

OUR COMMITMENT

We are committed to providing a safe working environment, promoting health, protecting the environment, minimizing the impact of our activities on the environment, and upholding the highest values of human and labor rights. This includes the prevention of pollution, mitigating climate change, protecting biodiversity, and conserving resources. We foster innovation and creative solutions that add value to our customers, communities, and the planet.

At Nexperia, sustainability is a core part of our business strategy and social responsibility efforts, going far beyond legal compliance. Nexperia has implemented and will uphold a Social Responsibility and Environmental Health & Safety Management System. Sustainability is part of the everyday work of all employees worldwide, from the Executive Management Team to every employee, covering the entire lifecycle from product development to end of life.

IMPORTANT ISSUES

ETHICS

The Nexperia Code of Conduct defines the principles and high standards that apply to its business practices and those of its global supply chain. The Code defines high ethical standards in our workplace and in our business dealings. This Code is embedded in the contracts of all employees and promotes respectful, dignified and professional standards of behavior across our global network of sites. We expect our suppliers to act in accordance with our Supplier Code of Conduct and to source materials from socially responsible and sustainable origins.

LABOR & HUMAN RIGHTS

Respecting and recognizing labor and human rights globally is essential. We maintain formal grievance and remedy mechanisms to enable Nexperia employees and interested parties to report any concerns or violations. The requirements for Nexperia and the entire supply chain are described in our Sustainability Due Diligence Process.

EMPLOYEES

We offer secure workplaces that enable our employees to enjoy good health and well-being. Formal channels are established, through which employees can suggest improvements in the area of Social Responsibility and also report concerns anonymously. Whistleblowers are protected from retaliation.

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Published:	2025-12-11	Process: EHS	Page 1 of 4

PRODUCTS

We apply the principles of our Eco Design Policy to ensure that environmental sustainability is an integral part of our product development process. Environmental considerations are embedded from the earliest design stages to minimize resource consumption, emissions, and the use of hazardous substances throughout the product lifecycle. Beyond compliance with the Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), we are committed to proactively meeting or exceeding customer and industry expectations regarding environmental performance and sustainable product design.

OPERATIONS

We pursue the responsible use of resources, optimize energy efficiency, manage water use, reduce emissions, and minimize waste. We are committed to protecting biodiversity in the areas where we operate and to implementing circular economy principles by increasing material recovery and recycling rates. Our chemicals management system ensures the safe and compliant use of hazardous substances.

We commit to reducing greenhouse gas emissions (Scopes 1 and 2), achieving carbon neutrality by 2035, and increasing renewable energy share in accordance with applicable laws, international climate protection agreements and customer requirements. We assess our Scope 3 emissions and are in the process of setting targets to reduce them. We align our targets with the United Nations Sustainable Development Goals (UN SDGs).

We maintain robust emergency response plans for environmental incidents and workplace accidents, which are tested annually to ensure preparedness and resilience.

COMPLIANCE

We adhere to all applicable legislation, regulations, and codes of practice and frequently exceed prescribed standards. Nexperia’s Social Responsibility and Environmental, Health & Safety Management Systems encompass Labor & Human Rights, Ethics, Environment, Health & Safety, and Product Compliance. Where existing laws and regulations fall short, we apply our own strict standards to ensure comprehensive protection and compliance.

LOCAL INITIATIVES

We support local communities through partnerships, volunteering, and charitable projects, and encourage our employees to participate actively.

TRANSPARENCY

We are committed to measuring, tracking, and reporting on the performance of our sustainability practices. The results are used to continuously improve our management system. To reinforce our commitment and transparency, we publish our sustainability performance both internally and externally to track Nexperia’s progress and achievements.

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DIALOGUE

We engage in open, ongoing dialogue with employees, workers’ representatives, customers, suppliers, authorities, investors, the public, and other key stakeholders. Nexperia is a member of and collaborates with national and international industry associations such as the Responsible Business Alliance (RBA), the European Semiconductor Industry Association (ESIA), and the Electrical and Digital Industry Association (ZVEI). These memberships allow Nexperia to work collaboratively with other companies and organizations to address key industry issues.

This Sustainability Policy incorporates Nexperia’s Environmental Policy and Occupational Health & Safety Policy, as required by the management system standards. Nexperia’s Environmental Health & Safety Management System is certified and regularly reviewed to ensure continuing suitability, adequacy, and effectiveness. This Sustainability Policy is translated into clear goals and measurable objectives.

Stefan Tilger

Interim CEO Nexperia

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Published:	2025-12-11	Process: EHS	Page 3 of 4

CHANGE LOG

Changes from the previous revision:

Reformulation of the entire policy. Topics such as biodiversity, circular economy and reduction of greenhouse gas emissions have been newly added.

Changes related to earlier revisions are stored in the document history in Nexus.

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