



OUR TARGETS

For the first time in 2022, we set targets across the four pillars of our ESG program, Culture and Belonging, Resilience, Corporate Governance, and Community Impact. These ambitious targets will allow us to monitor and benchmark our ESG program, ensuring we are maintaining a high level of performance and addressing the ESG topics that mean the most to our stakeholders.

CULTURE AND BELONGING

- Provide access to difficult conversation skill building for all employees by 2024. **COMPLETED**
- Increase pipeline of diverse candidates through continued engagement with organizations that encourage and support diverse talent in the technology sector by 2024. **IN PROGRESS**
- Roll out unconscious bias and microaggressions training to all Xperi managers by 2025. **IN PROGRESS**
- Achieve a score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index by 2025. **IN PROGRESS**
- Increase female representation in our upper employment levels by 2026. **IN PROGRESS**

RESILIENCE

- Include ESG information in Xperi's onboarding for new hires by 2023. **COMPLETED**
- Reduce our global office square footage by 15% by 2024. **COMPLETED**
- Introduce sustainability training for employees by 2025. **NOT STARTED**

CORPORATE GOVERNANCE

- Publish Human Rights Policy and Modern Slavery Statement by 2023. **COMPLETED**
- Develop an updated global employee privacy notice in response to the California Privacy Rights Act (CPRA) by 2023. **COMPLETED**

COMMUNITY IMPACT

- Increase employee time in the community to 2,400 hours by 2025. **IN PROGRESS**
- Contribute at least \$450,000 in total monetary value to charitable organizations by 2025. **IN PROGRESS**