

## Modern Slavery Statement

Xperi Inc. and its subsidiaries (“Xperi” or “we”) are committed to conducting business ethically, honestly, and with integrity. We aim to treat our employees, contractors, and suppliers 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

Xperi invents, develops, and delivers technologies that enable extraordinary experiences. Xperi technologies, delivered via its brands (DTS®, HD Radio™, TiVo®), are integrated into consumer devices and media platforms worldwide, powering smart devices, connected cars and entertainment experiences, including IMAX® Enhanced, a certification and licensing program operated by IMAX Corporation and DTS, Inc. Xperi has created a unified ecosystem that reaches highly engaged consumers, driving increased value for partners, customers and consumers.

### 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, which includes trafficking of any kind, slavery, indentured labor, bonded labor (including debt bondage), or prison labor. We work to 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 in our supply chain 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 effort 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 aims to align with internationally recognized human rights as enshrined in the [Universal Declaration of Human Rights](#) (UDHR), and 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 (the "Code") 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 the Code, 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 their ethical obligations, legal requirements and best practices and Xperi's 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, individuals 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 may 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's corporate responsibility program is inspired by the principles set forth in the Code of Conduct published by the Responsible Business Alliance. This means we are focused on 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 in compliance with the Securities and Exchange Commission's conflict minerals rules. Our conflict minerals compliance program 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 established a Corporate Responsibility Steering Committee that oversees our corporate responsibility-related policies. This group reports to Xperi's Board of Directors (or one of its committees). 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, and amended October 27, 2025.