As a result, the chapters "General Information," "Own Workforce," "Workers in the Value Chain," and "Business Conduct" are partially aligned with the revised ESRS Set 2 (November 2025). The chapter "Environmental Information" references the Global Reporting Initiative (GRI) Standards. This approach reflects our commitment to transparency as we strengthen the early alignment of our disclosures with ESRS requirements.

# Glossary

Abbreviations	
<b>AI</b>	Artificial intelligence
<b>AGG</b>	Allgemeine Gleichbehandlungsgesetz (German General Equal Treatment Act)
<b>BG</b>	Business Group
<b>CAHRAs</b>	Conflict-affected and high-risk areas
<b>CCO</b>	Chief Commercial Officer
<b>CEO</b>	Chief Executive Officer
<b>CFO</b>	Chief Financial Officer
<b>CH<sub>4</sub></b>	Methane
<b>CHP</b>	Combined heat and power
<b>CHRO</b>	Chief Human Resources Officer
<b>CIO</b>	Chief Information Officer
<b>CIS</b>	Center for Internet Security
<b>CO<sub>2</sub></b>	Carbon dioxide
<b>CLO</b>	Chief Legal Officer
<b>CMA</b>	Customer-managed audits
<b>CMRT</b>	Conflict Minerals Reporting Template
<b>CO<sub>2</sub>e</b>	Carbon dioxide equivalents
<b>COO</b>	Chief Operating Officer
<b>COSO</b>	Committee of Sponsoring Organizations of the Treadway Commission
<b>CPO</b>	Chief Purchasing Officer
<b>CRA</b>	Climate risk assessment
<b>CSO</b>	Chief Strategy Officer

Abbreviations	
<b>CSR</b>	Corporate Social Responsibility
<b>CSRD</b>	Corporate Sustainability Reporting Directive
<b>DMA</b>	Double materiality assessment
<b>EAC</b>	Energy attribute certificates
<b>EC</b>	Ethics Committee
<b>ED&amp;I</b>	Equality, Diversity, and Inclusion
<b>EEA</b>	European Economic Area
<b>EHS</b>	Environment, Health, and Safety
<b>ELO</b>	Ethics Liaison Officer
<b>EMEA</b>	Europe, Middle East & Africa
<b>EMRT</b>	Extended Minerals Reporting Template
<b>EMS</b>	Electronics manufacturing service
<b>EMT</b>	Executive Management Team
<b>ERG</b>	Employee Resource Group
<b>ESD</b>	Electrostatic Discharge
<b>ESG</b>	Environmental, social and governance
<b>ESIA</b>	European Semiconductor Industry Association
<b>ESRS</b>	European Sustainability Reporting Standards
<b>EU</b>	European Union
<b>Fab</b>	Front-end manufacturing, i.e., wafer fab
<b>FET</b>	Field-effect transistor
<b>FMM</b>	Federation of Malaysian Manufacturers
<b>FTE</b>	Full-time equivalent
<b>GaN</b>	Gallium nitride

Abbreviations	
<b>GDPR</b>	General Data Protection Regulation
<b>GHG</b>	Greenhouse gas
<b>GRI</b>	Global Reporting Initiative
<b>GWP</b>	Global warming potentials
<b>HC</b>	Headcount
<b>H&amp;S</b>	Health and Safety
<b>HFCs</b>	Hydrofluorocarbons
<b>HR</b>	Human Resources
<b>HRIS</b>	Human resources information system
<b>HTF</b>	Heat transfer fluid
<b>IATF</b>	International Automotive Task Force
<b>IC</b>	Integrated Circuit
<b>IGBT</b>	Insulated Gate Bipolar Transistor
<b>IFRS</b>	International Financial Reporting Standards
<b>ILO</b>	International Labor Organization
<b>InfoSec</b>	Information Security
<b>IP</b>	Intellectual Property
<b>IPCC</b>	International Panel on Climate Change
<b>IRO</b>	Impacts, risks, and opportunities
<b>ISO</b>	International Standards Organization / International Organization for Standardization
<b>IT</b>	Information Technology
<b>ITEC</b>	Industrial Technology and Engineering Centre
<b>kg</b>	Kilograms

Abbreviations	
<b>KPI</b>	Key performance indicators
<b>kWh</b>	Kilowatt-hour
<b>LCA</b>	Lifecycle assessment
<b>LkSG</b>	Lieferkettensorgfaltspflichtengesetz (Supply Chain Due Diligence Act)
<b>LPG</b>	Liquefied petroleum gas
<b>MOSFETs</b>	Metal Oxide Semiconductor Field-Effect Transistors
<b>N<sub>2</sub>O</b>	Nitrous oxide
<b>NCs</b>	Non-conformances
<b>NF<sub>3</sub></b>	Nitrogen trifluoride
<b>NGO</b>	Non-governmental organization
<b>NIST</b>	National Institute of Standards and Technology
<b>NOx</b>	Nitrogen oxides
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>OEM</b>	Original equipment manufacturer
<b>OHS</b>	Occupational Health and Safety
<b>PCF</b>	Product carbon footprint
<b>PDCA</b>	Plan-do-check-act
<b>PEA</b>	Private Employment Agency
<b>PFC</b>	Perfluorinated compounds
<b>POS</b>	Point of sale
<b>PPA</b>	Power purchase agreement
<b>PV</b>	Photovoltaic
<b>R&amp;D</b>	Research and Development
<b>RBA</b>	Responsible Business Alliance
<b>RMI</b>	Responsible Minerals Initiative

Abbreviations	
<b>RoHS</b>	Restriction of Hazardous Substances
<b>SAQ</b>	Self-assessment questionnaire
<b>SBTi</b>	Science Based Targets initiative
<b>SDGs</b>	Sustainable Development Goals
<b>SF<sub>6</sub></b>	Sulfur hexafluoride
<b>SiC</b>	Silicon carbide
<b>SSP</b>	Shared Socioeconomic Pathways
<b>TCIR</b>	Total case incident rate
<b>3TGs</b>	Tin, tungsten, tantalum, gold (collectively referred to as 3TGs or conflict minerals)
<b>UK</b>	United Kingdom
<b>UN</b>	United Nations
<b>UNGP</b>	UN Guiding Principles on Business and Human Rights
<b>USD</b>	US dollar
<b>VAP</b>	Validated Assessment Program
<b>VDA</b>	Verband der Automobilindustrie (German Association of the Automotive Industry)
<b>VOCs</b>	Volatile organic compounds
<b>VP</b>	Vice President
<b>WBG</b>	Wide-bandgap
<b>ZVEI</b>	Verband der Elektro- und Digitalindustrie (German Electro and Digital Industry Association)

## List of Datapoints in Cross-Cuing and Topical Standards That Derive From Other EU Legislation

Disclosure requirement	Topic of disclosure requirement	SFDR	Pillar 3	Benchmark Regulation	EU Climate Law	Materiality and reference
ESRS 2 GOV-1	Percentage of board members who are independent			•		Board of Directors
ESRS 2 GOV-3	Statement on due diligence	•		•		Appendix "Statement on Due Diligence"
ESRS 2 SBM-1	Involvement in activities related to fossil fuel activities	•	•	•		Significant product, services, markets, and sectors
ESRS 2 SBM-1	Involvement in activities related to chemical production	•		•		Significant product, services, markets, and sectors
ESRS 2 SBM-1	Involvement in activities related to controversial weapons	•		•		Significant product, services, markets, and sectors Mitigating the risk of the use of semiconductors in the weapons industry
ESRS 2 SBM-1	Involvement in activities related to cultivation and production of tobacco			•		Significant product, services, markets, and sectors
E1-1	Transition plan for climate change mitigation				•	Reported in reference to the GRI Standards
E1-6	GHG emission reduction targets	•	•	•		Reported in reference to the GRI Standards
E1-7	Energy consumption from fossil sources, disaggregated by sources (only high-climate-impact sectors)	•				Reported in reference to the GRI Standards
E1-7	Energy consumption and mix	•				Reported in reference to the GRI Standards
E1-8	Gross Scope 1, 2, 3 GHG emissions	•	•	•		Reported in reference to the GRI Standards
E1-9	GHG removals and carbon credits				•	Reported in reference to the GRI Standards
E1-11	Exposure of the benchmark portfolio to climate-related physical risks			•		Reported in reference to the GRI Standards
E1-11	Location of significant assets at material physical risk		•			Reported in reference to the GRI Standards
E1-11	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		•			Reported in reference to the GRI Standards
E1-11	Degree of exposure of the portfolio to climate-related opportunities			•		Reported in reference to the GRI Standards
E2-4	Amount of material pollutants emitted to air, water, and soil	•				Reported in reference to the GRI Standards
E3-1	Water-related policies	•				Reported in reference to the GRI Standards
E3-1	Policy covering areas with water stress	•				Reported in reference to the GRI Standards
E3-4	Total water recycled and reused	•				Reported in reference to the GRI Standards
E4-2	Policy covering sites in or near biodiversity-sensitive areas	•				Not material

Disclosure requirement	Topic of disclosure requirement	SFDR	Pillar 3	Benchmark Regulation	EU Climate Law	Materiality and reference
E4-5	Activities negatively affecting biodiversity-sensitive areas	•				Not material
E5-5	Hazardous waste and radioactive waste	•				Reported in reference to the GRI Standards
S1-1	Human rights policy commitments	•		•		Policies related to our own workforce
S1-1	Processes and measures for preventing trafficking of human beings	•				Policies related to our own workforce: Ethical recruitment and employment practices Actions related to our own workforce: Ethical recruitment and employment practices
S1-2	Grievance mechanism, including employee-related matters	•				Reporting channels and grievance mechanism
S1-13	Rate of work-related accidents	•		•		Metrics related to own workforce: "Health and safety metrics"
S1-13	Number of days lost to injuries, accidents, fatalities, or illness	•				Metrics related to own workforce: "Health and safety metrics"
S1-15	Unadjusted gender pay gap	•		•		We are preparing for the reporting obligations under the EU Pay Transparency Directive; at present, we do not report on the gender pay gap.
S1-15	Annual total remuneration ratio	•				Metrics related to own workforce: "Remuneration"
S1-16	Incidents of discrimination	•				Metrics related to own workforce: "Incidents, complaints, and severe human rights impacts"
S1-16	Human rights incidents	•		•		Metrics related to own workforce: "Incidents, complaints, and severe human rights impacts"
S2-1	Processes and measures for preventing trafficking in human beings	•				Policies related to workers in the value chain Actions related to workers in the value chain
S2-1	Code of conduct	•				Policies related to workers in the value chain
S2-3	Human rights incidents	•		•		Actions related to workers in the value chain
S3-2	Grievance mechanism	•				Not material
S3-3	Human rights incidents	•		•		Not material
S4-2	Grievance mechanism	•				Not material
S4-3	Human rights incidents	•		•		Not material
G1-1	Policies consistent with United Nations Convention against Corruption	•				Our corporate culture
G1-1	Protection of whistleblowers	•				Whistleblowing
G1-4	Convictions and fines for violation of anti-corruption and anti-bribery laws	•				Preventing corruption and bribery
G1-4	Actions to address breaches of standards of anti-corruption and anti-bribery	•				Our corporate culture

# Content Index

Disclosure requirement	Reference	Notes
<b>ESRS 2 General disclosures</b>		
<b>BP-1</b> Basis for preparation of the sustainability statement	General basis for preparation	
<b>BP-2</b> Specific information if the undertaking uses phasing-in options	Specific circumstances affecting preparation of sustainability information	
<b>GOV-1</b> The role of the administrative, management, and supervisory bodies in relation to sustainability	Board and EMT composition and responsibilities	
<b>GOV-2</b> Integration of sustainability-related performance in incentive schemes		Currently, sustainability-related performance indicators are not integrated into the incentive systems of our Board and EMT.
<b>GOV-3</b> Statement on due diligence	Appendix "Statement on Due Diligence"	
<b>GOV-4</b> Risk management and internal controls over sustainability reporting	Risk management and internal controls over sustainability reporting	
<b>SBM-1</b> Strategy, business model, and value chain	Strategy, Business Model, and Value Chain	
<b>SBM-2</b> Interests and views of stakeholders	Interests and views of stakeholders Our Responsibility and Engagement	
<b>SBM-3</b> Interaction of material impacts risks and opportunities with strategy and business model, and financial effects	Material impacts, risks, and opportunities and their interaction with our strategy and business model	
<b>IRO-1</b> Description of the process to identify and assess material impacts, risks, and opportunities and material information to be reported	Description of the process to identify and assess material impacts, risks, and opportunities	
<b>IRO-2</b> Material impacts, risks, and opportunities and disclosure requirements included in the sustainability statement	Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	
<b>ESRS E1</b> Climate change		Reporting in reference to the Global Reporting Initiative (GRI) Standards
<b>ESRS E2</b> Pollution		Reporting in reference to the GRI Standards
<b>ESRS E3</b> Water		Reporting in reference to the GRI Standards
<b>ESRS E5</b> Resource use and circular economy		Reporting in reference to the GRI Standards
<b>ESRS S1 Own workforce</b>		
<b>S1-1</b> Policies related to own workforce	Policies related to our own workforce	
<b>S1-2</b> Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs, and approaches to remedy	Engagement with our own workforce and workers' representatives, channels to raise concerns, and remedial approaches	

Disclosure requirement	Reference	Notes
S1-3 <b>Actions and resources related to own workforce</b>	Actions related to our own workforce	
S1-4 <b>Targets related to own workforce</b>	Targets related to our own workforce	
S1-5 <b>Characteristics of the undertaking's employees</b>	Metrics related to own workforce: "Own workforce"	
S1-6 <b>Characteristics of non-employees in the undertaking's own workforce</b>	Metrics related to own workforce: "Non-employee workforce"	
S1-7 <b>Collective bargaining coverage and social dialogue</b>	Metrics related to own workforce: "Collective bargaining coverage and social dialogue"	
S1-8 <b>Diversity metrics</b>	Metrics related to own workforce: "Diversity matrix"	
S1-9 <b>Adequate wages</b>	Metrics related to own workforce: "Collective bargaining coverage and social dialogue"	
S1-11 <b>Persons with disabilities</b>	Metrics related to own workforce: "Persons with disabilities"	
S1-13 <b>Health and safety metrics</b>	Metrics related to own workforce: "Health and safety metrics"	
S1-15 <b>Remuneration metrics</b>	Metrics related to own workforce: "Remuneration"	We are preparing for the reporting obligations under the EU Pay Transparency Directive; at present, we do not report on the gender pay gap.
S1-16 <b>Incidents of discrimination and other human rights incidents</b>	Metrics related to own workforce: "Incidents, complaints, and severe human rights impacts"	
<b>ESRS S2 Workers in the value chain</b>		
S2-1 <b>Policies related to workers in the value chain</b>	Policies related to workers in the value chain	
S2-2 <b>Engagement with workers in the value chain, existence of channels for workers in the value chain to raise concerns or needs, and approaches to remedy</b>	Engagement with workers in the value chain, channels to raise concerns, and remedial actions	
S2-3 <b>Actions and resources related to workers in the value chain</b>	Actions related to workers in the value chain	
S2-4 <b>Targets related to workers in the value chain</b>	Targets related to workers in the value chain	
<b>ESRS G1 Business conduct</b>		
G1-1 <b>Policies related to business conduct</b>	Our corporate culture	
G1-2 <b>Actions related to business conduct</b>	Our corporate culture	
G1-3 <b>Targets related to business conduct</b>	Our corporate culture	
G1-4 <b>Metrics related to corruption or bribery</b>	Preventing corruption and bribery	
G1-5 <b>Metrics related to political influence, including lobbying activities</b>	Contributions	
G1-6 <b>Metrics related to payment practices</b>	Supplier management	

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