

## **Modern Slavery Statement**

Xperi Inc. and its subsidiaries (“Xperi”) are committed to conducting business ethically, honestly, and with integrity. We aim to treat our employees, contractors, suppliers, and affiliates with respect and dignity, and we expect the organizations we do business with to share this commitment. Our Modern Slavery Statement identifies 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, ensuring that forced labor and human trafficking are not present anywhere in our operations or supply chain.

### **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.

### **Policy**

Xperi believes the protection of human rights throughout our operations is nonnegotiable and a critical part of our business integrity and mission. As part of this, we prohibit the use of forced labor and human trafficking. We comply with all applicable employment laws wherever we operate. We offer equal opportunity employment and do not tolerate discrimination in our workplaces. We expect our suppliers, business partners, and contractors to prohibit forced labor and human trafficking in their operations.

As part of our effort to prevent forced labor and human trafficking at Xperi, we have implemented organization-wide policies and processes to prevent noncompliance. We expect all those who work with Xperi to proactively adhere to this Modern Slavery Statement and correct any non-compliance. We reserve the right to terminate any agreement, arrangement, or relationship if compliance cannot be demonstrated.

### **Principles**

1. **Human Rights Policy:** Our Human Rights Policy demonstrates our commitment to engaging in practices that enhance the welfare, safety, and wellbeing of our employees, suppliers, and the wider community within which we operate. 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 the [United Nations Guiding Principles on Business and Human Rights](#).

2. **Code of Business Conduct and Ethics:** Xperi employees must comply with the Code of Business Conduct and Ethics Policy as a condition of their employment. Adherence to the Code is essential to Xperi's efforts to gain and maintain the confidence and support of our stakeholders. Xperi employees have a duty to report any known or suspected violations of the Code. Reporting a known or suspected violation of the Code will not be considered an act of disloyalty but an action to safeguard the reputation and integrity of Xperi and its employees. If an employee is found to be in violation of our Code of Business Conduct and Ethics, they may face disciplinary action up to and including termination of employment and legal action by Xperi.
3. **Employee Training:** All Xperi employees are required to complete training annually regarding our business ethics and compliance policies. The training helps raise awareness about a range of ethical and legal issues in the workplace, including forced labor and human trafficking.
4. **Ethics Hotline:** Xperi's ethics hotline is a confidential reporting system available to our employees, suppliers, business partners, contractors, and members of the public if they suspect behavior that is inconsistent with our Code of Business Conduct and Ethics or the law. It is available 24 hours a day, 7 days a week. Reports can be made anonymously. To report a concern, you may call +1-855-477-4506 in the United States, or follow the instructions for filing a report at [www.xperi.ethicspoint.com](http://www.xperi.ethicspoint.com).
5. **Supplier Code of Conduct:** All Xperi suppliers must comply with the Supplier Code of Conduct. Our Supplier Code of Conduct reflects our approach to ensuring the highest standards of responsible business conduct and ethics in our global operations. 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. Our suppliers must align their business practices with the four pillars of responsible sourcing: human rights, health and safety, sustainability and environmental protection, and business integrity.

Xperi may use independent third parties to assess suppliers' compliance with the Supplier Code of Conduct. These assessments generally include confidential interviews with employees and on-site contract workers. We may also request that suppliers complete a self-assessment questionnaire.

Suppliers should be able to demonstrate compliance with this Supplier Code of Conduct upon our request, and we expect them to take action to proactively adhere to these principles and correct any non-compliance. We reserve the right to terminate any agreement, arrangement, or relationship with a supplier if compliance with the Supplier Code of Conduct cannot be demonstrated.

6. **Responsible Business Alliance:** Xperi is committed to and complies with the Responsible Business Alliance (formerly the Electronic Industry Citizenship Coalition) Code of Conduct. We are committed to ensuring that working conditions in our supply chain are safe, that our workers are treated fairly, and that our business operations are environmentally responsible and conducted ethically.
7. **Conflict Minerals:** Xperi is committed to sourcing components and materials from companies with shared values around human rights, ethics, and environmental responsibility. We work with our global supply chain to ensure compliance with the Securities and Exchange Commission's conflict minerals rules and have established a conflict minerals compliance program that is designed to follow the framework established by the Organization for Economic Cooperation and Development.
8. **Anticorruption Compliance Policy:** As part of our business ethics program, Xperi is committed to complying fully with the United States Foreign Corrupt Practices Act and with all other applicable anticorruption laws when conducting business of any type anywhere in the world.
9. **Oversight Team:** We have created an ESG Steering Committee with the purpose of overseeing and updating our ESG-related policies. This group reports to Xperi's Board of Directors. The Board of Directors 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.

The Modern Slavery Statement was approved by the Board of Directors of Xperi Inc. on April 27, 2023.