

## 1 Introduction

Nexperia B.V. ("Nexperia") is a company with a strong commitment to social responsibility. As a sustainable company, we need our suppliers and contractors ("Suppliers") to join us in this commitment, based on a shared set of values and principles.

Nexperia pursues mutually beneficial relationships with its Suppliers and seeks to award business to those Suppliers that are committed to acting fairly and with integrity towards their stakeholders, to observing the applicable rules of law, and to supporting and respecting internationally proclaimed human rights.

Nexperia is committed to ensuring that working conditions in Nexperia's supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible.

Nexperia's Suppliers will commit, in all their activities, to operate in full compliance with the laws, rules, and regulations of the countries in which they operate. Beyond this, Nexperia's Suppliers will comply with the Nexperia Supplier Code of Conduct ("SCoC") using the management systems described in this document.

Compliance with the requirements set out in this SCoC, or other agreed equivalent standard, is a mandatory qualifying condition for a Supplier to enter a business relationship with Nexperia. Where the requirements in the SCoC are higher than local standards and laws, the standards of the SCoC must be applied. If there are any laws which would make compliance with a part of this SCoC impossible or unlawful, then an affected Supplier must inform Nexperia as soon as possible. Supplier must secure and monitor that their Suppliers and subcontractors comply with the SCoC, or other agreed equivalent standards.

As social responsibility is a program for the whole supply chain, Nexperia's Suppliers shall comply with the requirements in this standard and require their Suppliers to do the same. Suppliers must within a reasonable timeframe and without undue delay inform Nexperia if they discover a significant, and/or material breach of the SCoC or applicable legislation in their own or their Suppliers' or subcontractors' operations. Nexperia may visit (and/or have external monitors visit) Supplier facilities to assess compliance with this SCoC. Violation of this SCoC may result in an immediate termination of the business relationship, if the Supplier is not willing to cooperate and address any encountered violations of the SCoC in a timely manner. Additionally, any such violation may result in legal action.

The Nexperia SCoC corresponds to the principles of the Code of Conduct (Version 8.0) of the Responsible Business Alliance (RBA). Nexperia is a member of RBA and therefore is committed to support the principles of the RBA Code of Conduct. In addition, the SCoC is based on the [Nexperia Code of Conduct](#). In some places, the Nexperia SCoC is more detailed than the Nexperia Code of Conduct, since other Nexperia standards have been added to provide clarity and to incorporate the possibility to assess Supplier's compliance with the SCoC.

We are voluntary signatories to the UN Global Compact, the International Labour Organization's (ILO) Labor Standards, the Responsible Business Alliance (RBA), the UN Guiding Principles on Business and Human Rights, the UN Sustainable Development Goals, the OECD Guidelines for Multinational Enterprises, and the Paris Agreement. We adhere to various management standards from the International Standards Organization (ISO).

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Nexperia extends the SCoC by maintaining a series of detailed standards that clarify our expectations for compliance.

The Nexperia SCoC is not intended to create new and additional third-party rights, including for employees.

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## 2 Standards for Labor and Human Rights

Suppliers are committed to upholding the human rights of workers and to treating them with dignity and respect as understood by the international community. This applies to all workers, including temporary, migrant, student, contract, direct employees, and any other type of worker.

The labor and human rights standards are:

### **Prohibition of Forced Labor and Prevention of Involuntary Labor and Human Trafficking**

Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. The use of forced labor by Suppliers, whether obtained under the threat of punishment, withholding identity papers, requiring workers to deposit a bond or any other constraint is strictly prohibited. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities including, if applicable, workers' dormitories or living quarters. As part of the hiring process, all workers must be provided with a written employment agreement in a language understood by the worker that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms.

All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts. Employers, agents, and sub-agents may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Employers can only hold documentation if such holdings are necessary to comply with the local law. In this case, at no time should workers be denied access to their documents. Workers shall not be required to pay employers' agents or sub-agents recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

### **Child Labor Avoidance and Young Workers**

Child labor shall not be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The Supplier shall implement an appropriate mechanism to verify the age of workers. If child labor is identified, assistance / remediation shall be provided. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported.

Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. The Supplier shall ensure proper management of student workers through proper maintenance of student records,

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rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. The Supplier shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

### Working Hours

Working hours shall not exceed the maximum set by local law. Further, a workweek shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations (such as earthquakes, floods, fires, national emergencies, unpredictable and prolonged loss of electrical power, outbreak of epidemic / pandemic infectious diseases, and periods of prolonged political instability to meet short-term business demand). All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days (do not work more than six consecutive days).

### Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatched and outsourced labor shall be within the limits of the local law.

### Non-Discrimination/Non-Harassment/Humane Treatment

Suppliers shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Suppliers ensure that all engaged private and public security forces do not contribute to any human rights violations and that applicable laws are complied with. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.

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## Diversity, Equity and Inclusion

Nexperia embraces the unique background and personal characteristics of every person and aims to offer the resources to develop their professional excellence based on the belief that diversity leads to business strength. Nexperia works to cultivate an environment where all individuals can thrive professionally. Supplier shall strive to achieve gender equality.

## Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

In alignment with these principles, Supplier shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

## Rights of Minorities and Indigenous Peoples

Suppliers shall respect the rights of local communities, including their rights to adequate living conditions, education, employment opportunities, and participation in cultural and social life. Suppliers shall also respect the right to Free, Prior and Informed Consent (FPIC) regarding activities and developments that may affect Indigenous Peoples, local communities, or the lands, territories, and resources on which they depend, with particular attention to vulnerable and marginalized groups.

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### 3 Standards for Health & Safety

Suppliers recognize that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment enhances the quality of products and services, consistency of production and worker retention and morale. Suppliers also recognize that ongoing worker participation and education are essential to the continuous improvement of occupational health and safety in the workplace.

The health and safety standards are:

#### Occupational Health and Safety

Worker potential for exposure to health and safety hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) are to be identified and assessed, mitigated using the Hierarchy of Controls, which includes eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and providing ongoing occupational health and safety training. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate and well-maintained personal protective equipment as well as educational material about the risks associated with these hazards. Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers working in conditions which could be hazardous to them or their child, and to provide reasonable accommodations for nursing mothers, if in general breast milk is to be pumped out at the workplace.

#### Emergency Preparedness

Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training and drills. Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.

#### Occupational Injury and Illness

Procedures and systems shall be in place to prevent, manage, track and report occupational injuries and illnesses including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

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## Industrial Hygiene

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled by such means, workers shall be provided with and use appropriate and well-maintained personal protective equipment free of charge. Suppliers shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Suppliers shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures.

Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to these workplace hazards.

## Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

## Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

## Sanitation, Food and Housing

Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Supplier or a labor agent shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

## Health and Safety Communication

Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible to workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

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## 4 Standards for Environment

Suppliers recognize that environmental responsibility is integral to producing world-class products. The Supplier shall identify the actual and potential environmental impacts and minimize adverse impacts on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the community and public.

The environmental standards are:

### Environmental Permits and Reporting

All required environmental permits (e.g., discharge monitoring), approvals and registrations shall be obtained, maintained and kept up-to-date, and their operational and reporting requirements are to be followed. Unlawful eviction and the unlawful taking of land, forests, and waters are prohibited.

### Pollution Prevention and Resource Conservation

Emissions and discharges of pollutants and generation of waste shall be minimized or eliminated at the source or by practices such as adding pollution control equipment, modifying production, maintenance, and facility processes, or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, is to be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

### Hazardous Substances

Chemicals, waste, and other materials posing a hazard to humans, or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented.

### Solid Waste

Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented.

### Air Emissions

Air emissions generated from operations, including but not limited to volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting substances, greenhouse gases, hazardous air pollutants, and combustion byproducts, shall be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations. The Supplier shall conduct routine monitoring of the performance of its air emission control systems.

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## Materials Restrictions

Suppliers shall adhere to all applicable laws, regulations, and Nexperia requirements regarding the prohibition or restriction of specific substances in products, packaging, and manufacturing, including labeling for recycling and disposal.

For the purposes of this section:

- "Product and Packaging Suppliers" means Suppliers providing materials, parts, (semi-)finished goods, subassemblies, or packaging and packaging components for use in or with Nexperia products or Nexperia-branded products, including items supplied for evaluation, qualification, or development purposes. The detailed scope of this category is set out in Section 2 (Scope) of NDS-00005.
- "Process Chemical Suppliers" means Suppliers providing chemicals, gases, or other operating materials used in Nexperia manufacturing and supporting processes, and Suppliers carrying out manufacturing steps on behalf of Nexperia (external manufacturers). The detailed scope of this category is set out in NDS-00132.

NDS-00005 and NDS-00045 address substances contained in delivered products and packaging; NDS-00132 addresses chemicals used within manufacturing and supporting processes. A Supplier may fall within both categories, in which case both sets of requirements apply.

Product and Packaging Suppliers shall comply with the latest version of "Nexperia's List of Hazardous Substances in Products and Packaging" (NDS-00005). Upon request, they shall provide Nexperia with a full material declaration using the "Nexperia Material Declaration Form" (NEX-ECO-MDF) and necessary supporting documents, such as Safety Data Sheets.

Product and Packaging Suppliers shall further demonstrate compliance with the "Nexperia Test Requirements for Hazardous Substances" (NDS-00045), which are based on the EU RoHS Directive 2011/65/EU (as amended by Directive (EU) 2015/863) for product materials and — for packaging materials — on Regulation (EU) 2025/40, the Packaging and Packaging Waste Regulation (PPWR), which applies from 12 August 2026 and, from that date, supersedes the substance requirements of Directive 94/62/EC for packaging. Until 12 August 2026 the heavy-metals limits of Directive 94/62/EC continue to apply; the four-metals sum — lead, cadmium, mercury, and hexavalent chromium not exceeding 100 mg/kg — carries over unchanged into PPWR Article 5(4).

Analytical test reports shall be issued by ISO/IEC 17025-accredited third-party laboratories, performed at the homogeneous-material level (for product materials) or the packaging-component level (for packaging materials), and remain valid for one year after issue, after which the Supplier shall provide updated reports upon Nexperia's request. For specific homogeneous materials, additional evidence may be required as set out in NDS-00045; examples include beryllium in metal materials and the chlorine, bromine, and antimony content of materials intended for use in halogen-free products.

Process Chemical Suppliers shall comply with the "Nexperia Restricted Process Chemicals List" (NDS-00132). In individual cases, Nexperia may grant a temporary exception. In all cases, the Process Chemical Supplier shall inform Nexperia of the use of restricted substances. Examples of restricted substances under NDS-00132 include endocrine disruptors, ozone-depleting substances, and CMR substances (carcinogenic, mutagenic, or toxic to reproduction).

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## Water Management

Suppliers shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge, seeks opportunities to conserve water, and controls channels of contamination. All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers shall conduct routine monitoring of the performance of their wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

## Carbon Neutrality and Renewable Energy

Suppliers shall measure, track, document, and publicly report their energy consumption and Scope 1, Scope 2, and significant categories of Scope 3 greenhouse gas (GHG) emissions. Suppliers shall establish and report against an absolute corporate-wide GHG reduction target, implement measures to improve energy efficiency and reduce emissions across their operations and value chains, and support the transition to a low-carbon economy. Suppliers are encouraged to align their climate strategy with the objectives of the Paris Agreement by establishing science-based, time-bound emissions reduction targets and increasing the use of renewable energy.

## Circularity and Resource Efficiency

Suppliers shall promote circular economy principles by supporting the responsible use of sustainable and renewable natural resources, minimizing waste generation, and increasing the reuse, recovery, and recycling of materials. Suppliers shall implement measures to improve resource efficiency and are encouraged to reduce the use of virgin materials, where possible. Suppliers shall maintain records of material composition and, upon request, disclose the share of recycled content in materials and products supplied to Nexperia.

## Biodiversity, Land Use and Deforestation

Suppliers should identify, assess, and manage biodiversity- and land-use-related impacts, dependencies, risks, and opportunities across their operations and supply chains. Suppliers should implement measures to avoid, minimize, restore, and compensate for adverse impacts on ecosystems and biodiversity and protect ecologically sensitive areas, including key biodiversity areas and protected habitats. Suppliers should avoid illegal deforestation and support efforts to halt deforestation and the conversion of natural ecosystems, consistent with applicable laws and internationally recognized biodiversity commitments.

## Soil Quality & Noise Emissions

Where relevant to their operations, suppliers should identify, monitor, and manage environmental impacts on soil, air, water, biodiversity, and local communities. Suppliers should implement appropriate measures to prevent soil degradation and contamination, minimize noise emissions, and mitigate other adverse environmental impacts arising from their activities.

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## Animal Welfare

Suppliers should respect animal welfare and, where animals are used in their operations or supply chains, adhere to the principles of the Five Freedoms of Animal Welfare as recognized by the World Organisation for Animal Health (WOAH, formerly OIE). Suppliers should take appropriate measures to prevent animal cruelty and promote the humane treatment of animals.

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## 5 Standards for Business Ethics

To meet social responsibilities and to achieve success in the marketplace, Suppliers and their agents shall uphold the highest standards of ethics, including:

### Business Integrity

The highest standards of integrity shall be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, money laundering, corruption, extortion, and embezzlement.

### No Improper Advantage

Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving, or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

### Disclosure of Information

All business dealings shall be transparently performed and accurately reflected on the Suppliers business books and records. Information regarding Suppliers' labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

### Intellectual Property

Intellectual property rights shall be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information shall be safeguarded.

### Fair Business, Advertising, and Competition

Standards of fair business, advertising, and competition shall be upheld.

### Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistle-blowers shall be maintained, unless prohibited by law. Suppliers shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

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## Responsible Sourcing of Minerals

Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the metals intentionally used in the materials and products they manufacture to reasonably assure that they are sourced in a way consistent with the “OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas” and relevant legislation such as the Regulation (EU) 2017/821 of the European Parliament and the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act.

As a Responsible Minerals Initiative (RMI) member, Nexperia is committed to the practices of the RMI. For this reason, Suppliers are expected to provide sourcing information using the relevant reporting templates such as Conflict Minerals Reporting Template (CMRT), Extended Minerals Reporting Template (EMRT), and Additional Minerals Reporting Template (AMRT). In case of non-conformance of a smelter or refiner reported to Nexperia, Supplier shall take all reasonable steps to remedy the non-conformance in a timely manner.

## Privacy

Suppliers shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

## Counterfeit Parts and Materials

Suppliers shall implement appropriate measures to prevent the introduction of counterfeit, fraudulent, and/or diverted parts and materials into products delivered to the Company. Suppliers shall maintain effective processes to ensure the authenticity and traceability of parts and materials and comply with all applicable technical, quality, safety, and regulatory requirements throughout the product design, development, and manufacturing process.

## Export Controls, Trade Compliance, and Economic Sanctions

Suppliers shall comply with all applicable export control, trade, customs, and economic sanctions laws and regulations. This includes restrictions on the export, re-export, transfer, sale, or provision of goods, software, services, and technology, as well as restrictions on transactions or business dealings involving sanctioned or restricted countries, territories, entities, organizations, or individuals.

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## 6 Management Systems Standards

Suppliers shall adopt or establish management systems appropriate to the size, nature and context of their operations, including, at a minimum (a) a commitment to respect human rights and the environment; (b) a due diligence process; and (c) access to remedy for internal and external stakeholders where the suppliers caused, or contributed to, adverse human rights and environmental impacts, with a scope that is related to the content of this SCoC. It shall also facilitate continual improvement.

The management systems shall contain the following elements:

### Company Commitment

Suppliers shall establish human rights, health and safety, environmental and ethics policy statements affirming Supplier's commitment to due diligence and continual improvement, endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

### Management Accountability and Responsibility

Suppliers shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

### Legal and Nexperia Requirements

Suppliers shall adopt or establish a process to identify, monitor and understand applicable laws, regulations, and Nexperia requirements, including the requirements of this SCoC.

### Risk Assessment and Risk Management

Suppliers shall adopt or establish a process to identify the legal compliance, environmental, health & safety, labor practice, and ethics risks, including the risks of severe human rights and environmental impacts, associated with Supplier's operations. Suppliers shall determine the relative significance of each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

### Improvement Objectives

Suppliers shall establish written performance objectives, targets, and implementation plans to improve the Supplier's social, environmental, and health & safety performance, including a periodic assessment of Supplier's performance in achieving those objectives.

### Training

Suppliers shall establish programs for training managers and workers to implement Supplier's policies, procedures, and improvement objectives, and to meet applicable legal and regulatory requirements.

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## Communication

Suppliers shall establish a process for communicating clear and accurate information about Supplier's policies, practices, expectations, and performance to workers, suppliers, and customers.

## Worker/Stakeholder Engagement and Access to Remedy

Suppliers shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this SCoC and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

## Audits and Assessments

Suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the SCoC, and Nexperia's contractual requirements related to social and environmental responsibility.

## Corrective Action Process

Suppliers shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

## Documentation and Records

Suppliers shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

## Supplier Responsibility

Suppliers shall establish a process to communicate the requirements of this SCoC, or comparable requirements, to their Suppliers and to monitor Supplier compliance with the requirements.

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| Author:   | Daniela Suchara  | Confidentiality: Public           | NDS-00003     |
| Owner:    | Tanja Sagemüller | Department: Procurement           | Published     |
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## 7 Grievance and Whistleblower Hotline

Suppliers and other stakeholders are entitled and asked to bring any violations of this SCoC and/or applicable laws to the attention of Nexperia.

Nexperia is fully committed to this SCoC.

Without any disadvantages for the reporting person, breaches of these regulations may be reported to the Nexperia whistleblower hotline SpeakUp line at portal <https://nexperia.speakup.report/external> or via email to [code.compliance@nexperia.com](mailto:code.compliance@nexperia.com).

Any reported violations, illegal or unethical behavior, etc. are forwarded to the SpeakUp Line that will check the violations and instigate a clearly defined process that will lead to an appropriate solution.

Please find the FAQ regarding the whistle-blower hotline via:  
<https://www.nexperia.com/about/terms-and-policies/code-of-conduct.html>

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## 8 Signature of Supplier

Supplier hereby declares the following:

Supplier has received a copy of the Nexperia Supplier Code of Conduct, NDS-00003 (latest version <https://www.nexperia.com/about/terms-and-policies/supplier-code-of-conduct.html>) and hereby commits to comply with its principles and requirements at all times in its then current version. The SCoC may be updated by Nexperia from time to time to reflect applicable laws, regulatory requirements or Nexperia's reasonable compliance standards.

Supplier's affiliated companies and subsidiaries, regardless of their legal entities or locations, are expressly bound by and required to adhere to the provisions outlined in the SCoC.

The undersigned authorized representative of Supplier hereby acknowledges Supplier's understanding of, and commitment to, the obligations set forth in the SCoC.

### IN WITNESS WHEREOF, duly authorized representative of Supplier:

|                                 |  |
|---------------------------------|--|
| Name of Supplier Company        |  |
| Name of Supplier Representative |  |
| Title of Position               |  |
| Contact Email                   |  |
| Company Entities Covered        |  |
| Date                            |  |
| Signature                       |  |

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## 9 References

The following standards have been used in preparing this SCoC and may be useful sources of additional information.

- RBA Code of Conduct (V8.0)  
<https://www.responsiblebusiness.org/code-of-conduct/>
- Dodd-Frank Wall Street Reform and Consumer Protection Act  
<https://www.sec.gov/spotlight/dodd-frank-act>
- Responsible Minerals Initiative (RMI)  
<https://www.responsiblebusiness.org/initiatives/rmi/>
- Ethical Trading Initiative  
<https://www.ethicaltrade.org/>
- ILO Code of Practice in Safety and Health  
<https://www.ilo.org/bureau-employers-activities/areas-work/occupational-safety-and-health>
- ILO International Labor Standards  
<https://www.ilo.org/international-labour-standards>
- ISO 14001 / ISO 45001  
<https://www.iso.org/>
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas  
[https://www.oecd.org/en/publications/2016/04/oecd-due-diligence-guidance-for-responsible-supply-chains-of-minerals-from-conflict-affected-and-high-risk-areas\\_g1g65996.html](https://www.oecd.org/en/publications/2016/04/oecd-due-diligence-guidance-for-responsible-supply-chains-of-minerals-from-conflict-affected-and-high-risk-areas_g1g65996.html)
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct (2023)  
[https://www.oecd.org/en/publications/2023/06/oecd-guidelines-for-multinational-enterprises-on-responsible-business-conduct\\_a0b49990.html](https://www.oecd.org/en/publications/2023/06/oecd-guidelines-for-multinational-enterprises-on-responsible-business-conduct_a0b49990.html)
- SAI  
<https://sa-intl.org/>
- Universal Declaration of Human Rights  
<https://www.un.org/en/about-us/universal-declaration-of-human-rights>
- United Nations Convention Against Corruption  
[https://www.unodc.org/unodc/en/corruption/tools\\_and\\_publications/UN-convention-against-corruption.html](https://www.unodc.org/unodc/en/corruption/tools_and_publications/UN-convention-against-corruption.html)
- United Nations Global Compact  
<https://unglobalcompact.org/>
- Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework  
<https://digitallibrary.un.org/record/720245?ln=en&v=pdf>

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