

Human Rights Policy

About Xperi

For more than 30 years, Xperi brands have delivered game-changing innovations in sight, sound, and beyond. Our technologies, delivered by our brands (DTS®, HD Radio™, and TiVo®), by our startup, Perceive, and by IMAX Enhanced®, an IMAX and DTS partnership, are integrated into billions of consumer devices and media platforms around the world. We work with partners across the digital value chain to align ecosystems and support connected homes, connected cars—and our connected lives.

Our products create extraordinary experiences at home and on the go for millions of consumers, elevating content and how audiences connect with it in a way that is intelligent, immersive, and personal. Our entertainment technology brands have global scale that extend to 30 million streaming households, 90 million cars, and billions of consumer devices.

Purpose

Xperi is committed to the highest levels of ethical behavior. Our Human Rights Policy demonstrates our efforts to engage in practices that enhance the welfare, safety, and wellbeing of our employees, suppliers, and the wider community within which we operate. The policy outlines the steps we take to ensure our global operations are conducted in a way that protects the human rights of all people involved in our business.

Xperi aligns with all internationally recognized human rights as enshrined in the [Universal Declaration of Human Rights](#) (UDHR), the [International Covenant on Civil and Political Rights](#) (ICCPR), the [International Covenant on Economic, Social, and Cultural Rights](#) (ICESCR), the International Labour Organization's (ILO) [Declaration on the Fundamental Principles and Rights at Work](#) and [eleven core ILO conventions](#). We commit to aligning our policies and practices with the [United Nations Guiding Principles on Business and Human Rights](#).

Our Human Rights Policy applies to Xperi Inc. and all direct and indirect subsidiaries and affiliates, as well as company officers, employees, and contractors. Additionally, it applies to all people working on the behalf of our organization, including external consultants, interns, business partners, and suppliers.

We expect all those who work with Xperi to proactively adhere to this policy and correct any non-compliance. We reserve the right to terminate any agreement, arrangement, or relationship if compliance with this Human Rights Policy cannot be demonstrated.

Child Labor

Xperi complies with all minimum working age laws and requirements. Xperi does not employ any person under the minimum legal age of employment, or under the age of 15, whichever is higher. All forms of child labor are strictly prohibited.

Forced Labor

Xperi is committed to complying with labor laws throughout the world, including those related to working hours, minimum wage, and legally mandated benefits. Xperi strictly forbids the use of forced labor, which includes trafficking of any kind, slavery, indentured labor, bonded labor, or prison labor. Xperi will never withhold or confiscate identity documents such as work permits, passports, or travel documentation. Employees are free to terminate their employment upon notice. Xperi does not charge money for recruitment or associated costs. Compulsory overtime will never be required, except when permitted by law.

Working Conditions and Safety Risks

Xperi seeks to ensure that every employee enjoys a safe and healthy work environment and that our operations are conducted in an environmentally responsible and sustainable way. Xperi will never expose workers to unreasonable threats to their health, safety, or security. Employees will not be subject to physical discipline, intimidation, sexual or gender-based harassment, or verbal abuse.

Discrimination

Xperi does not discriminate against individuals or vulnerable segments of society, whether that discrimination is based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status, caste, or any other category protected under applicable law. Xperi strictly forbids mistreatment of minority groups. All employment-related decisions are based on an individual's performance, experience, training, and work history.

Freedom of Association

We do not prevent workers from joining or participating in workers' associations or unions in accordance with national or local laws. We also respect the right of workers to refrain from such activities.

Supplier Code of Conduct

Our Supplier Code of Conduct reflects our approach to ensuring the highest standards of responsible business conduct and ethics in global operations, and Xperi expects suppliers to understand, align, and commit to these values and principles. This includes compliance with local laws and regulations and internationally recognized human rights. We expect our suppliers to align their business practices with our Supplier Code of Conduct across the four pillars of responsible sourcing: human rights, health and safety, sustainability and environmental protection, and business integrity.

Escalation

Xperi strongly encourages all employees, regardless of location, to promptly raise questions or concerns related to potential ethical or human rights abuses. To report a concern, you may speak with an Xperi representative, send an email to compliance@xperi.com, call +1-855-477-4506 in the United States, or follow the instructions for filing a report at www.xperi.ethicspoint.com.

Oversight Team

We have created an ESG Steering Committee with the purpose of overseeing and updating our ESG-related policies. This group reports to the Board of Directors, which has ultimate responsibility for any matters involving potential or ongoing material violations of law or breaches of fiduciary duty by Xperi or any of its directors, officers, employees, or agents or breaches of fiduciary duty to Xperi.

For more information on how Xperi is fighting modern slavery and human rights abuses in our operations and supply chain, please see our [governance documents](#) on Xperi.com.

Supporting Documents

This corporate human rights policy is supported by other Xperi policies, including the following:

[Code of Business Conduct and Ethics Policy](#)

[Supplier Code of Conduct](#)

[Conflict Minerals Policy](#)

[Whistleblower Policy](#)

The Human Rights Policy was approved by the Board of Directors of Xperi Inc. on April 27, 2023.