

Melexis Environmental Policy

Purpose

We are dedicated to shaping the best imaginable future through innovation with heart, which means continuously innovating and delivering smart technologies for a better world. We recognize that environmental sustainability is fundamental to realise this mission and ensure long-term business resilience.

Scope

This Environmental policy complements the environmental sections of our [Code of Conduct](#) and [Supplier Code of Conduct](#). It defines Melexis commitments to environmental protection and applies to all Melexis sites and operations, as well as our suppliers.

Principles

Prevention is better than cure: We prioritize prevention of potential negative impacts, such as pollution.

Continuous improvement: We continually improve the environmental management system to enhance environmental performance based on changes in our operations, legal requirements and stakeholder expectations.

Beyond compliance: We adhere to applicable environmental laws, regulations, and voluntary standards not only to fulfill our compliance obligations, but also turn them into impactful environmental action.

Sustainability at heart: We foster a culture of environmental responsibility among all employees, for the planet and people living on it, in the relationships with customers and colleagues, and for the company's longevity.

Commitments

Climate change

We innovate to develop products that reduce Greenhouse Gasses (GHG) and other emissions, that enable energy efficiency and electrification, and other sustainable applications.

We act to reduce our Scopes 1 and 2 GHG emissions per sold IC by 55% by 2030.

We encourage reduction of Scope 3 emissions across our supply chain.

We invest in transitioning away from fossil fuels.

Resource Management and Waste Reduction

We minimize waste generation through waste reduction, reuse, and recycling across our operations.

We promote responsible resource management in our processes by minimizing consumption of water, energy, and auxiliaries.

We optimize the use of materials in our products through, for example, miniaturization and integration.

We strive to increase the circularity of our products and operations.

Hazardous Substances and Air Pollution

We implement stringent controls for the safe handling, storage, use, and disposal of chemicals.

We continuously evaluate and reduce the use of hazardous substances in our processes and products.

We ensure compliance with all applicable chemical regulations, including but not limited to RoHS and REACH.

Sustainable Supply Chain

We invest in due diligence to ensure responsible sourcing of parts, equipment and materials.

We expect our suppliers to adhere to the principles of this environmental policy, which are reflected in the Supplier Code of Conduct.

We ensure our suppliers' adherence to these commitments through the implementation of our ESG Procurement Policy, and a dedicated ESG Supplier Engagement program.

Responsibility

The Board-level ESG Committee is accountable for Melexis environmental vision, which is integrated into Melexis strategy by the Executive Team. A dedicated ESG team, led by Global Ethics, Governance, IP and Sustainability Director, is responsible for the content and the implementation of the Policy.

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