HARMAN INTERNATIONAL INDUSTRIES, INC.

RESPONSIBLE MINERALS POLICY STATEMENT

At HARMAN International Industries, Inc. ("HARMAN"), we are committed to sourcing minerals responsibly and ethically, as outlined in our Supplier Code of Conduct and Employee Code of Conduct. We work to ensure that minerals of concern used in our products do not directly or indirectly finance conflict or contribute to human rights abuse.

HARMAN's approach is guided by international standards, including the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and applicable global regulations, including the Dodd-Frank Act Section 1502 and the EU Conflict Minerals Regulation (2017/821).

Our Commitments

- Ensuring that the minerals of concern used in our products—such as tin, tantalum, tungsten, and gold (3TG), cobalt, mica, copper, graphite, nickel, and lithium—are sourced responsibly and do not directly or indirectly finance conflict or contribute to human rights abuses.
- Prohibiting all forms of child labor, forced or bonded labor, human trafficking, and exploitative prison labor in our supply chains.
- Promoting transparency in our supply chain and requiring suppliers to disclose the origin of minerals of concern.
- Supporting initiatives and partnerships that advance responsible mining practices, including conflict-free sourcing programs.
- Encouraging environmental stewardship and ethical practices in mining communities.

Due Diligence & Risk Management

We conduct regular risk assessments of our supply chain to identify potential or actual risks associated with minerals of concern. These assessments inform mitigation measures and are updated on a scheduled basis and in response to specific events.

Where risks are identified, we:

- Take preventive and corrective measures to address sourcing concerns.
- Work with suppliers and partners on remediation plans.
- Escalate serious or unremedied violations to business leadership, which may result in termination of business relationships.
- Where adverse impacts occur, we are committed to providing for, or cooperating in, legitimate remediation processes for affected individuals and communities.

Current Initiatives

- **Membership and Guidelines**: HARMAN is an active member of the Responsible Minerals Initiative (RMI) and the Responsible Business Alliance (RBA), following their guidelines and leveraging their resources for due diligence.

- **Supplier Code of Conduct**: Our Code requires suppliers to follow responsible sourcing practices for minerals of concern, ensuring a collaborative effort toward ethical and sustainable mineral sourcing.

- **Due Diligence**: In-scope suppliers must disclose mineral origins using the CMRT and EMRT. HARMAN reviews submissions for completeness and follows an escalation process for non-conformant or sanctioned smelters, in line with OECD guidance.

- **Screening**: We screen all smelters listed in supplier Conflict Minerals Reporting Templates ("CMRTs") and Extended Minerals Reporting Templates ("EMRTs") against over 200 regulatory sanctions lists from the U.S., EU, UK. UN, Japan, as well as the Uyghur Forced Labor Prevention Act (UFLPA) Entity List.

- **Annual Reporting**: HARMAN submits company-level CMRTs and EMRTs to customers annually.

Supply Chain Responsibility

We expect all suppliers and business partners to uphold responsible sourcing practices. Supplier due diligence is implemented through:

- Risk-based onboarding and screening.

- Supplier Code of Conduct commitments regarding minerals of concern.

- Audits, monitoring, and training programs to ensure responsible sourcing.

- Corrective action processes where issues are identified.

HARMAN's approach supports compliance with broader global due diligence requirements, including emerging EU due diligence frameworks. We are committed to continuous improvement in our supply chain due diligence and responsible sourcing practices.

Grievance Mechanisms

We provide accessible and confidential channels, including the HARMAN Speak Up Hotline, for employees, suppliers, and external stakeholders to report concerns. All reports are investigated and inform us of our ongoing due diligence process.

Any potential, suspected, or actual violations of this Responsible Minerals Policy Statement can be reported via the HARMAN Whistleblower Hotline. All reports will be treated as confidential to the extent possible and as permissible by law.

HARMAN Speak Up Hotline
• Online at speakup.harman.com • By Phone: +1 (800) 563-4037 (U.S.); If dialing internationally, please visit the speakup.harman.com click call now and select your country location • By email to compliance@harman.com • Available 24/7 • Reports can be made anonymously (where permitted by law)

Governance & Accountability

Oversight of this Statement is managed by HARMAN's Legal & Compliance function, reporting to senior executive management and the Board. This Responsible Minerals Policy Statement applies globally to all HARMAN employees, subsidiaries, operations, and business partners, regardless of location.

Questions regarding this Statement should be directed to HARMAN's Legal & Compliance Department at: Harman_Export@harman.com