SUPPLIER CODE OF CONDUCT

NORDIC®
SEMICONDUCTOR

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Our Supplier Code of Conduct

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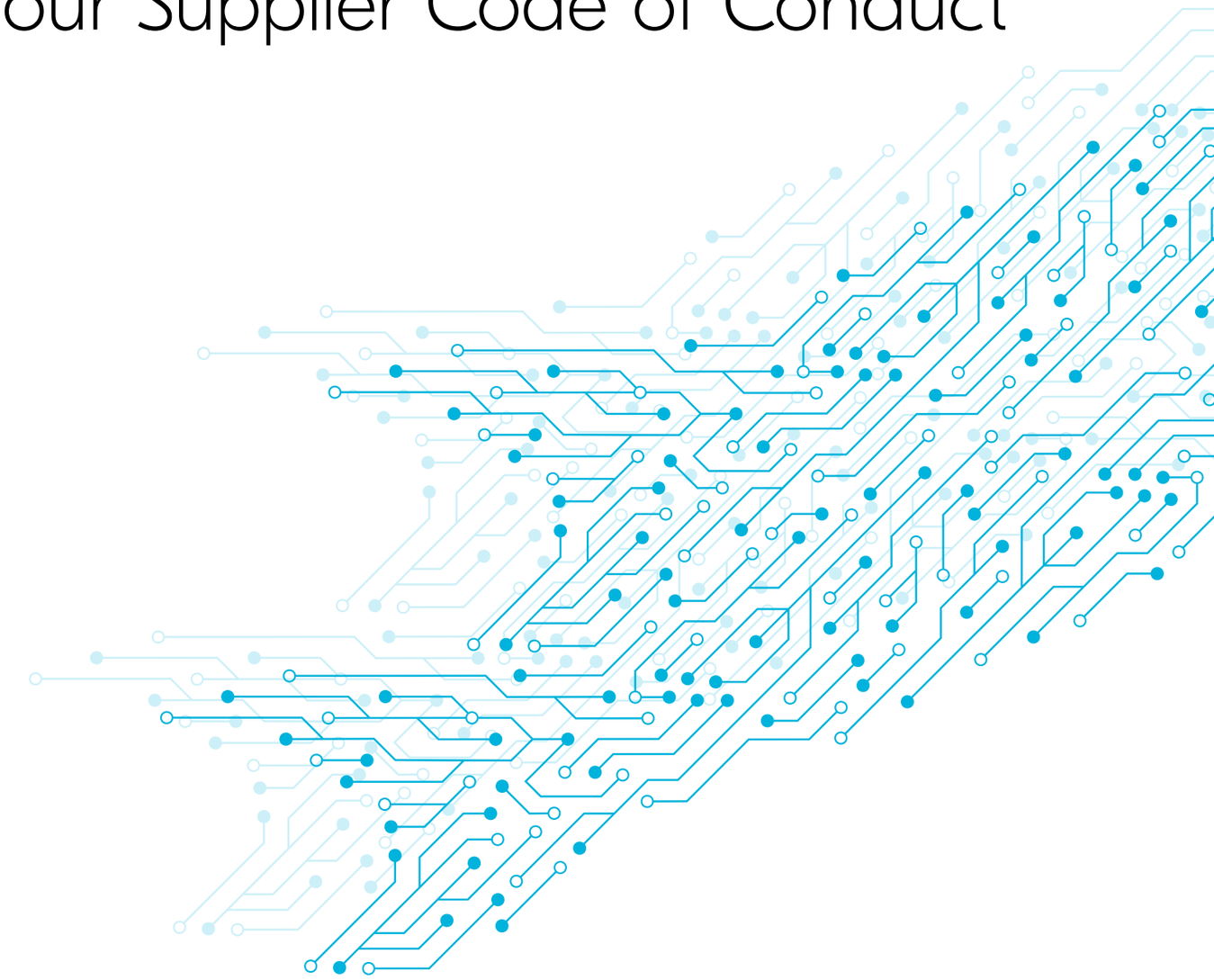
Introduction to our Supplier Code of Conduct

As outlined in the company's Code of Conduct, Nordic Semiconductor ("Nordic") is committed to ethical, socially responsible, and sustainable business practices. Our suppliers, subcontractors, and business partners ("Suppliers") are critical to these efforts and are expected to uphold the same high standards.

This Supplier Code of Conduct (the "Code") establishes minimum expectations for suppliers. It is based on Nordic's own Code of Conduct, the most recent Responsible Business Alliance (RBA) Code of Conduct, and global best practices.

While this document's objective remains to impart clarity and conciseness, some topics may unavoidably involve a degree of complexity and room for interpretation. It is, therefore, critical that both parties acknowledge the importance of open and transparent dialogue as key to achieving the goals and standards described herein.



1 Nordic Semiconductor is defined as Nordic Semiconductor ASA, its subsidiaries, consolidated entities, and Nordic Semiconductor controlled entities.

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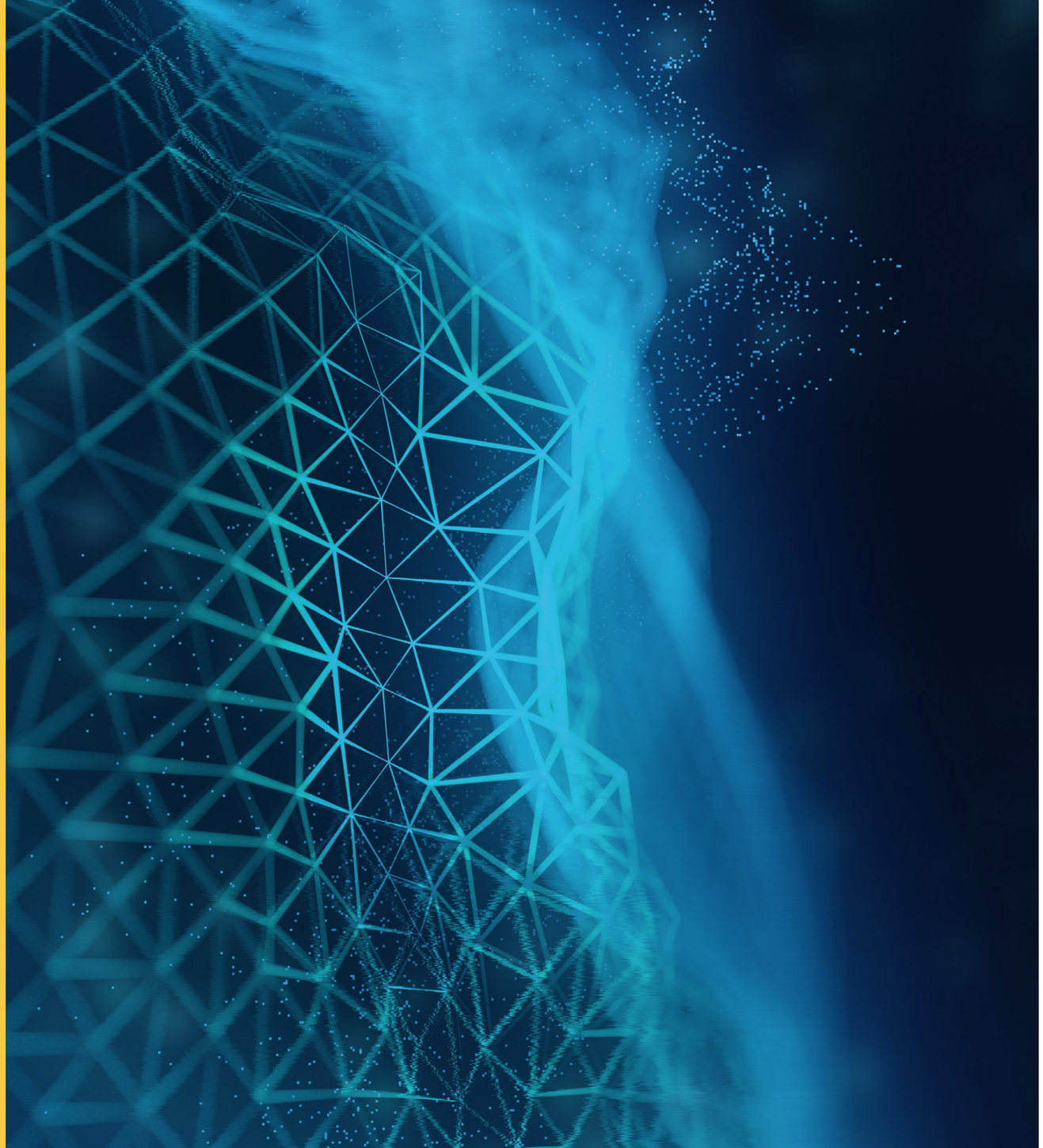

Suppliers

This specification applies to any supplier providing goods or services to Nordic Semiconductor.

General Responsibilities for Suppliers

- Comply with this Code as well as applicable laws and regulations
- Act with integrity and avoid unethical conduct
- Report concerns or suspected violations transparently and in good faith
- Cooperate with investigations and audits conducted by Nordic or its authorized third parties
- Communicate and apply the requirements of this Code throughout your own supply chains

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Expectations

Suppliers are expected to comply with the following provisions:

Legal and Regulatory Compliance

- Comply with all applicable national and local laws and regulations, such as those covering labor, health and safety, environment, anti-corruption, and international trade

Labor & Human Rights

- Prohibit forced, bonded, involuntary, or trafficked labor; allow workers to leave employment after reasonable notice
- Employ no workers under 15, or under the legal age for employment; assign no hazardous work to anyone under 18
- Limit working hours to comply with local law and not exceed 60 hours per week except in emergencies
- Pay at least the legal minimum wage and compensate overtime at premium rates
- Prohibit harsh or inhumane treatment
- Prevent discrimination or harassment based on characteristics such as race, color, gender, age, disability, religion, sexual orientation, or other status protected by law
- Respect the lawful rights of workers to form and join unions and bargain collectively
- Source minerals responsibly and conduct due diligence to prevent contribution to human rights abuses or conflict financing

Health & Safety

- Prevent, manage, report, and investigate workplace injuries and illnesses
- Maintain and test emergency plans and response procedures
- Provide adequate protective equipment and safe worker accommodations where applicable

Environmental Responsibility

- Comply with environmental laws, including those on hazardous substances, waste, emissions, water, and resources
- Improve environmental performance continuously
- Reduce environmental pollution and greenhouse gas emissions
- Support Nordic's climate targets through measurable reduction of emissions and resource use

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Ethics

- Reject corruption, extortion, bribery — including facilitation payments — or embezzlement
- Avoid offering gifts, hospitality, or anything of value to improperly influence business decisions
- Record all business dealings transparently and accurately
- Respect intellectual property rights and safeguard confidential information
- Compete fairly and comply with antitrust and competition laws
- Protect personal information and comply with data protection laws
- Avoid situations where personal or financial interests could improperly influence business decisions related to Nordic and promptly disclose any potential conflicts, or appear to do so

Management and Compliance

- Implement systems to ensure compliance with this Code, laws, and customer requirements
- dentify and mitigate risks related to labor, ethics, environment, and health and safety
- Provide training so workers understand their rights and responsibilities
- Cooperate fully with audits and assessments conducted by Nordic or authorized third parties
- Correct violations immediately or implement an appropriate remediation plan
- Document corrective actions and timelines when deficiencies are identified
- Recognize that serious or repeated breaches may result in suspension or termination of the business relationship

Data Reporting

- Support Nordic's data reporting requirements, including environmental parameters such as greenhouse gases and water use
- Provide accurate, timely, and complete data as requested to meet regulatory and reporting obligations

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Reporting of Concerns

- Report questionable behavior or violations of the Code to your Nordic contact
- If other routes are not possible, use Nordic's whistleblowing channel, Integrity Line
- Establish or join a protected whistleblower system of your own to allow employees to report grievances without fear of retaliation
- Prohibit retaliation against persons reporting in good faith

REMEMBER

If you wish to report a concern through the Integrity Line, you can access the reporting channel by copying this URL into your web browser: https://nordicsemiconductor.integrityline.com