

## 1 OUR COMMITMENT

Nexperia's products contain substances of mineral origin sourced globally. We are committed to ensuring that these minerals are obtained, processed, and used in an ethical, humane, and sustainable manner — without contributing to human rights abuses, armed conflict, or environmental degradation.

We recognize that the extraction and trade of minerals in conflict-affected and high-risk areas (CAHRAs) — including the Democratic Republic of the Congo (DRC) and adjoining countries — is often connected to violence, forced labor, child labor, and other human rights violations. Nexperia is determined to prevent its supply chain from financing or benefiting armed groups that perpetuate such abuses.

At the same time, Nexperia strives to avoid a de facto embargo on minerals sourced from conflict-affected regions. We support responsible sourcing from these areas to contribute to local economic development, peace, and stability.

## 2 SCOPE

This policy applies to all minerals contained in Nexperia products, with specific focus on:

- **3TG minerals** — tin (Sn), tantalum (Ta), tungsten (W), and gold (Au), as defined under Section 1502 of the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act and Regulation (EU) 2017/821.
- **Extended minerals** — cobalt (Co), copper (Cu), and nickel (Ni), used in Nexperia products and covered by the RMI Extended Minerals Reporting Template (EMRT). The EMRT also covers mica, lithium (Li), and natural graphite, which Nexperia monitors as part of its broader due diligence.

Nexperia will progressively expand the scope of this policy to include additional minerals based on evolving risk assessments, regulatory developments, and industry expectations.

## 3 OUR APPROACH

Nexperia's responsible minerals program is designed in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

As a member of the Responsible Minerals Initiative (RMI) and the Responsible Business Alliance (RBA), Nexperia adheres to RMI standards and applies due diligence tools including:

- The **Responsible Minerals Assurance Process (RMAP)**, which uses independent third-party audits to validate smelter and refiner conformance with responsible sourcing standards.
- The **Conflict Minerals Reporting Template (CMRT)** and **Extended Minerals Reporting Template (EMRT)**, which Nexperia completes and makes publicly available on its website.

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## 4 SUPPLIER REQUIREMENTS

Nexperia's Supplier Code of Conduct requires all direct suppliers to:

- Establish and maintain a policy on responsible mineral sourcing aligned with the OECD Due Diligence Guidance.
- Conduct due diligence on the source and chain of custody of minerals in materials and products supplied to Nexperia.
- Provide due diligence information, including smelter and refiner sourcing data, upon request.
- Source from smelters and refiners that are conformant with the RMAP or equivalent third-party validated programs.
- Ensure that minerals supplied to Nexperia do not originate from sources that finance armed conflict or contribute to human rights abuses.
- Extend these responsible sourcing requirements to their own sub-suppliers throughout the supply chain.
- Notify Nexperia promptly if any non-conformant sources are identified in their supply chain.

To verify compliance with these requirements, Nexperia conducts third-party audits of suppliers' responsible mineral sourcing practices.

## 5 OUR COMMITMENTS

In support of this policy, Nexperia commits to:

- Exercise due diligence with relevant suppliers consistent with the OECD Due Diligence Guidance.
- Require suppliers to provide due diligence information confirming that 3TG minerals and extended minerals are responsibly sourced.
- Maintain a management system to identify and assess risks in our mineral supply chain.
- Take appropriate action when non-conformant smelters or refiners are identified (see Corrective Action Process below).
- Report transparently on the implementation of this policy and the progress of our responsible minerals program through publicly available reports and disclosures.
- Collaborate with customers, suppliers, industry associations, governments, and civil society organizations to support continuous improvements in responsible sourcing practices.
- Engage with the RMI, RBA, and other stakeholders to promote long-term solutions for responsible mineral supply chains.

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## 6 CORRECTIVE ACTION PROCESS

When a smelter or refiner in Nexperia's supply chain is identified as non-conformant with RMAP or equivalent standards, Nexperia will apply a graduated approach:

- 1) **Engagement** — The affected supplier will be notified and required to address the non-conformance.
- 2) **Corrective action** — The supplier must develop and submit a corrective action plan with a defined timeline to resolve the issue. This might include involvement of sourcing managers or the procurement management team to highlight the urgency.
- 3) **Removal** — If the supplier or smelter/refiner is unwilling to pursue corrective action or fails to achieve conformance within a reasonable timeframe, Nexperia will take steps to remove the non-conformant source from its supply chain and implement alternate sourcing.

Any new commodities containing 3TG or extended minerals must be sourced exclusively from RMAP-conformant or equivalently validated smelters and refiners.

## 7 TRANSPARENCY AND REPORTING

Nexperia is committed to transparency in its responsible minerals program. We will:

- Make our current CMRT and EMRT reports publicly available on our website.
- Report on the progress of our responsible minerals program through appropriate public disclosures.
- Provide due diligence information to support our customers' responsible sourcing and reporting obligations.

## 8 COLLABORATION

Responsible mineral sourcing requires collective action. Nexperia will work with auditors, governments, industry associations, customers, and suppliers to facilitate continuous improvements in industry-wide due diligence approaches and human rights-focused practices. We support initiatives that promote peace, development, and economic stability in conflict-affected regions.

## 9 GRIEVANCE MECHANISM

For any grievance, inquiry, or feedback regarding this policy, please contact Nexperia through:

- **Email:** [code.compliance@nexperia.com](mailto:code.compliance@nexperia.com)
- **SpeakUp system:** Country-specific hotlines are available on the [Code of Conduct](#) page

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## CHANGE LOG

Changes from the previous revision:

- Initial release

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

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