



## **NXP Human Rights Policy**

At NXP, we use innovation to enable a better, safer, more secure, and sustainable world. We are passionate about technology and believe it can be a powerful catalyst for change. At the same time, we also recognize that technological advances can bring with them new sustainability challenges, including those that affect human rights.

We are committed to business practices and technologies that contribute to protecting and respecting human rights worldwide. NXP is therefore committed to supporting and upholding all international labour and human rights laws and norms. At NXP, this means we conduct business consistent with the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the UN Global Compact.

This NXP Human Rights Policy applies enterprise-wide to all NXP team members, our value chain partners, and our third-party service providers. The NXP Board of Directors and NXP Environmental, Social and Governance Management Board are responsible for overseeing the implementation of and ensuring adherence to the commitments within this policy.

We conduct annual human rights due diligence to identify our salient human rights impacts and risks across our value chain. We will conduct appropriate remediation processes, either on our own or in cooperation with other stakeholder, in the case where we may have caused or contributed to adverse human rights impacts.

Where potential or actual human rights impacts are identified, NXP will:

- Review and develop action plans to address and mitigate impacts, and – in the case of impacts in our supply chain – work collaboratively and consultatively with our affected supply chain partners to address impacts arising from their activities
- Track the effectiveness of our mitigation and improvement measures, including those in the supply chain
- Engage and communicate our human rights impacts, mitigation plans and outcomes, with relevant internal and external stakeholders

NXP will instill human rights awareness and ownership in our team members through ongoing support and training, which will also be extended to our value chain partners. We will regularly review and update the progress of our human



rights due diligence efforts and communicate the results through our annual Corporate Sustainability Report.

We engage, consult, and collaborate with stakeholders regarding labour and human rights topics, and we provide mechanisms for stakeholders to provide inputs and feedback on our labour and human rights performance.

We are committed to providing a workplace that respects human rights, that is safe and secure, where employees are consulted and engaged, and where everyone is treated with dignity and respect. We are committed to ensuring a workplace that is free of forced, bonded or child labour, that respects equality, welcomes diversity and inclusivity, is free of discrimination and harassment, and respects the right to freedom of association and to collective bargaining. NXP will provide appropriate channels to enable anyone including NXP team members, employees or other affected parties in NXP's supply chain, and other external stakeholders, to report human rights concerns related to NXP's business activities, and these concerns will be addressed in a timely manner.

The NXP Human Rights Policy was prepared by the NXP Sustainability Office, under the supervision of the Environment, Social and Governance (ESG) Management Board, and is approved by the Board of Directors.