



## Complaint Procedure

NXP takes its responsibility to prevent or minimize human or environmental risks and to end violations of human or environmental seriously. Therefore NXP will implement all requirements of the Supply Chain Due Diligence Act (LkSG).

A key part of these requirements is an effective complaints procedure where people can provide information to NXP about potential risks or violations regarding human rights and environmental risks.

### The procedure

Everyone can submit complaints and provide information, both internally and externally. All reports will be handled in a confidential manner and communication is strictly limited to those with a need to know.

#### a. How to submit complaints

Complaints can be submitted either by mail via [code.compliance@nxp.com](mailto:code.compliance@nxp.com) or anonymous via our third-party administered SpeakUp-line. Both channels ensure confidentiality and protection of one's personal data.

After you shared a complaint, you will receive an unique code that gives you access to a secure environment in which you can directly communicate with the NXP Ethics Committee. Therefore, it is important you don't lose access to this code.

#### b. Subject of complaints

The procedure allows complaints or information of risks or violations regarding human rights or the environment that have arisen as a result of the economic activities or NXP and its companies in its own business or that of a supplier. This can include violations such as:

- Child labour
- Unequal treatment in employment
- Destruction of natural resources due to environmental pollution

#### c. Handling complaints

Everyone that makes a complaint or provides information, will receive an acknowledgement of receipt within seven days.

All reports will be brought to the attention of the NXP Ethics Committee, who will compose an investigation team with the right expertise to investigate the report. This team will conduct an investigation in an impartial, independent manner and will be equipped with sufficient time and resources to do so. During this investigation, they will reach out to the whistle blower to get a better understanding of the facts.

When the investigation has been concluded, the investigation team will share its findings with the Ethics Committee, who will work together with the business on follow-up actions, if needed.



People that filed a complaint will be informed on the outcome of the investigation to the extent possible.

**d. Non-retaliation**

NXP has a strict non-retaliation policy to ensure that individuals that report a concern in good faith are protected from any form of retaliation. This includes (but is not limited to): termination, demotion, a written warning, relocation or a pre-emptive termination of a contract.