





UNITED NATIONS GLOBAL COMPACT

NXP supports the ten principles of the UNGC.

These principles form the foundation of our conduct as an ethical, responsible business, and shape the direction of NXP's sustainability programme.

1 - Human Rights

Businesses should support and respect the protection of internationally proclaimed human rights.

2 - Human Rights

Make sure that they are not complicit in human rights abuses.

3 - Labour

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

4 - Labour

The elimination of all forms of forced and compulsory labour.

5 - Labour

The effective abolition of child labour.

6 - Labour

The elimination of discrimination in respect of employment and occupation.

7 - Environment

Businesses should support a precautionary approach to environmental challenges.

8 - Environment

Encourage the development and diffusion of environmentally friendly technologies.

9 - Environment

Undertake initiatives to promote greater environmental responsibility.

10 – Anti-Corruption

Businesses should work against corruption in all its forms, including extortion and bribery.

Derived from: Universal Decl. of Human Rights, International Labour Organisation's Decl. on Fundamental Principles & Rights at Work, Rio Decl. on Environment & Development, and UN Convention Against Corruption.



Hello and welcome to the inaugural edition of our Sustainability Profile.

This is a snapshot of NXP's actionable commitments to reducing our environmental impact, sourcing responsibly, and making a positive impact in the community.

We're also helping our clients to make a difference. Through industry-leading initiatives such as NXPlanet and Sustainable Choices, we offer practical tools and resources that help businesses measure and reduce their environmental footprint in business supplies.

NXP's efforts are continuous and genuine; we're serious about doing the right thing. And while we are proud of the progress we've made, we know there's always more to do.

Thank you for your interest in NXP's sustainability credentials. We value your support as we push forward with meaningful progress.

Anne-Marie Sutton

CEO of NXP | 0274952917 | am.sutton@nxp.nz

NXP SUSTAINABILITY CREDENTIALS

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SUSTAINABILITY | NXP COMMUNITY ENGAGEMENT

We focus on partnering with three community-centric organisations, an ongoing social investment mandated by the owners of NXP.



Neurodiversity

NXP & ADE [https://ade.org.nz]

NXP has a unique formal partnership with Aotearoa Disability Enterprise (ADE), giving back to our community in an impactful and targeted way.

ADE is a nationwide collective of eleven enterprises which provide work for 900 New Zealanders with intellectual disabilities and neurodiversity.

ADE sites specialise in kitting, manufacturing and recycling, and NXP assists ADE in the following ways:



- → Stocking & selling Will & Able cleaning products
- → Using ADE services such as paper recycling, secure destruction, battery recycling and ewaste recycling
- → Employing ADE for kitting services labelling, packing, repacking, simple assembly, rework
- → Sponsoring the ADE national conference
- → Donation of surplus product for ADE internal use
- → Work experience and a pathway to employment for ADE staff

Our partnership with ADE only started in 2023, so it's early days – but we have good alignment and think we can boost demand for their products and services. In doing so, we help to provide real and meaningful jobs for hundreds of Kiwis with intellectual disabilities and neurodiversity.

Supply Chain Diversity

NXP & AMOTAI [https://amotai.nz]



Amotai is a not-for-profit intermediary, linking trade buyers with Māori & Pasifika-owned enterprises.

Amotai's ambition is to 'significantly increase total revenue for Amotai member businesses year on year'.

Presently Amotai have 2,137 active members.

NXP has an 'Autere' partnership with Amotai, which includes training, a directory, meet-thebuyer networking, and an annual Supplier Diversity Summit.

We currently have four Amotai members in NXP's supply chain.

We continue to connect with Amotai (and other entities), watching for newcomers.

WATER CONFIDENCE

NXP & Highbrook Regional Watersports Centre [click here]

Just across the Tāmaki estuary from NXP's Auckland facility will be the amazing new 1260m2 river-edge all-tide Highbrook Regional Watersports Centre.

It will open up access for Auckland's southern & eastern schools and communities to a facility enabling rowing, waka-ama, canoe, kayak, and other paddling codes.

NXP is on board with a silver sponsorship to assist the HRWC Trust with establishment costs.

Construction is programmed to start in 2025.

For NXP, supporting the new watersports centre is a tangible way for our business to give back to our local community. The water in front of NXP Auckland will be alive with paddlers from dawn to dusk – we can't wait.





SUSTAINABILITY | NXP INITIATIVES

We've been taking decisions and making moves to enhance the sustainability of our business. These next two pages summarise some of those initiatives.



• Electricity reduction

SMART METERS

Electrical submetering at the Waiouru Rd site is measuring lighting, HVAC, and general power usage separately across our office and warehouse environments.



We have historical data to highlight spikes and unusual activity, and time/use reports to optimise energy efficiency and cost.

Since installation in early 2025 we have made

adjustments to HVAC on/off times and are monitoring other areas for improvement.

MIGRATION TO LED LIGHTING

Three of our four NXP distribution centres now have LED lighting which consume less energy than traditional metal halide systems.

Longer lifespan, instantly on, and compatible with smart systems (ours turn off after 15 minutes of inactivity).

We achieved savings of -27% in kWh usage upon LEDs being installed at our main Highbrook site in April 2023.

2 Emissions reduction win

CASE STUDY - ELECTRIC VAN



NXP's transition of delivery & sales vehicles from fuel to electric was given a boost with the addition of a new Vendor Managed Inventory (VMI) van in Christchurch.

Alexis is making customer deliveries from our Hornby South-based DC, travelling 300 kms/week in our LDV 'eDeliver 3' electric van.

We're saving -2.6 tonnes

of CO2e per annum with this vehicle and look forward to the gains we'll get from migrating our other VMI vans at replacement time.

Repurposing cardboard waste

CARDBOARD SHREDDERS

NXP has invested in cardboard shredders across our DCs to support material circularity and minimise waste.

Cardboard boxes from inbound supply shipments are re-used in-house. We have repurposed 2.4 tonnes of waste in 12 months into recyclable product protection

for outbound orders, replacing almost half of the 50% recycled inflatable air pillows used previously (we still need to use them for very small packages).

So, we're diverting cardboard from waste, using shredded cardboard to prevent products from damage

in transit, and the fillers can be recycled by our customer in their existing curbside programme.

A three-way win!





4 Refinement of product specifications

CASE STUDY - CARGO BIN LINERS

We've made a number of changes to our house brand bin liners for improved performance, cost, and sustainability. The liner material is changing from High-Density Polyethylene (HDPE) to Linear Low-Density Polyethylene (LLDPE).

LLDPE is thinner, more flexible and has excellent strength at all temperatures (HDPE can be brittle at low temps). The thickness of the bags is reducing by between -10% and -15% which means lower shipping costs and less waste to landfill.

Our recycled content was previously up to 80% with varying levels of Post-Consumer Recycled (PCR) content. We have now moved to 100% recycled with a minimum 20% PCR.

That's a higher-performing bin liner with improved sustainability specifications, at a lower cost!



SUSTAINABILITY | NXP INITIATIVES CONTINUED

We've been taking decisions and making moves to enhance the sustainability of our business. These two pages summarise some of those initiatives.



6 Recycling wins

CARDBOARD

24.8 tonnes/pa of cardboard are recycled annually by NXP via our flattened cardboard cages. On top of that we shred 2.4 tonnes/pa for re-use in outbound product protection (see Initiative 3).

21% of our incoming waste (both cardboard and soft plastic) is diverted from landfill and joins the circular economy.

Move to efficient forklift batteries

LITHIUM-ION BATTERIES



Our fleet of materials handling equipment (MHE) includes 26 reach trucks, stock pickers, and forklifts. All replacement MHE assets must now have lithium-ion batteries.

Why lithium-ion rather than traditional leadacid? They have a longer lifespan, higher energy density, faster charging,

lighter weight, improved depth discharge, and lower maintenance.

24% of our MHE are lithium-ion so far (ion means they are rechargeable rather than single use).

8 Plastic reduction in Cargo products

CASE STUDY - CARGO CORRECTION TAPE

NXP's Merch Team identified an opportunity to do better with the packaging of our Cargo (house brand) correction tape which was previously enclosed in a plastic sleeve and packaged in single units.

We worked with the manufacturer to move the packaging to minimise plastic waste and allow for multiple units - plus improved protection for the product in transit.

From June 2025 our Cargo correction tape now comes in cardboard outers of 10 units, with paper slipsheets to prevent scratching.



SOFT PLASTICS

Our clear, soft plastic waste is primarily stretch wrap and polyethylene film. These are the primary forms of protection used by our supply chain for inbound goods.

NXP DC teams are disciplined in separating soft plastic waste so that it is clean, dry, and free of labels or contaminants. We use colour coded waste funnels and bins for segregation.

Our plastic can then be recycled by our waste partners without rework. We recycle 8.6 tonnes of soft plastic waste a year - that's around 39,000 plastic items.

Copy paper sustainability

CARBON CREDIT PAYMENTS/SCHEME



NXP has joined the Carbon Reduction Institute's NoCO2 programme which is an ISOapproved global solution for carbon credits.

We're investing in carbon credits generated by renewable energy wind farm projects based in China.

In the 12 months to April 2025 we purchased 6,383 credits which represents the CO2e in

the value chain of our NXP A4 Everyday 80gsm copy paper, making this important SKU carbon neutral.

NXP EVERYDAY COPY PAPER -OPTIMISING SUSTAINABILITY



While our NXP A4 Everyday 80gsm copy paper is carbon neutral, a more meaningful way of optimising sustainability is to source paper with the lowest cradle-to-grave carbon footprint.

From 2025 we have reduced the carbon emissions generated from making and transporting our copy paper due to the manufacturer being fully integrated (with forestry operations, pulp making and paper manufacturing located together).

This limits transport emissions and, importantly, eliminates the energy required to dry pulp during manufacture for ease of shipping. NXP's Everyday copy paper now requires -27% less CO2e than before, and -42% less than the industry norm.



SUSTAINABILITY | NXPLANET PRODUCTS

Sustainable NXPlanet products, which meet our strict criteria are identified with an NXPlanet icon in both NXPortal and nxp.nz websites. Here are four examples



'nxplanet.



5 STAR TEMPERA PAINT

- Locally Made
- Recycled Content (Pouch)
- Toitū Enviromark Gold

'nxplanet.



00300920

ITALPLAST GREENR WASTE BIN

- Recycled Content (min. 90%)
- Recycling (Plastic Code 5)
- Ecolabel Certification (GECA)

'nxplanet.



18761548

ECOSTORE DWASHING LIQUID

- Sugarcane Packaging
- Recycled Content (Packaging)
- Ecolabel Certification



25149229

TRADE AID GOLDEN CANE SUGAR

- Social Benefit
- Home Compostable
- Product Certification

'nxplanet.

NXPlanet Qualifying SKUs (as at August-25) = 3620 | NXPlanet % of NXP range = 18% NZ Made SKUs = 2225 | NZ Assembled SKUs = 1642



SUSTAINABILITY | NXPLANET CONTINUED

On this page we detail the qualifying criteria for NXPlanet products and also two industry-leading opt-in tools for Enterprise clients (NXPortal).



'nxplanet.

Qualifying Criteria

We've made it easy to identify which of our products support a sustainable future – opt for items with an NXPlanet badge.

Admission to the NXPlanet programme requires a supplier to be formally committed to the NXP Ethical Sourcing Policy, and for each product to meet two or more of our qualifying criteria.



NXPlanet Criteria	Description
Locally Made or Assembled	Kiwi-made or assembled products boost our local economy, create jobs, and minimise delivery emissions.
Sustainably- Sourced Fibre	Product and/or packaging is made in accordance with an accepted formal certification (e.g. FSC, PEFC, EUDR) which supports sustainable forestry practises and protects biodiversity
Bio-based Material	Product and/or packaging has at least 30% rapidly-renewable plant-based materials (e.g. sugarcane, bamboo, bagasse) in place of petroleum-reliant materials.
Recycled Content	Product and/or packaging is made with at least 50% recycled fibre or plastic, promoting a circular economy.
Compostable	Product and/or packaging meets home or council-collected compostability standards.
Designed for Recycling	Product and/or packaging can be locally recycled through an existing scheme (e.g. cardboard & plastic codes 1, 2, 5 via kerbside collection).
Social Benefit	Product is made by a supplier who is driving sustainable social outcomes in alignment with NXP's ESG goals.
Product Certification	Product is made in accordance with a globally-recognised environmental, social and governance certification (e.g. Rainforest Alliance, Fair Trade).
Ecolabel Certification	Product has a Type 1 ecolabel which is based on ISO 14024 principles (e.g. Eco Choice Aotearoa, GECA, EU Ecolabel, Green Seal, Nordic Swan, & other Global Ecolabelling Network members).
Supplier Certification	Product is made by a supplier who publically discloses their performance in a third party sustainability programme (e.g. Ecovadis, BCorp, Toitū, ISO14001).
Carbon Neutral	Product has a measured carbon footprint and any unavoidable emissions are fully offset through verified carbon projects.
Resource Efficiency	Product minimises material use by being refilled , re-used , returned , or refurbished .
Longer Lasting	Product has been demonstrated to last at least 30% longer than standard reducing extraction, waste generation and pollution.
Product Stewardship	At end-of-life the product can be recycled via a recognised material circularity programme (e.g. saveBOARD, Tyrewise).

OPT-IN SUSTAINABILITY TOOLS FOR NXP ENTERPRISE CLIENTS (NXPORTAL ONLY)

Sustainable Choices



Enterprise clients who use NXPortal can opt in (or out) of our 'sustainable choices' tool by enabling pop-up windows which suggest sustainable options for users as they 'Add to Cart'.

Sustainability Reporting



Reports are available for NXP Enterprise clients who wish to review their purchasing of sustainable products. We can benchmark against client-specific sustainability targets and industry averages.



NXP Emissions and Waste Statement of position as at 2023 & 2024



NXP Group Carbon Emissions Reporting 2024

Activity	Specifics	2023 tonnes of Co2e	2024 tonnes of Co2e
* Scope One: All direct emissions from NXP's own	ned or controlled assets		
Transportation fuels for 'fleet' vehicles	Diesel	61.1	88.9
	Petrol Premium	16.7	16.2
	Petrol Regular	109.1	101.3
		187.0	206.4
** Scope Two: Indirect emissions from the general	ation of purchased energy		
Electricity Consumption	Consolidated National Supply	42.9	60.6
Scope Three Mandatory: All indirect emissions in	NXP's value chain		
Business Travel	Taxi/Ride Share	0.9	0.7
	Air Travel – domestic	73.8	47.4
	Air Travel – short haul international	4.5	0.7
		79.2	48.8
Goods Transportation – upstream & downstream	Couriers – domestic	253.3	223.9
	Road Freight – domestic	59.7	51.0
	Sea Freight – international	51.5	52.1
		364.5	327.0
Electricity Transmission & Distribution Loss	Power lost from source to NXP	3.5	4.6
Landfill Waste	General Waste	145.9	85.0
Scope Three Additional: As defined by NXP's Carl	bon Boundary		
Business Travel	Accommodation	8.6	2.9
Recycling	Cardboard Recycling	23.5	13.6
	Soft Plastics Recycling	0.4	0.3
	Commingled Recycling	-	0.8
Freight	Other – spend based service activity	13.4	12.1
Working from Home		0.8	1.0
Employee Commuting	Travel to and from the office	300.6	215.6
		347.3	246.3
TOTAL NXP CARBON EMISSIONS		1,170	979

* RE SCOPE ONE

An increase in fuel emissions has been driven by more diesel usage with an increase in NXP delivery vehicles on the road, and an increase in deliveries by NXP which were previously sent via third party couriers (giving a corresponding reduction in freight emissions).

** RE SCOPE TWO

An increase in electricity emissions has been driven by an uplift in the emissions factor of +39% due to the increase in carbon-intensive fuels used by NZ electricity generators. In actual fact our, usage has dropped in the last year from 387,000 kWh to 361,000 kWh, a reduction of -6.7%.

NXP Auckland is four times the size of any of our other sites in terms of electricity usage and we have reduced this over the 2024 year by -7%.



NXP Waste Stats (tonnes/pa)

Calendar 2023 vs 2024	2023	2024	Change
Waste to landfill	229.1t	178.7 t	-50.4 t ↓ (-22%)
Recycling - Cardboard	48.6 t	22.7 t	-25.9 t ↓ (-53%)
Recycling - Soft Plastics	14.3 t	6.3 t	-8.0 t ↓ (-56%)
Waste diverted to reuse	Nil	15.2 t	+15.2 t ↑



SUSTAINABILITY | TOITŪ

Toitū is a subsidiary of Manaaki Whenua Landcare Research, a Government-owned crown institute. They help businesses become more efficient, reduce their carbon footprint and operate more sustainably.



NXP has joined Toitū's carbonreduce programme Click here for our 2024 Toitū Report



About Toitū Carbonreduce

Toitū carbonreduce is a carbon reduction programme that empowers organisations to measure, manage, and reduce their greenhouse gas (GHG) emissions.

It aligns with international best practice, including the Science Based Targets initiative (SBTi), and incorporates ISO 14064 standards for greenhouse gas inventory management, reporting and verification.

NXP Emission Reduction Targets

We have set emission reduction targets for NXP for 2028, from our baseline year of 2023.

TOTAL EMISSIONS	REDUCE BY -31%
Cat. 3 commuting emissions	Reduce by -40%
Cat. 3 freight emissions	Reduce by -20%
All category 2 emissions	Reduce by -20%
All category 1 emissions	Reduce by -15%

Category 1 (or Scope 1) emissions are direct greenhouse gas (GHG) emissions that come from sources owned or controlled by NXP.

Category 2 (or Scope 2) emissions are indirect GHG emissions caused by the energy we use, but the emissions themselves occur outside of our premises.

Category 3, 4 and 5 (Scope 3) emissions are all other indirect GHG emissions that occur outside of our direct control, but happen because of our activities.

We have used intensity measures rather than absolute measures for our targets, due to expected growth of our business. Intensity means we are reducing emissions as a percentage of revenue.

NXP CARBONREDUCE MOVES IN 2024

Electricity consumption down -21.1% (GWh)

- X Shift to LED fittings in offices and DCs
- ★ Investment in new HVAC technology in Christchurch DC

4.8m A4 printed pages eliminated

- X Transition to digital product catalogues, eliminating in excess of 4.7 million printed A4 pages
- X Investment in OCR document scanning and digitalisation technology, eliminating in excess of 120,000 printed A4 pages

40k single use soft plastic items gone

- ★ Collaboration with suppliers to redesign their product packaging
- ★ Where product protection is required, replace plastic with recyclable fibre

Fuel consumption down -3.1% (litres)

- X Reduction in travel, increase in online meetings
- X Investment in a larger and more fuel-efficient delivery vehicle for Christchurch DC

General waste to landfill down -28.1%

- ✗ Increased material diversion via DC clean stream recycling programmes
- X Investment in shredding technology enabling the reuse of clean packaging materials for transit product protection

80m pages of A4 carbon neutral paper

- X Success market adoption of our NXP A4 Everyday Carbon Neutral Copy Paper
- ★ 428 tonnes/pa of cradle to grave CO2e emissions 100% offset through investment in renewable energy

Progress reporting to target is independently measured and verified annually within the framework of the Toitū carbonreduce certification programme where waste minimisation and diversion from landfill forms part of NXP's decarbonisation roadmap.

NXP TOITŪ CERTIFIED 2024389J



SUSTAINABILITY | CIRCULAR ECONOMY

Forward-thinking NXP suppliers offer our clients recycling alternatives. Here are four examples



Recycling - Office Chairs

EDEN, BURO AND CHAIR SOLUTIONS

There is no need for chairs to go to landfill.



Unwanted chairs supplied by NXP can be returned at end-of-life for repair, re-sale, donation and/or recycling of parts.

NXP furniture partner, Eden Office, offers a nationwide take-back offer and can re-use ~93% of a broken chair. https://edenoffice.co.nz/ public/assets/resources/ Green-Tick-documents/ EDEN-Spectrum-Product-Stewardship.pdf

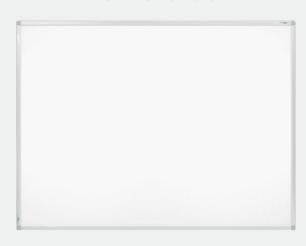
Buro Seating will take any pre-loved furniture still in working order and assess,

clean, refurbish to onsell or donate. https://buroseating. co.nz/environmental/

And Chair Solutions also have a take-back programme. https://www.chairsolutions.co.nz/our-difference

Recycling - Whiteboards

BOYD WORKSPACES



NXP supply partner Boyd Workspaces will take back any old or surplus whiteboards and break them down into recyclable components.

Boyd have offices in Auckland (East Tāmaki) and in Christchurch (Upper Riccarton).

https://boydworkspaces.co.nz

Recycling - Printers

BROTHER



On purchase of a new Brother printer, Brother will arrange for collection of any unwanted packaging PLUS your old printer, no matter the brand, and recycle it no charge.

Their partnership with e-waste specialists Recycling Group, ensures that approximately 98% (by weight) of your old printer, toner, ink cartridges and packaging can be recycled into new pathways.

To arrange for a collection, fill out the online form here.

Recycling - Workwear

WORKWEAR RECYCLED

Workwear Recycled are an award-winning New Zealand company who are investing resources into reducing textile waste to landfill.

They consolidate end-of-life branded workwear (including NXP's) from around the country at their Timaru hub.

Workwear Recycled then undertake sorting and deconstruction of garments to enable recycling and repurposing.

Collection boxes and wheelie bins facilitate weighing and collection, with all textiles and PPE collected being tracked from collection to destruction.



A Certificate of Destruction is provided on request. www.workwearrecycled.co.nz





SUSTAINABILITY | NXP SUPPLY CHAIN

On this page we look at NXP's ethical sourcing policies, our focus on supporting New Zealand vendors and transparency around country of origin.





NXP Ethical Sourcing Policies

The NXP Merchandise team select suppliers, supply chains and individual SKUs using a formal ethical sourcing policy, which is detailed in the Sustainability section on both NXPortal and our nxp.nz site. We require all vendors to formally agree to our policy which, in summary, includes the following elements:

- X Labour Standards
- X Environmental Standards
- X Arms
- X Sanctions
- X Conflicts of Interest
- X Insider Trading
- X Data Breach

- X Courtesies & Inducements
- X Intellectual Property
- X Confidentiality
- **X** Monitoring
- X Reporting
- **X** Compliance

NZ Made/Assembled

NXP are enthusiastic supporters of business supplies made or assembled in New Zealand. The benefits to our community are profound and economically the value of a dollar not imported is the same as a dollar exported. Join us in this push for local.

Presently we have 2225 NZ made and 1642 NZ assembled SKUs in our product range, some 20%.

Countries of Origin

NXP is committed to empowering our clients with decision-ready supply chain information. This includes country of origin transparency.

Country of origin status on NXP SKUs (as at August 2025):

Australia 4%	Japan 2%	NZ Made 11%
China 37%	Malaysia 2%	USA 2%
Germany 2%	NZ Assembled 8%	Taiwan 2%





Country of origin transparency on nxp.nz



Business supplies. Sorted.

NXP CHAIRMAN | TOM STURGESS



NXP Chair and majority shareholder, Tom Sturgess, is involved and invested in multiple enterprises and organisations – focused on emissions reduction and resource migration, including:

Regeneration.VC

REGENERATION.VC

Tom chairs the Investment Committee for Regeneration.vc, a US-EU impact venture capital fund, who have partnered with Netherlands based <u>Circle Economy</u> to lift consumer circularity from its current paltry 6.9% to 17% by 2032, enough by itself to limit global warming to +2C.



METHANE MITIGATION VENTURES

Tom founded and chairs <u>Methane</u> <u>Mitigation Ventures</u> (MMV) which invests heavily in technologies to measure and mitigate farm methane emissions. Partnering with MPI, MMV is technology platform agnostic, meaning it invests in competing technologies, recognising the planet can't wait.

ecoAmerica everyone, every day

ECOAMERICA LC

Tom is a member of the <u>ecoAmerica</u> <u>Leadership Council</u> whose mission is to move society toward climate solutions by engaging their millions of members in local communities across America to visibly act and advocate for ambitious, just, climate mitigation, resilience, and restoration.

ENERGY RESILIENCE | SOLAR

In partnership with Forthill Property, the installation of solar panels at NXP Christchurch (June 2025) has a peak capacity of 140kW which will generate more than 180,000kWH per year. That's enough to power 50 DC's of our size ... the excess will be released to the national grid.





Looking forward

We are delighted with initial progress against our CO2e targets, reducing by -16% or -191.5 tonnes in the space of a single year.

We are realistic that some of the easy wins have been banked, and that our efforts will need to be more targeted in the years ahead.

Achieving our 2028 goals will require deeper engagement across our operations and supply chain, ongoing investment in low-emission alternatives, and a willingness to challenge business-as-usual thinking.

We are committed to doing exactly that.



Dale BamfordCFO and NXP Sustainability Champion

