fairphone

Fairphone's Impact 2024

The one that lasts

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Chapter 1

Introduction

1.1 The moment is now

The urgency for sustainability and ethical action has never been clearer. Wildfires rage from California to Greece, heatwaves shatter records, and floods devastate communities—climate change is no longer a distant warning; it's our present reality. At the same time, the human cost of irresponsible global supply chains is impossible to ignore, with reports of conflicts fuelled by mining and factory workers toiling in hazardous conditions for unlivable wages. Yet, political will is fading—trade protectionism is rising, environmental and human rights regulations are being rolled back, and corporate responsibility seems to be losing ground.

Monique Lempers
Chief Impact Officer

> **In this shifting landscape, Fairphone's mission has become even more urgent.**

So if politics won't lead, business must. There is a growing movement of purpose-driven companies that is proving that the economy doesn't have to be built on exploitation and environmental destruction. Instead, they are showing that a system valuing people and nature is possible, without compromising on financial sustainability. This is excellent news for everyone, because, like it or not, this new way of doing business is the only cure-all for what ails us and the planet today. In this shifting landscape, Fairphone's mission 'to inspire the industry to act more responsibly' has become even more urgent.

After proving that ethical, sustainable consumer electronics can be mass-produced, our next big challenge is to expand our market footprint. While meeting our ambitious impact goals in 2023, growth fell short of our projections. That's why we took decisive steps to scale our impact while staying true to our mission in 2024. We kickstarted the process to refresh our brand to reach an audience beyond sustainability-focused consumers, strengthened our European presence, and prioritized business-to-business sales as part of fulfilling companies' ESG goals. Through a strategic reorganization, we optimized operations, and streamlining production—allowing us to lower device prices while upholding fair wages and sustainable sourcing.

Today, we are fully back in the green across all key performance indicators —people, planet, and profit—with a solid foundation for future growth. This, together with a remarkable list of awards recognizing our work in 2024, has made us more optimistic about our efforts than ever before. Two awards that deserve to be highlighted are the King Willem I Prize for Sustainable Entrepreneurship—the 'Oscar of The Netherlands' for the Dutch business community—that was personally conferred upon us by Her Royal Highness Queen Maxima, and the GLOMO Awards for sustainability, received on stage in front of thousands of visitors at the Mobile World Congress in Barcelona. The recognition that comes with these accolades prove that we are not just imagining a fairer tech industry—we are building it now, today, together.

1.2 Looking forward to making an even bigger impact

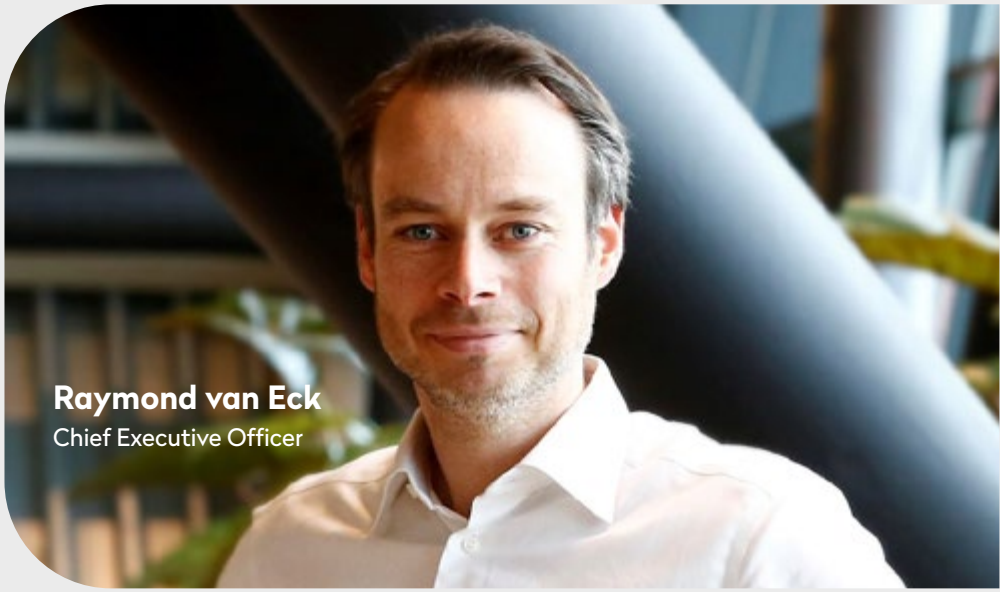
At Fairphone, we believe technology should be built to last—far beyond the industry standard. In a world where electronic devices are often treated as disposable, we are proving that longevity is the key to a more responsible, user-centric, and sustainable tech industry.

Our strategy for 2025 is clear: expand our market reach, diversify our product portfolio, and strengthen partnerships. Building on the success of the Fairphone 5, we will continue developing modular, long-lasting devices, with a growing emphasis on audio products. Our commitment to durable hardware and long-term software support ensures that Fairphone users can keep their devices in use for far longer than the industry average, reducing waste while maximizing value.

Extending the lifespan of technology is one of the most effective ways to reduce its environmental impact, and we are determined to lead by example.

Growth remains a priority—not just for profit, but also to amplify our impact. By expanding our presence across Europe and deepening our partnerships, we are shaping a future where consumers don't have to choose between quality, durability and fairness.

To everyone who shares this vision—our team, our partners, and our customers—thank you for being part of this journey. Together, we are redefining what responsible technology can achieve.



> **We are shaping a future where consumers don't have to choose between quality, durability and fairness.**

Chapter 2

Strategy and KPIs

2.1 The challenge: an urgent need for change

The electronics industry is a curious beast, full of contradictions. On one hand, it has actively changed our lives for the better and made it more convenient in every way, while creating millions of jobs across the world. But conversely, it's created serious issues that we need to urgently tackle, with every stage of any product's lifecycle impacting both the people making them and the planet itself. At Fairphone, we're leading the way to a fairer and more sustainable industry, by taking a holistic approach and tackling the most pressing challenges at all stages.

Extracting resources comes at a cost

Smartphones require over 60 raw materials. All of them require intensive mining, refining, and manufacturing processes that deplete natural resource reserves and strain the surrounding ecosystems. Global resource extraction is set to rise by 60% by 2060[1], potentially increasing habitat destruction, pollution, and immense energy consumption. While the mining industry employs 47 million people directly (plus another 150 million indirectly in the artisanal mining sector[2]), hallmarks of these jobs can include dangerous working conditions, child labor, and exploitation, particularly for marginalized communities and indigenous peoples.

Production is a hotspot

Up to 80% of a smartphone's carbon footprint comes from its production. The energy-intensive processes used in material processing and manufacturing contribute to the information and communications technology (ICT) sector's growing emissions, which could reach 14% of global totals by 2040[3]. Additionally, hazardous chemicals used in electronics factories threaten both the surrounding environment, and the health of workers and nearby communities. There are over 17.4 million people[4] working in factories who have been helping the electronics industry achieve record profits, thanks to their efforts. Unfortunately, what they get in return are low wages, unsafe conditions, and exploitative environments, with little access to worker representation.

Product use: a wasteful cycle

Industry business models prioritize fast upgrades and planned obsolescence, leading to short product lifespans. Most smartphones are replaced after just three years, despite often still being functional. This wasteful cycle is one of the factors behind why smartphones account for 0.5% of global carbon emissions annually[5]. Extending smartphone use to five years could cut these emissions by 28%, yet the industry continues to favor profit over sustainability, leaving consumers, workers, and the environment to bear the cost.

The ever-growing problem of electronic waste

E-waste is piling up at an alarming rate, growing five times faster than what's formally recycled. With over five billion phones[6] lying unused in homes and offices across the world, and e-waste generation projected to double to 110 million tons annually by 2050[7], we're losing out on valuable materials that could have been reused. Only 22% of e-waste is properly recycled[8], while a notable share is illegally exported to countries lacking safe recycling infrastructure. Informal recycling practices in these regions expose workers and communities to toxic materials, damaging their health and the environment.

These are challenges that demand immediate action. At Fairphone, we address these systemic issues head-on, proving that change is not only necessary—it's achievable. The industry's current model will have you believe that financial growth and sustainable, ethical practices are not compatible. We're here to challenge the status quo. There is a way to make products that are fair to people and planet, while still staying profitable. The proof is Fairphone.

[1] UNEP, IRP 2024
[2] IGF / IISD 2017; World Bank 2019
[3] Boston Consulting Group 2021
[4] ILO 2024
[5] Deloitte 2021
[6] WEEE Forum 2022
[7] UNEP 2019
[8] Global E-Waste Monitor 2024

2.2 Company strategy

Fairphone's work on impact is an inherent part of our wider company strategy. We do not distinguish between business goals and impact goals—they go together. After all, our mission is to motivate the industry to act more responsibly, by establishing a viable market for ethical electronics.

OUR MISSION

To motivate the industry to act more responsibly;
by establishing a viable market for ethical electronics.

GOALS

- Market growth
- Fair to Planet
- Fair to People

STRATEGIES

- Sales and Financials
- Fair materials
- Fair factories
- Circular Products

SDGS

2.3 Strategy for people and planet

At Fairphone, our impact strategy is guided by a simple, yet powerful idea: every step in a product's lifecycle is an opportunity to make a difference. From ethically sourcing raw materials to recycling old devices, we tackle the most urgent challenges in the electronics industry, actively making a positive impact for people and the planet. We focus on issues that are, too often, neglected or ignored by others, and implement solutions that inspire lasting systemic change across the sector.

Our strategy isn't just about improving our own practices; it's about showing what's possible and inspiring others to follow suit. With each action, we're not only reshaping the way electronics are made at our end, but also creating a framework for change within the industry that extends far beyond Fairphone.

2.3.1 The bigger picture

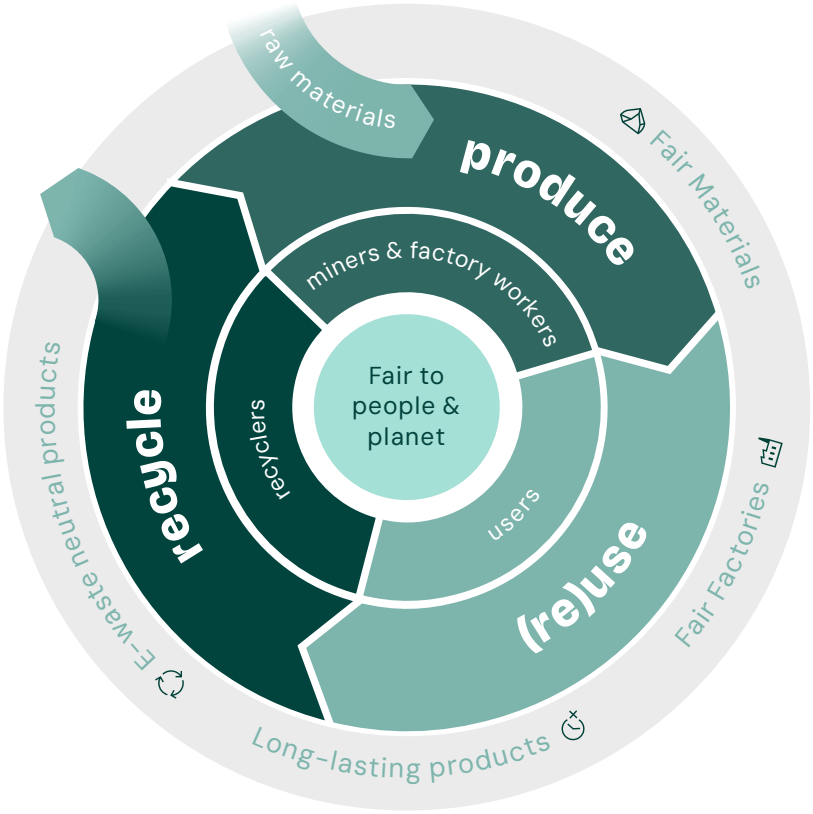
Our strategy delivers tangible benefits for both people and the planet. On the environmental side, our commitment to the Science Based Targets initiative (SBTi) keeps us aligned with the 1.5°C goal of the Paris Agreement to limit global warming. Our climate-conscious strategy focuses on three key pillars:

- **Avoiding emissions** by designing for longevity. Our phones are built to last, reducing the need for frequent replacements and production cycles, thereby minimizing the overall environmental impact.
- **Reducing our products' carbon footprint** by using low-carbon materials, integrating renewable energy in manufacturing, and adopting cleaner logistics throughout our supply chain.
- **Contributing to climate action** by offsetting residual emissions through investments in Gold Standard-certified projects. These projects aim to reduce greenhouse gases while supporting the local communities.

We are also working with suppliers to better address factors like water, waste, and chemical management at their end.

For people, our strategy ensures fairer conditions across the value chain—from miners and factory workers to those involved in recycling. We prioritize safety, workers' voice, and living wages, while empowering communities to benefit more equitably from the materials and devices they help create. We aim to extend this work across all of our Tier 1 suppliers, 70% of our strategic Tier 2 suppliers, and the sources of our 23 focus materials.

The rationale behind our people and planet strategy



2.3.2 Fair materials: transforming supply chains

The materials in our devices are connected to global supply chains that often leave people and ecosystems vulnerable. Guided by our Fair Sourcing Principles and our Fair Materials Roadmap, we prioritize 23 key materials that have the most significant impact on both people and the environment. Our aim is to ensure these materials are sourced in ways that benefit local communities, protect nature, and support small-scale producers, such as artisanal miners and recyclers.

Achieving this involves extensive supply chain insight, as we work to understand material sources and identify fairer options, integrating them into production wherever possible. Where direct integration isn't feasible, we account for our material use by purchasing credits that support fairer production practices. This is paired with systemic efforts to transform supply chains: we collaborate with suppliers, civic organizations, and other stakeholders, to drive responsible practices in mining and recycling. We also invest directly in fairer sourcing solutions, ensuring workers operate under safe conditions and are fairly treated, local communities benefit economically, and environmental damage is mitigated or prevented.

2.3.3 Fair factories: building better workplaces

We strive to raise the bar for responsible business conduct and working conditions in manufacturing. Through close partnerships with our suppliers, we prioritize living wages, worker voice and representation, worker health and safety, and minimizing our ecological impact.

One of our proudest achievements is our Living Wage Bonus program that we introduced in 2019—an industry first. This helps factory workers assembling our products to earn a wage that allows them to live with dignity. Beyond wages, we work with suppliers to empower workers through democratic representation and robust grievance channels, and make targeted investments in factory improvements based on worker input. Projects like dormitory renovations, enhanced canteen services, and training opportunities are co-designed to meet their needs.

Worker health and safety are of paramount importance to us. We require rigorous social compliance certifications, such as SA8000 and RBA Silver, for our assembly factories, and we ensure the use of safe chemicals through tools like the PCDC (Priority Chemicals Data Collection). At the same time, we challenge suppliers to step up their environmental stewardship efforts as well, pushing for better waste, water, energy and carbon management, while also actively promoting renewable energy adoption.

2.3.4 Circularity: long-lasting and e-waste neutral products

The linear "take-make-dispose" model of electronics that is currently in practice is not sustainable. At Fairphone, circularity is at the core of our design philosophy. We aim to address the 9 R's of circularity—refuse, rethink, reduce, repair, reuse, refurbish, remanufacture, repurpose, and recycle—but focus especially on these areas:

- **Long-lasting products**: Our devices are built to last. From their modular hardware to extensive software support, everything is designed to extend their lifespan. Fairphones are rigorously tested to withstand real-world challenges like drops, dust, and moisture. Customers enjoy industry-leading warranty periods, as well as the option to choose privacy-focused Android alternatives like /e/OS for flexibility and personalization.
- **Repair**: We're proud that Fairphone has repeatedly scored a perfect 10/10 repairability rating from iFixit for every new generation since the Fairphone 2. Making repairs by yourself is easy with Fairphone—batteries, screens, and more can be replaced in minutes, supported by free DIY guides and reasonably priced spare parts. You can also use our professional repair services if need be. Dedicated resources, from our support team's knowledge base to solutions found on our community forums, ensure help is always at hand.
- **Reuse, refurbish, and recycle**: Returned devices are refurbished and sold as New Life Editions, or disassembled to salvage reusable parts. Most of our products are electronic waste neutral—meaning for every product placed on the market, we take back an equivalent amount of e-waste. Our take-back programs ensure electronic waste is collected and recycled responsibly. In Ghana, for example, we partner with ARGO360 with the goal to create safer jobs in the recycling sector and more sustainable e-waste processing practices, tackling a significant challenge at one of the world's large informal recycling hubs.

2.3.5 KPI framework

To implement the above strategy, we have set ambitious impact targets for the next three years. On the next page is an overview of our Key Performance Indicators (KPIs). This includes what we achieved in 2024, as well as our ambitions for 2025.

KPIs and results in 2024

		KPIs and unit of measure	Target 2024	Result 2024	Target 2025
Goals	Fair to planet	Greenhouse gas emissions reduced (in % of CO2e reduced across scope 1, 2 & 3 from the base year 2022; market-based) (*)	5%	48%	12%
		Greenhouse gas emissions avoided (in tons of CO_2e)(*)	n/a	1,540	n/a
		Other nature impacts avoided: - Fresh water use avoided (in m^3) - Raw material use avoided (in tons)	n/a	 552,853 9	n/a
	Fair to people	People with fairer conditions (in number of people)(*)	n/a	20,042	n/a
Strategies	Sales and financials	Number of devices sold	100,000	103,053	126,000
		EBITDA	Positive	€1,745,840	€-3,511,000
	Fair materials	Fair materials (in % of device's total weight that is considered fair materials)(*) Fairphone 5 (**) Fairbuds XL (**) Fairbuds	 n/a n/a >50%	 44% 49% 70%	 n/a n/a >50%
		Focus materials considered fair per product (in number of materials) Fairbuds	 n/a	 6 out of 23	 n/a
		Focus materials with fairer sources (in number of materials)	n/a	15 out of 23	n/a
	Fair factories	Fair factories (number of targeted direct and indirect suppliers that demonstrate improvements or a high level of maturity)(*) Fairphone 5 Fairbuds XL Fairbuds	 6 out of 8 1 out of 1 1 out of 1	 7 1 2	6 Tier 1 19 Tier 2 (+)
		Number of improvements made	n/a	45	n/a
		Number of suppliers using renewable energy	n/a	3	n/a
	Circular products	Long-lasting products (in years of expected lifetime of the device)(*) Fairphone 5 Fairphone 4 Fairphone 3	 5 4.5 4.5	 6.1 6.2 5.1	 5 4.5 4.5
		Electronic waste neutral products (in % of weight of e-waste neutral products vs. weight of electronic products placed on market)(*)	n/a	90%	95%
		Electronic waste collected (in tons)	30	29	n/a
		Electronic waste collected from our sales markets (in tons)	30%	58%	30%

(*) These KPIs have been third-party assured by ERM Certification and Verification Services Limited
(**) >50% target is for new products only. Fairbuds is the only new product in 2024; targets for Fairphone 5 and Fairbuds XL were set in 2023 on % of focus materials only

Note: 2024 financials are still draft

Chapter 3

Impact on people and planet

3.1 Fair to planet

3.1.1 Greenhouse gas emission reduced

In 2024, we successfully achieved a 48%[9] reduction in our emissions. Our target last year was to reduce Scope 3 emissions by 5%, focusing our efforts on emissions tied to our supply chain. For Scope 2 targets, we wanted to maintain zero emissions by using renewable energy solutions via a market-based approach. As you can see, we comfortably surpassed the goal we had set for ourselves. This puts us firmly on track for our Net Zero target by 2045 to reduce 90% of our absolute Scope 1, 2, and 3 emissions from the 2022 baseline, which is a SBTi-approved goal as well.

Fairphone's greenhouse gas emissions

GHG Emissions	Emissions in $MTCO_2e$		Progress (%)
	Base Year 2022	2024	
Scope 1	NA	NA	NA
Scope 2 (Location-based)	22	29	30%
Scope 2 (Market-based)	0	0	0%
Scope 3	9,358	4,884	-48%
Total Scope 1, 2, 3 (Location-based)	9,380	4,913	-48%
Total Scope 1, 2, 3 (Market-based)	9,358	4,884	-48%

[9] Total GHG emissions reduction achieved across scope 2 (market based approach) and 3 emissions.

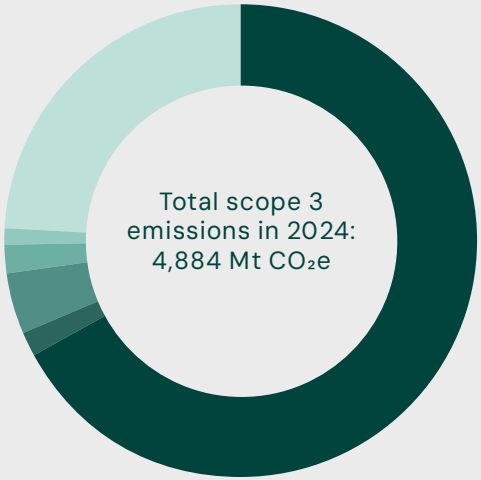
Scope 2: We have reached our Net-Zero targets in Scope 2. Our offices are powered entirely by renewable energy, including on-site solar panels and Dutch wind energy, resulting in zero emissions from purchased electricity. For heating, we offset emissions from natural gas through the strategic purchase of Biomethane Guarantee of Origins (BGOs) from our external partner BioGem. This supports the supply of green gas to the grid and ensures net-zero emissions for heating operations.

Scope 3: In a major win for us, we reduced emissions from transportation by 55%. This was possible because we shipped **53%** (by weight) of our inbound logistics from China to Europe via ocean freight, achieving a **60%** reduction in inbound transportation-related emissions.

We also cut emissions at the manufacturing stage by 19.4% by integrating renewable energy into the manufacturing processes for the Fairphone 5's final assembly, display, and battery packaging. The breakdown of our Scope 3 emissions in 2024 is illustrated in the graph.

Climate conscious products: We retired **2,417** carbon credits, offsetting 100% of the residual CO2e emissions from all smartphones and audio products sold this year. Our support for **two** Gold Standard-certified projects in **Uganda** and **Kenya** in 2024 played a huge role in this achievement. These projects actively work to reduce greenhouse gas emissions, protect vulnerable ecosystems from deforestation, and empower local communities. Through these initiatives, our commitment to tackling the climate crisis shines through, not only within our value chain, but also far beyond it.

Our Scope 3 emissions in 2024



67.00%	Purchased goods and services
1.49%	Capital goods
0.14%	Fuel and energy-related activities
4.34%	Upstream transportation and distribution
0.05%	Waste generated in operations
1.75%	Business travel
1.21%	Employee commuting
23.89%	Use of sold products
0.13%	End-of-life treatment of sold products

3.1.2 Greenhouse gas emissions and other nature impacts avoided

In 2024, the extended lifespan of Fairphones helped avoid 1,540 tons of CO2e emissions, 552,853 m^3 freshwater use, and 9.2 tons of raw material use. Because our phones last longer than the market average, we avoid emissions, water, and raw material use, related to producing, transporting, and disposing of additional smartphones.

To calculate these savings, we monitor the actual lifespan of Fairphone devices (from Fairphone 3 onwards) with their users, and compare this to the average smartphone lifespan in the market. For every three years that a Fairphone remains in use beyond the typical replacement cycle, we account for the avoided production, transportation, and disposal of one additional phone. This methodology allows us to estimate avoided greenhouse gas emissions, water use, and raw material consumption. On the other hand, if a Fairphone is used for less time than the market average, we transparently account for this as a negative impact as well.

We have already spoken about our broader efforts to extend the lifespan of our devices in our Impact Strategy on page 9. For specific initiatives from 2024, refer to the Circularity chapter on page 32.

1,540
tons of CO_2e avoided

552,853
m^3 of fresh water use avoided

9 tons
tons of raw material use avoided

3.1.3 Other nature-related impacts

We have started the process of putting together a baseline related to mitigating nature-related risks beyond climate, that will help us quantify our efforts in the coming years. We are doing this by following the Science Based Targets for Nature (SBTN) approach. As part of this effort, we conducted an initial assessment of nature-related risks across our supply chain, using tools such as the WWF Risk Tool, Encore, and the SBTN Sectoral Materiality Tool. These tools gave us an initial view of environmental risks linked to water, biodiversity, and pollution in our supply chain.

Our initial findings revealed that most of our Tier 1 and Tier 2 suppliers operate in industrial, urban areas. Key potential impacts during manufacturing include energy use and greenhouse gas emissions, water use, and pollution. We also identified initial hotspots, and prioritized areas based on supplier activity, their proximity to Key Biodiversity Areas, and local environmental risks. For more details, see Annex 7.3 Company Footprint.

In 2025, we aim to deepen this work by further mapping the main pressures and impacts on nature and biodiversity across our supply chain. We will conduct detailed analyses of hotspot suppliers and high-impact areas to then focus our efforts where they are most needed.

In the meantime, our ongoing initiatives continue to reduce our impact on nature. By designing products for long use and easy repair, using recycled and fair materials, strengthening environmental management practices with suppliers, and supporting suppliers in measuring GHGs, setting reduction targets, and adopting renewable energy, we are already taking meaningful steps to protect nature. For more details, see the Fair Factories and Fair Material chapters.

3.2 Fair to people

One of our main goals is to ensure fairer conditions for workers in our value chain. And when we say fairer conditions, we mean improved working or living conditions as experienced by the workers themselves, improvements that were made possible because of the programs or interventions Fairphone contributed to during 2024.

It's important to note that the same individual may benefit in multiple ways through our programs. For instance, one worker might experience improved safety, better pay, and greater opportunities to make their voice heard. In such cases, we count them under each relevant sub-topic, but only once in the total number of people experiencing fairer conditions.

How we created these positive changes are detailed in the chapters on **Fair Factories**, **Fair Materials**, and **E-waste Neutral Products**. These sections outline how we collaborate with manufacturers, material sources, and recyclers, to improve wages, enhance workplace safety, promote worker representation, and create fairer opportunities across the value chain.

By measuring and reporting on these impacts, we are showcasing real-world data of how targeted efforts can transform the lives of the people behind our products.

20,042
people experiencing fairer conditions

17,046
people healthier and safer

3,578
people with better incomes

4,112
people with better voice

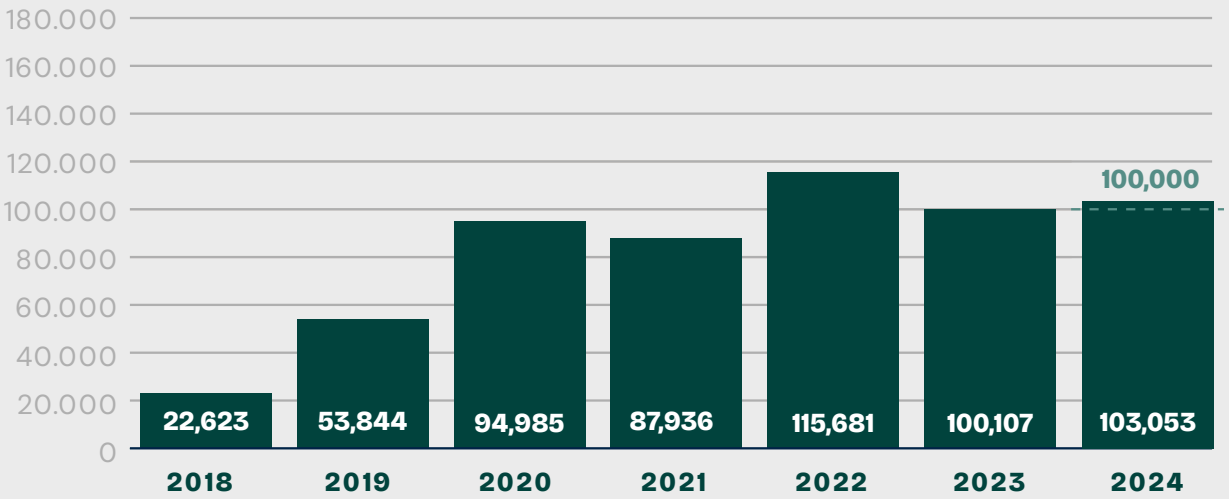
Chapter 4

Progress

4.1 Sales and financials

Fairphone 3, 3+, 4 and 5 sold

Goal Actual



	2018	2019	2020	2021	2022	2023	2024
Revenue	€10,822,000	€19,185,000	€35,930,000	€40,457,000	€58,899,000	€54,798,000	€54,350,250
EBITDA	€-5,592,000	€-4,590,000	€3,732,900	€5,687,000	€4,483,900	€-14,271,900	€1,745,840

Note: 2024 financials are still draft

Certified B Corporation

136.8

PLATINUM Top 1% ecovadis Sustainability Rating DEC 2024

88/100

A significant part of our growth strategy focused on expanding and strengthening our sales channels. Sales through partner channels were up 65%, rising from 62% in 2023, partly thanks to new partnerships we forged with major retailers like Currys in the UK and MediaMarktSaturn in Germany. This also helped cement our footprint in Germany, our largest market, where sales increased from 36% of our total volume the previous year to 41% in 2024.

Meanwhile, our business-to-business (B2B) segment grew by almost 50% for a third year in a row. Several major global enterprises, including Airbus and Schneider Electric, chose Fairphone devices for their employees, underscoring the increasing appeal of ethical tech in corporate sustainability strategies. Furthermore, several Dutch municipalities, including Amsterdam, Haarlem, and Apeldoorn, adopted Fairphone as their work device—a point of pride for us as a Dutch enterprise.

Another milestone was our exploration into the U.S. market. In collaboration with Murena, we began building a customer base by introducing our privacy-focused Fairphone 4 /e/OS edition—a modest, but significant, first step towards broader international expansion.

Our commitment to delivering value to existing customers remains unwavering. In February, we introduced a camera software upgrade for Fairphone 4 users, improving functionality and boosting customer satisfaction, as reflected in an increased Net Promoter Score (NPS). In April, we launched our new Fairbuds, dubbed the world's most repairable earbuds by iFixit, demonstrating our innovative approach to sustainable audio products. The initial response exceeded expectations, affirming our ability to extend the Fairphone ethos beyond smartphones.

As we closed the chapter on Fairphone 4 sales in December, we celebrated its remarkable four-year journey—that's double the typical sales cycle of most new electronic devices of one to two years. This milestone is a testament to our commitment to durability and sustainability, setting us apart in an industry that seems increasingly driven by planned obsolescence.

Looking ahead, we are confident that the solid groundwork laid in 2024—including significant investments in systems, data availability, and processes—positions us for even greater achievements in 2025.

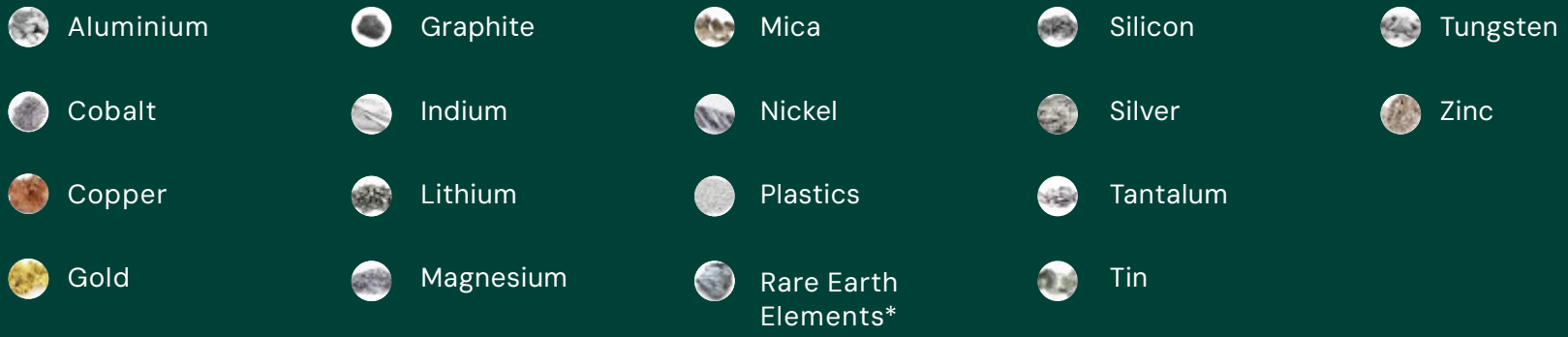
4.2 Fair materials

In 2024, Fairphone took a significant step forward by expanding its list of focus materials from 14 to 23[10]. This ambitious move was guided by an extensive assessment of social and environmental risks across our supply chains, and the electronics industry's material use in general. The methodology and findings of this assessment, alongside our key strategies for each material, are detailed in our Fair Materials Roadmap 2030 that you can find here.

[10] For simplicity, we have not changed the way we communicate statistics for products already in the hands of our customers

Focus materials

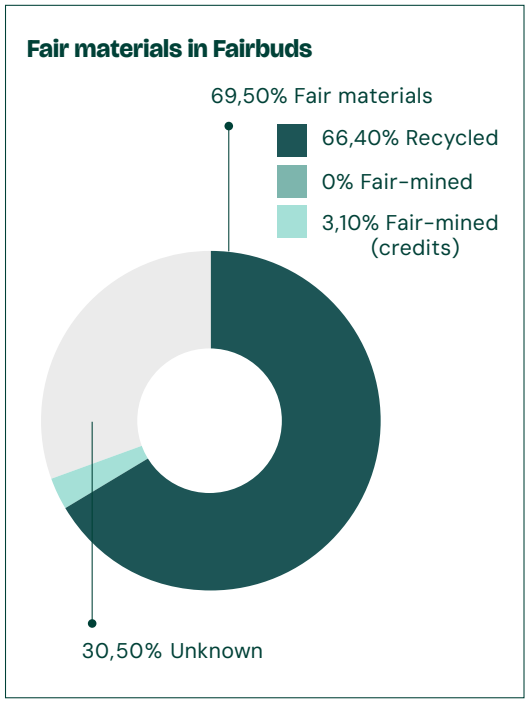
*Including Neodymium, Praesodymium, Dysprosium



Attention materials

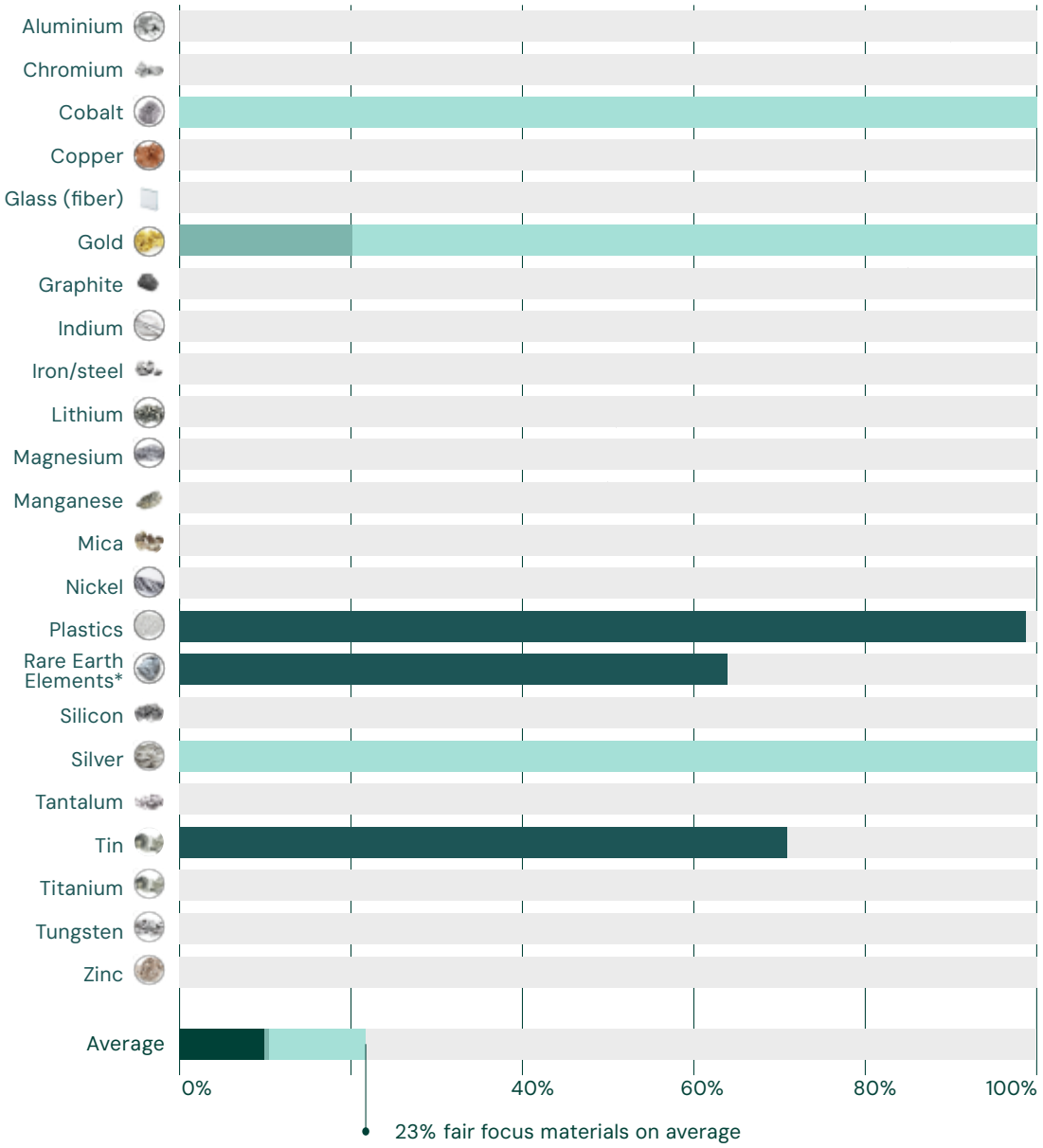
In the Fairbuds, launched in 2024, we managed to achieve 69.5% fair and recycled materials. This is out of the overall weight of all materials in the product - and represents the highest percentage we have achieved in a product to date. We also monitor our progress on the separate focus materials, as seen in the left diagram.

For an overview of fair materials in our other products, launched before 2024, please refer to Annex 7.4.



*Including Neodymium, Praesodymium, Dysprosium

Fairbuds: focus materials status



The amount of fair mined and recycled materials in our products only highlights the end-result of our work. There is a lot more effort going on in the background: For each of our 23 focus materials, we work on continuous improvement of our material sources, mines and material fabricators, along the topics outlined in the following diagram.

Fair materials: steps for continuous improvement

	Material source assessments	Material chain of custody	Nature	Health & safety	Worker & community voice	Living wage & community value creation
Leader	✓ 3rd party assessment against standard with equal stakeholder governance, involvement of affected people and transparent reporting	✓ Chain of custody information audited	✓ Meets best practice standards, including: • Enhanced nature protection • Reduced GHG emissions	✓ Meets best practice standards	✓ Meets best practice standards, including: • worker and community engagement and involvement in impact identification, improvement, and monitoring	✓ Meets best practice standards, including: • Living wages paid (industrial sources) • Living income mechanism (artisanal sources)
Advancing	✓ 3rd party assessment against industry standard	✓ Chain of custody information shared	✓ Meets industry standards (industrial sources) ✓ Assessed and improvement plan established (artisanal sources)	✓ Meets industry standards (industrial sources) ✓ Assessed and improvement plan established (artisanal sources)	✓ Meets industry standards, including: • Worker and community surveys • Grievance channels • Free, prior and informed consent	✓ Meets industry standards, including: • Gap assessment and improvement plan • Local content and economic diversification
Basic	✓ Self-assessment or second-party assessment	✓ Chain of custody self-declaration	✓ Information shared	✓ Information shared	✓ Information shared	✓ Information shared

In 2024 we made further progress against these steps:

Progress on focus materials

Direct impact created / risk addressed
Indirect impact created / risk addressed
No impact created or risk addressed yet

	Risk mitigation & positive impact[3]						
Focus material	Fairer source[1,2]	Chain of custody model[2]	Avoid primary material consumption	Health & safety	Improved worker / community voice	Improved worker / community income	Nature
Aluminium	Recycled ASI certified supplier	Segregated	●	●	●	●	●
Cobalt	Cobalt Credits FCA	Book & claim	○	●	●	●	◐
Copper	Recycled	Segregated	●	◐	○	○	◐
Gold	Fairtrade[4] Fairmined credits Responsible Gold Credits	Mass balance Book & claim	○	●	●	●	●
Indium	Recycled	Segregated	●	◐	○	○	◐
Iron / steel	Recycled	Controlled Blending	●	◐	○	○	◐
Lithium	IRMA assessed mine	Identity Preserved	○	●	●	●	●
Magnesium	Recycled	Segregated	●	◐	○	○	◐

	Risk mitigation & positive impact[3]						
Focus material	Fairer source[1,2]	Chain of custody model[2]	Avoid primary material consumption	Health & safety	Improved worker / community voice	Improved worker / community income	Nature
Nickel	Recycled	Segregated	●	●	●	●	●
Plastics	Recycled	Segregated	●	●	●	●	●
Rare Earth Elements**	Recycled	Segregated	●	●	●	●	●
Silver	Fairmined credits	Book & claim	●	●	●	●	●
Tin	Recycled	Segregated	●	●	●	●	●
Tungsten	ASM	Mass balance	●	●	●	●	●
Zinc	Recycled	Segregated	●	●	●	●	●
Chromium, Glass, Graphite, Manganese, Mica, (Poly-)Silicon, Tantalum, Titanium	Work in progress - fair mined and recycled sourcing models to be implemented until 2027.						

[1] Fair source connected to at least one of Fairphone's products. Different sources & chain of custody model may be used for different products; table shows the majority use.
[2] Definition per ISO 22095:2020. Colours indicate the verification level: Green: Third party certified; Light green: Second party verified (in person visits by Fairphone); Grey: Documentation verified by Fairphone.
[3] For mined materials: at mine site; for recycled materials: at the material fabrication stage(s).
[4] Fairtrade gold integrated in the supply chain.

Our key highlights in sourcing materials from fairer mines and from recycled sources in 2024 include:

Materials from fairer mines

Piloted responsible gold credits in Tanzania

In 2024, we covered a portion of our 2024 gold footprint, representing over 600 grams of gold, through the Responsible Gold Credits program we piloted in East Africa, in partnership with the Impact Facility and Solidaridad. Our remaining gold footprint for the year was addressed through Fairmined credits from the Chede mine in Colombia, and Fairtrade Gold integrated into our supply chain from the Colombian mines Limata, Cambio, and Macdesa.

Further advancing innovation in mineral credit models, the Responsible Gold Credits pilot applies to mine sites that are not yet certified, but are improving continuously towards better practices. Fairphone purchased credits worth over $3,000 from the Nsangano artisanal gold mine in Tanzania. Miners there now plan to invest this in monitoring equipment for toxic fumes, mercury elimination technology, and seedlings for community reforestation.

Accounted for 100% of our cobalt footprint… again

For 2024, Fairphone again accounted for 100% of its cobalt footprint with more than 2.5 tonnes of cobalt credits purchased from the artisanal Kamilombe mine in the Democratic Republic of Congo (DRC), contributing almost $13,000 to further health and safety, environmental, and labor improvements. We successfully piloted the cobalt credits with our partners at the Fair Cobalt Alliance and the Impact Facility in 2023. The same year, we purchased cobalt credits worth 2.5 tons of cobalt—covering 100% of our 2023 cobalt consumption. In 2024, part of these funds enabled the mining cooperative and worker representatives to purchase eight dynamos and motors. These devices pump air into underground shafts, preventing suffocation and fatalities for over 3,200 miners working underground. Additional funds were allocated to support improvements for women working at the mine site.

Bringing everyone together for a responsible lithium partnership

For our Fairphone 5 batteries, we source all lithium from an IRMA-assessed mine site in Chile's Salar de Atacama[11]. Our involvement in the Responsible Lithium Partnership in 2024 focused on strengthening the capacity of a multi-stakeholder roundtable in this region. This roundtable brings together communities, indigenous actors, mining companies, and government representatives, to discuss and implement responsible water management solutions. By supporting this initiative, we are fostering dialogue and collaboration in one of the most ecologically sensitive regions.

Pioneering recycled materials

Recycled plastics: pushing the boundaries

We achieved an industry-leading 98% post-consumer recycled (PCR) plastics by weight in our new Fairbuds, overcoming challenges in achieving the high quality needed for translucent plastics. This means that nearly all plastic parts in the Fairbuds—excluding the infrared lens and battery frame in the charging case—were made from PCR materials. We are proud of this accomplishment, which was achieved by building the responsible sourcing capacities of our suppliers, and aligning them with our PCR material definitions and sustainability impact requirements.

Recycled copper: advancing circularity

Our new charging cable will include 100% PCR tinned copper wire, while the pins (or plugs) in our chargers are made entirely from PCR copper alloy. To achieve this, we collaborated directly with our copper supplier to meet our impact goals. This is a major milestone, incentivizing the recycling of copper from end-of-life products.

Recycled rare earth elements: from zero to 100%

All nine magnets in the Fairbuds launched in 2024 contain 100% certified post-consumer recycled rare earth elements. This marks a significant improvement from our first True Wireless Stereo earbuds, which contained no recycled rare earth materials. This progress was made possible through partnerships with certified suppliers, and our commitment to driving innovation in material recycling.

Building a fairer future

Every initiative in 2024 highlights Fairphone's dedication to continuous improvement and responsible sourcing. By addressing both mined and recycled materials, we ensure that every component of our products contributes to better practices for people and the planet. As we continue to raise the bar, we remain committed to inspiring industry peers to join us in creating a more sustainable electronics industry.

[11] Initiative for Responsible Mining Assurance (IRMA)

4.3 Fair factories

Suppliers demonstrating fairer conditions

Product	Target	Overall results	of which, Tier 1	of which, Tier 2
Fairphone 4	4 out of 8	5	1	4
Fairphone 5	6 out of 8	7	1	6
Fairbuds XL	1 out of 1	1	1	-
Fairbuds	1 out of 1	2	1	1

Progress on Fairphone's fair factories standard

This table gives insights on the progress of strategic suppliers on Fairphone's Fair Factories Standard (explained on the next page). This scoring reflects whether the suppliers have demonstrated the leading practices per theme to Fairphone or an independent party. This journey is not static; suppliers may demonstrate industry-leading practices on one theme, while still working towards those on other themes. Fairphone is committed to collaborate and support direct and indirect suppliers to improve their performance over time to strengthen human rights and reduce the impact on nature. These efforts are described in further detail in the rest of this chapter.

		Living Wage	Worker Voice	Health & Safety	Nature	Independent Compliance Audit	ISO14001 Environment	ISO45001 Health & Safety	ISO50001 Energy & GHG
Smartphone	Final assembly				SBTi	✓	✓	✓	✓
	Battery				SBTi	✓	✓	✓	
	PCB					✓	✓	✓	✓
	Cameras					✓	✓	✓	✓
	Display						✓	✓	
	Speaker								
	Vibration motor					✓	✓	✓	
Audio	Final assembly					✓	✓		

Legend

- Leading
- Advancing
- Basic
- Working towards Basic

- Full living wages paid
- Fairphone Living Wage Bonus
- Zero Exposure to CEPN priority chemicals
- SBTi approved GHG target
- Renewable energy for Fairphone production

At Fairphone, we go beyond traditional auditing. We work directly with our suppliers to tackle critical issues such as living wages, workers' voice, health and safety, and minimizing our impact on nature. Fairphone's Fair Factories Standard indicates what we see as leading practices in the industry currently. We work on these with our direct and indirect suppliers. Instead of a one-size-fits-all approach, we collaborate with suppliers to develop improvement plans that are informed by detailed assessments and worker surveys. This year, we've taken meaningful steps to support our Tier 1 and Tier 2 suppliers to further raise their social and environmental standards.

We noted that especially Tier 2 suppliers may have ISO certifications in place, but are less often audited against a broader compliance standard. That's why in 2024, we have supported two sub-suppliers to get ready for compliance auditing, sponsored one third party audit at a sub-supplier, and supported three (sub-)suppliers to obtain social and environmental certifications. This goes a long way in creating workplaces that are safer and more sustainable in every way. The next section highlights key achievements on the four themes of our Fair Factories Standard, beyond compliance standards and certifications.

Fairphone's fair factories standard

	Living wage	Worker voice	Health & safety	Nature
Leader	✓ Full living wages paid	✓ Best practice worker representation	✓ Worker-Management Safety Committee meets CEPN guidelines	✓ SBTi approved GHG target ✓ Renewable energy ✓ Zero waste to landfill
Advancing	✓ Living wage in product prices	✓ Democratic worker representation, or worker-management committees ✓ Regular worker surveys and dialogue	✓ Zero exposure to CEPN's priority chemicals	✓ Targets and reporting on GHG, waste and water ✓ Safe chemical management ✓ ISO50001
Basic	✓ Living wage gap calculated ✓ Wage and benefits meet local laws	✓ Anonymous grievance channels available	✓ 3rd party audited or ISO45001	✓ 3rd party audited or ISO45001

Highlights in 2024

Living wages

Since 2019, we have distributed over one million US dollars to supply chain workers to help raise their wages. This year alone, we paid out a total of $91,000 in living wage bonuses to benefit over 1,500 workers for time spent on Fairphone production, supporting two supplier factories and one sub-supplier factory. We also had one sub-supplier paying out full living wages to all their employees, irrespective of the brand they spent time working on, following wage gap assessments with Fairphone. This is a significant milestone when it comes to closing the gap, and serves as an excellent example for fairer compensation in the electronics industry. We have supported WageIndicator Foundation make living wage estimates of over 165 countries available to everyone for free.

Living wage bonus

$ 91,000

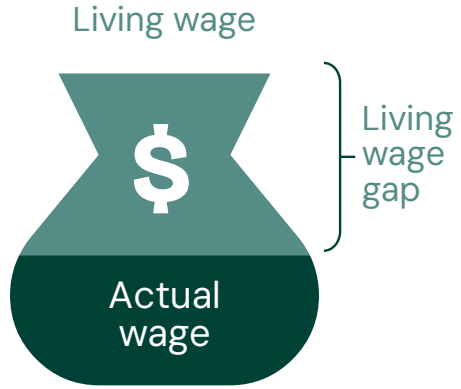
paid to >1,500 workers
in 3 factories in 2024

How we close the gap

For every hour spend at the Fairphone production line, Fairphone fills the gap to a 100% living wage: the living wage bonus.

The bonus is equally divided over all low paid workers that work at the factory, also if they are not working on Fairphone products.

Fairphone is not the only customer of the factory. We can only enable living wages for the time spent on our own products.



Bonus paid directly to workers*

Per product or per component

$ 1.20
Fairphone 4

$ 1.20
Fairphone 5

$ 0.06
Fairphone 4/5 Vibration motor

$ 0.23
Fairbuds XL

$ 0.09
Fairphone 5 Battery

$ 0.55
Fairbuds

*The total living wage bonus distributed in the reporting year is based on total production, not on total sales.

Workers' voice

In 2024, we conducted worker satisfaction surveys at two sub-suppliers through an independent third party. This was to ensure workers' voices are heard and that they are part of the decision-making process. The surveys resulted in several improvements, including capacity-building training to empower women, training on grievance mechanisms, and harassment prevention initiatives. The trainings saw active participation by worker representatives, helping to strengthen worker representation systems at the suppliers.

Health and safety

This year, we expanded the use of the Process Chemicals Data Collection (PCDC) tool across additional sub-suppliers, now covering eight (sub-)suppliers in total. We also supported one particular supplier in implementing all best practices for a worker-management safety committee, aligned with the Towards Zero Exposure program. Another supplier strengthened their emergency response training, increasing preparedness and worker safety. As always, the health and safety of the workers remain a top priority for us.

Improvements made in factories in 2024

Nature

Our commitment to sustainability extends across the supply chain. In 2024, we supported one of our final assembly factory partners (for our smartphones) in getting their greenhouse gas (GHG) reduction targets validated by the Science Based Targets initiative (SBTi). Our battery packaging supplier has also set short-term CO2 reduction targets in line with SBTI. We also rolled out a GHG survey to ten (sub-)suppliers, improving data on emissions, and ensured renewable energy was used for Fairphone production at three (sub-)suppliers (via a market-based approach). Additionally, we helped a supplier obtain ISO14001 certification for environmental management, and ISO50001 certification for energy and GHG management. Two manufacturers also mapped their waste streams with our support, to increase recycling and reduce waste sent to landfills.

Processing chemicals: progress toward zero exposure

Fairphone is a founding signatory of the Toward Zero Exposure (TZE) program, which seeks to protect workers from chemical hazards in the electronics supply chain.

Our progress includes:

- **Eliminating Exposure to Hazardous Chemicals**: None of the priority chemicals are used in the final assembly factories of the Fairphone 4, Fairphone 5, Fairbuds or Fairbuds XL. Fairphone is proud to be the first company to start eliminating CEPN's second round priority chemicals.
- **Data Collection**: Using the PCDC tool, we've gathered chemical-use data from suppliers, representing over 80% of our supply chain spend. We exceeded TZE requirements by also collecting data from strategic component suppliers.
- **Worker Engagement**: One supplier's safety committee meets CEPN's requirements, ensuring workers are consulted, informed and actively participating to protect their health.
- **Verification and Reporting**: All process chemical data has been reviewed and verified by Fairphone. The full Restricted Substances List (RSL) provides transparency on all chemicals restricted in our supply chain.

By taking these steps, we are driving safer practices for workers and proving that responsible production is achievable in the electronics industry.

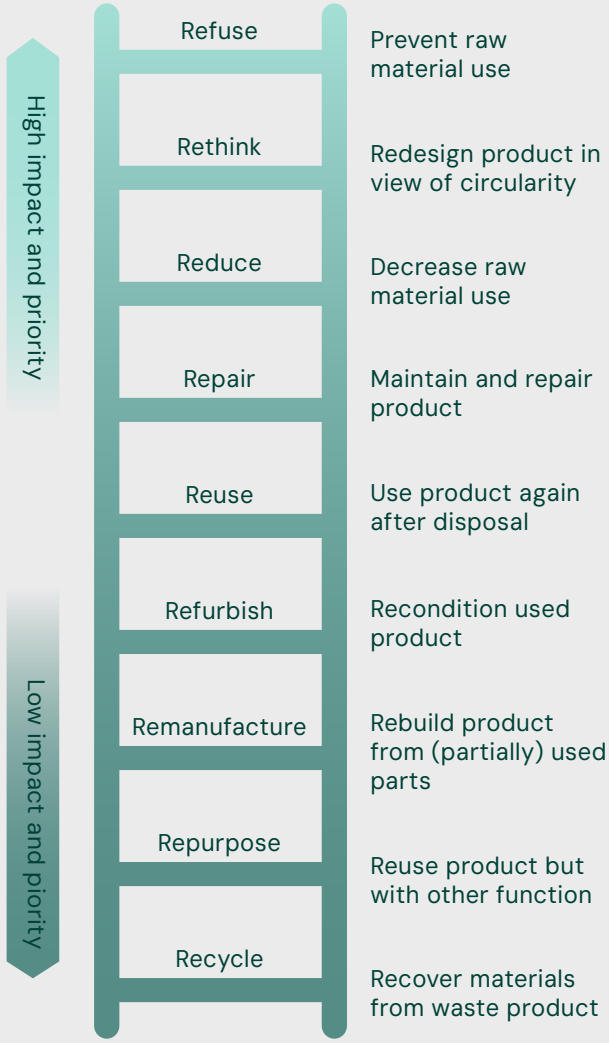
For further information on our supply chains assessments and due diligence, please refer to Annexes 7.3.3 and 7.5.

Grievances and remediation

In 2024, Fairphone received one supply chain-related grievance, concerning the management of environment, health and safety at a sub-supplier. We followed up on the grievance with the respective supply chain actor, while protecting the anonymity of the person who raised the concern. With our involvement, the supply chain actor has already implemented remediation actions in line with a jointly agreed Corrective Action Plan on issues concerning health and safety, working conditions and worker welfare. We will continue to monitor the conditions and provide support to the supply chain actor where needed.

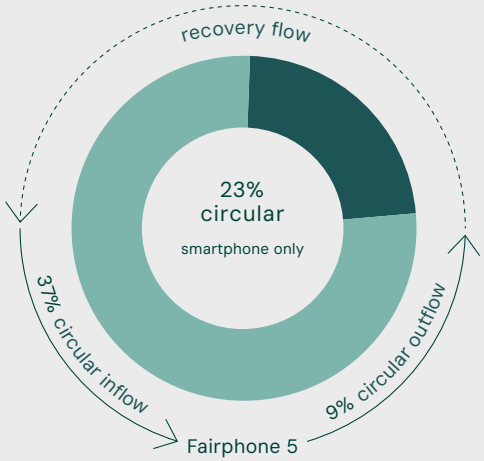
4.4 Circular products

Levels of circularity: 9 R's

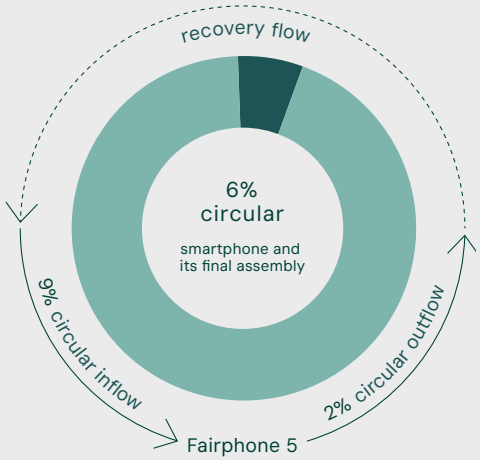


Circularity has been a main focus since Fairphone's inception. Our approach to circularity aims at addressing all nine Rs as much as possible, recognising that the highest impact is achieved at the highest rungs of the ladder. In 2024, we have attempted to portray our circularity efforts through a quantitative circularity indicator, in line with the Circular Transition Indicators (CTI). See the graphs on the next page for more.

Circular Transition Indicators (CTI) for the Fairphone 5



The Fairphone 5's overall material circularity rate on the material level is 23% or 6%, depending on the scope taken into account. In the first score, we show Fairphone 5's material circularity looking only at the smartphone. For the circular inflow, we consider all materials which end up in the final product and determine which are from recycled sources. For the circular material outflow, we look at the recyclable materials in the phone[12], resulting in the overall material circularity rate.



In the second score, we show Fairphone 5's material circularity beyond what ends up in the phone. For the circular inflow, we consider all inputs to the final step of producing one smartphone, including production waste as well as process substances, and determine which are from recycled sources. For the circular material outflow, we look at the recyclable materials and substances in the phone, as well as waste resulting from the final production step, resulting in a much lower overall material circularity rate.

[12] This in line with CTI. Unfortunately, it represents how much can be *theoretically* recovered, and not how much is *actually* recovered in the recycling process.

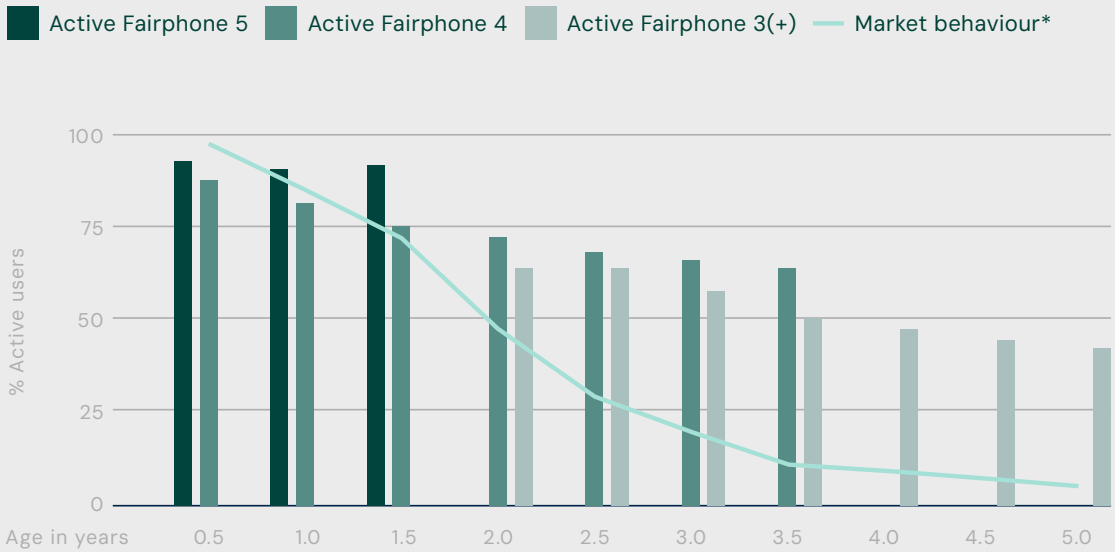
Even though we report here on the commonly used CTI, we do see a risk with this and other existing circularity scores. Their scope and assumptions are not always transparent, and data sources can be unreliable. In the examples above, it becomes obvious that a small change in scope makes a large difference in the overall score. This may lead to unfair comparisons between products, companies, and applications. For this reason, we are currently developing a more comprehensive and transparent circularity framework, with the goal of driving and measuring circularity across multiple dimensions.

4.4.1 Long-lasting products

As you can see below, we successfully achieved our longevity targets for our our devices (from Fairphone 3 onwards) in 2024. On the right, we have also illustrated how our devices hold up against the market average.

	Fairphone 3(+)	Fairphone 4	Fairphone 5
2022	5.5 years		n/a
2023	4.7 years		n/a
2024	5.1 years	6.2 years	6.1 years

% of active Fairphones per age of phone



* Based on independent surveys (details on request). Recall bias may affect accuracy, especially for early periods.

The bars in the graph represent all active phones of a certain age. If the bar is above the market average line, the percentage of active phones in this age group is higher than the market benchmark. This means they are saving emissions, raw materials, and water. If the bar is lower, the opposite applies.

To measure longevity, we combine weekly signals from active Fairphones (Fairphone 3 and above) with biannual user surveys. Phones that respond to our signals are considered active, while those that are unresponsive for at least 30 days are classified as inactive. This data, together with survey insights about users' expected additional usage time, forms our Longevity Score—a unique metric that reflects the likely lifespan of our phones.

At Fairphone, longevity is more than a feature—it's the baseline. By ensuring our products stay in use for as long as possible, we reduce the environmental and social costs of electronic waste and resource consumption. In 2024, we furthered our mission by innovating where it mattered, launching products that challenged the status quo, enhancing our user experience constantly, and partnering with like-minded industry players, always looking to see where we can improve.

For example, we took significant steps to further enhance the usability and repairability of our products. Just six months after launching the Fairphone 5, we published its PCB schematics online, empowering users to conduct advanced repairs. For Fairphone 4 users, we delivered a major camera software update, enhancing image quality, video stabilization, and enabling 4K capabilities—demonstrating our ongoing commitment to older models, even with newer Fairphone models in the market.

Our vision for longevity expands beyond phones. In 2024, we launched the new Fairbuds, the first true wireless earbuds with user-replaceable batteries (in the individual buds and the case), crossing a new milestone for durability and sustainability in personal audio.

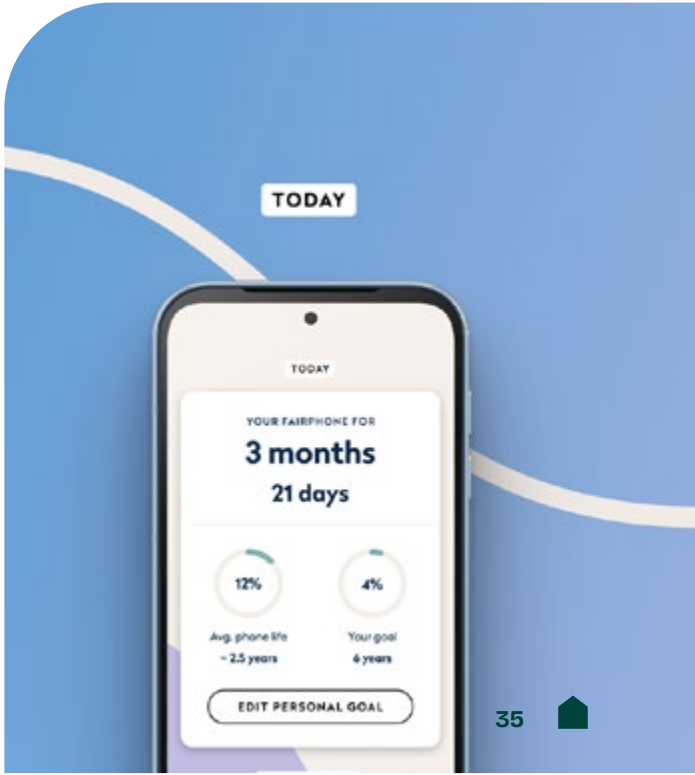
Our customers benefit from extended warranties of up to five years, reasonably priced spare parts, and a vast range of repair information. To further promote longevity, we ran a campaign offering €100 spare part vouchers, encouraging users to maintain and repair their devices at later stages of their product's life, instead of replacing them.

In 2024, we also introduced three new initiatives to help customers extend their devices' lifespans:

- **The Fairphone Timeline**: This was a brand-new feature within the Fairphone app (pictured below) that provides a detailed view of events from the customer's journey with their Fairphone, celebrating key milestones and motivating them to keep their phone for longer.

- **Battery Replacement Notifications**: Automated reminders every two years to replace batteries, tackling one of the main reasons why phones are replaced.

  Keep Club: A loyalty program (pictured on the left) that rewards customers for keeping their Fairphones in use for longer, aligning sustainability with tangible benefits for Fairphone users.



Research and collaboration also played a critical role in advancing our longevity goals. In partnership with INSEAD's Sustainable Business Initiative, we explore the factors that drive longer-lasting products and the advantages of refurbishment. Through the 'Tackling Fixophobia' consortium, we work to understand consumer barriers to repair, while contributing our insights to the **Circular Electronics Design Guide** to encourage industry-wide change.

Our efforts are already having an impact. By designing products that last, fostering DYI repairability, and equipping users with tools to keep their phones for longer, we are reducing e-waste, conserving resources, and showing the industry that a better, fairer way is possible.

Fairphone-as-a-Service through Commown

Fairphone partners with **Commown** to promote Fairphone-as-a-Service and make the devices last even longer. Commown is a French cooperative company, where customers, employees, manufacturers, and financial partners co-own a fleet of more sustainable devices. The co-op provides Fairphones and other devices "as a service", in a renting model that includes repair and maintenance. This shared ownership allows for a collective access to more spare parts, by using irreparable devices: Commown can still replace all modules of its Fairphone 2 customers, nine years after the launch of the device. Fairphone receives a monthly fee from Commown for software upgrades and ensuring spare parts are available, and customers can access the Commown offer through the website. Through this model and partnership, Fairphones last even longer: 90% of the Fairphone 3/3+ managed by Commown were still active in October 2023. In comparison, their activation rate outside of the Commown-model was around 60% at the time.

> **[The timeline] helps me understand when and how to intervene to keep my Fairphone looking its best.**
> *– Fairphone 4 user*

4.4.2 Repair

At Fairphone, repairability isn't just a feature—it's a core part of our mission to make electronics more sustainable.

After more than ten years in the industry, we have established that repairability isn't a bonus or an afterthought for us—it's the baseline. To make electronics more sustainable and longer-lasting, ease of repairability will always rank high on the priority list. It has to.

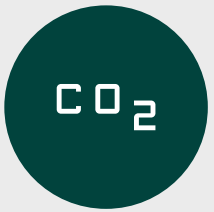
We've made it easier than ever for our customers to keep their devices for longer, saving time, effort, and resources by enabling quick and easy at-home repairs. With our Fairphone do-it-yourself (DIY) service, customers can assess issues with their devices, order an in-warranty spare part, and repair their product themselves—all from the comfort of their homes. This approach eliminates the need to send devices to a repair facility, reducing downtime, and doing away with the inconvenience of using a temporary replacement device during repairs.

The benefits of DIY repair extend far beyond convenience. By reducing the need for repairs in our facilities, we cut down on unnecessary logistics, requiring only one shipment—the spare part itself. This not only simplifies the process, but also avoids additional CO2 emissions and reduces logistics costs. It's a win for our customers, for the planet, and for our operational efficiency.

In 2024, we expanded our DIY repair service to include the Fairphone 4, Fairphone 5, and Fairbuds XL. We're not stopping here. Our goal for 2025 is to further enhance our DIY repair capabilities, onboarding even more products into the service. Alongside this expansion, we have researched and delivered improvements to the customer experience, with bigger changes planned in 2025 to make repairs simpler, faster, and even more accessible.

31%
DIY repairs out of total repairs

39%
faster than serviced repairs



14%
CO_2 emissions avoided

26%
cost reduced for Fairphone

4.4.3 Reuse

In 2024, our Reuse and Recycling Program achieved a reuse rate of 62% for devices collected[12]. This initiative has been serving multiple purposes: recovering spare parts for repairs, refurbishing non-Fairphone branded devices, repurposing devices to other products and industrial solutions, and ensuring that all unusable devices are responsibly recycled.

A significant portion of devices—38%— recovered from our Reuse and Recycling Program were Fairphone 3(+) models. These devices undergo a dismantling process to extract spare parts, which are then reused for repairs. This year alone, we recovered 6,125 reusable parts, including motherboards and displays, with 12% of these already integrated into repair processes. Looking ahead to 2025, we are committed to expanding the reuse of recovered parts across all models and exploring the possibility of selling second life spare parts.

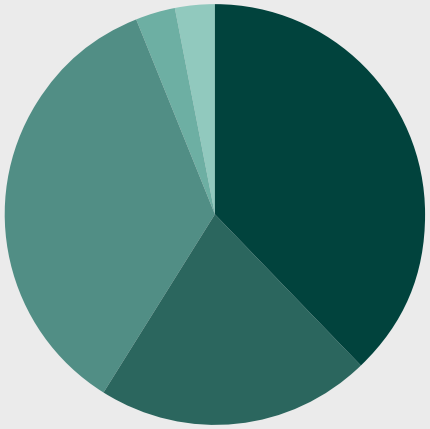
Another 21% of recovered devices were Fairphone 2 devices, which we stopped supporting in 2023 after an unprecedented seven years of support. These are devices that we can no longer refurbish or reuse in our own operations. Since 2024, we have been partnering with Citronics, a Belgium-based company aiming to refresh the European tech industry with sustainable and resilient low-tech computing solutions. Citronics has a vision to transform end-of-life smartphones into powerful and flexible embedded microcomputers, and we have been helping them by sending old Fairphone 2 models we had at our end.

[12] This consists of Fairphone devices reused in repair, Fairphone devices repurposed in industrial solutions, and non-Fairphone devices refurbished by recycling partners.

	FP1	FP2	FP3	FP4	Non FP
Number of devices taken back in 2024	111	612	1,081	73	977

Reuse and recycle achievements

This is how the devices from our Reuse and Recycle Program were used in 2024.



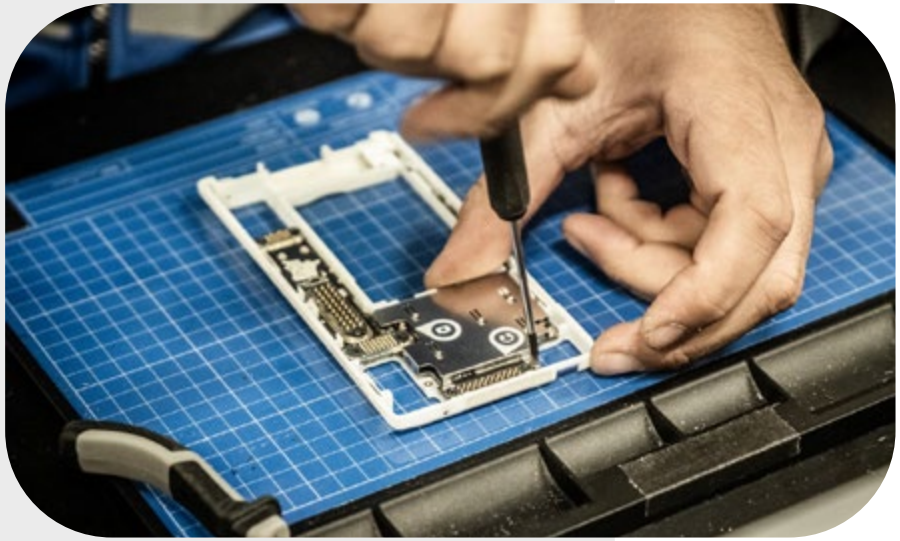
- **38%** Fairphone devices reused in repair
- **21%** Fairphone devices repurposed in industrial solutions
- **35%** Fairphone devices recycled
- **3%** Non Fairphone devices refurbished by recycling partner
- **3%** Fairphone devices to be reused

In November 2024, our collaboration reached an exciting milestone, with the launch of the first circular microcomputer powered by repurposed Fairphone 2 motherboards (pictured below). These microcomputers can be used in many ways, from controlling machinery of an industrial floor, to monitoring heating systems at home and battery health on e-bikes. These devices can also send data to be stored in the cloud, which can be useful for train systems, ATMs, or even education purposes. The applications are endless, and the Fairphone 2's modular design went a long way in making this feasible. Our collaboration with Citronics will continue in 2025, and we are excited to see what the future holds for our older devices.

We also recovered 3% of non-Fairphone branded devices that were suitable for refurbishment. While Fairphone does not handle this process directly, we transfer these devices to our recycling partner, Cadaoz, who refurbishes and resells them through their own channels, effectively giving each of these devices a new life.

Currently, 38% of the devices that have been collected through our program have not yet been reused. Of these, 35% are non-reusable smartphones that are recycled to recover valuable raw materials through our recycling partner. The remaining 3% are Fairphone 4 devices, which we plan to process similarly to the Fairphone 3 in the future, dismantling them to recover spare parts for reuse.

Our Reuse and Recycling Program is a critical component of our circularity efforts. It ensures that devices and components remain valuable for as long as possible, reducing electronic waste and recovering essential resources in the process.



4.4.4 E-waste neutral products

At Fairphone, we are committed to achieving e-waste neutrality across our products. This means that for every unit sold, an equivalent weight of electronic waste is collected and responsibly recycled. In 2024, 90% of the products we placed on the market were 100% e-waste neutral, covering devices like the Fairphone 4, Fairphone 5, Fairbuds, Fairbuds XL, USB-C to Mini Jack adapters, and all other electronic spare parts for these products. Our efforts to collect electronic waste span multiple programs and partnerships, which are (in order of responsibility): Reuse and Recycle Program (2%), our Module Take-Back Program (0.1%), contributions to Extended Producer Responsibility Schemes (13%), e-waste race activations (43%), and e-waste collection in Ghana with ARGO360 (42%). For the e-waste races, we partner with Race Against Waste B.V. in the Netherlands as well as Das macht Schule e.V. in Germany. Together, we organize school competitions in which children are educated about the growing e-waste problem the world over, and how they can help address it. Initiatives like this help consumers across Europe return old devices for reuse and responsible recycling, while also educating them about the looming crisis at hand.

Ghana is a region bearing a disproportionate share of the global e-waste burden. Together with ARGO360, GreenAdvocacy Ghana, and the Greater Accra Scrap Dealer Association, we are not just collecting waste, but also working to improve the livelihoods of waste pickers. In 2024, we jointly launched the Towards a Living Income for (e-)Waste pickers in Ghana project. This project is supported by the Social Sustainability Fund as part of the Netherlands Enterprise Agency (RVO), and is in commission of the Dutch Ministry of Foreign Affairs.

It focuses on three key goals:

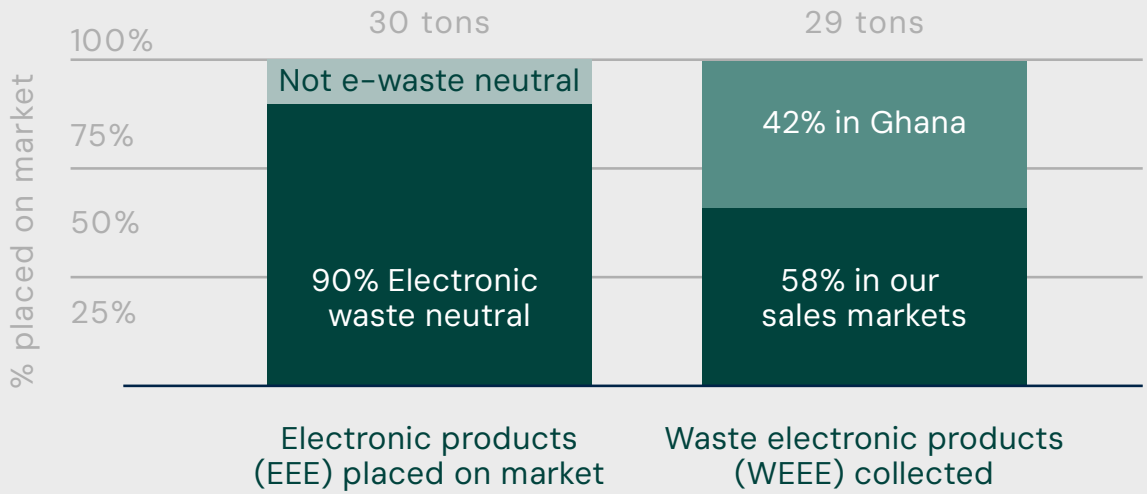
- **Increasing incomes**: Many waste pickers in Ghana earn far below a living wage, struggling to cover basic needs like food, housing, and healthcare. Our project aims to close this gap, reducing social risks like child labor, while improving the quality of life for these workers and their families.

- **Improving working conditions**: Our e-waste compensations already ensure that the most hazardous part of dismantling the collected e-waste happens in a safer way. With this project, we will go further by enhancing the safety and dignity of those involved in collecting, transporting, and storing e-waste.

- **Building local recycling capacity**: By collaborating with recycling companies in Ghana and advancing their practices, we aim to create more jobs and increase local income opportunities. These efforts will also reduce reliance on exporting e-waste for processing, fostering a circular economy within Ghana.

Fairphone works towards a fairer and more circular smartphone industry, designed to reduce waste and pollution as much as possible. We want to keep electronic products at their highest value for as long as possible in various ways. By combining education, innovation, and advocacy to keep resources in the loop, we will be actively improving the health and working conditions of those whose livelihoods are dependent on electronic waste.

2024: Electronic products placed on market and collected



Chapter 5

Products

5.1 Fairphone 5

Warranty: 5 yrs

Software support: 8 yrs

And hardware support including spare parts availability (until at least 2031)

iFixit: 10/10

World-leading repairability

Replaceable modules: 10

Available in our webshop for a fair price

Ingress Protection: IP55

Weatherproofed: resistant to soft water jets and dust

Drop tested: 1.8 m (6 ft)

Durability certified (MIL-STD-810H & ICE 60058-2-31)

CO2e footprint: 42.1 kg (265 GB), 35kg (128 GB)

Based on three year industry average usage time

Fair materials: 76%

Average across 14 focus materials

Living wage bonus: $1.90

Per unit to factory workers (also of components)

Supports workers and the planet

Strenghtening worker voice, health and safety, and reducing GHG emissions at our suppliers

E-waste neutrality: 100%

We commit to reusing or recycling the same weight of e-waste for all phones we sell

Climate conscious

We avoid and reduce emissions, and for the remainder of our footprint, we invest in Gold Standard-certified climate projects

5.2 Fairphone 4

Warranty: 5 yrs

Software support: 5 yrs

And hardware support including spare parts availability

iFixit score: 10/10

World-leading repairability

Replaceable modules: 8

Available in our webshop for a fair price

Ingress Protection: IP54

Weatherproofed: resistant to soft water jets and dust

Drop tested: 1.2 m (4 ft)

Durability certified (MIL810G)

CO2e footprint: 43 kg

Based on three year industry average usage time

Fair materials: 54%

Average across 14 focus materials

Living wage bonus: $1.26

Per unit to factory workers (also of components)

Supports workers and the planet

Strengthening worker voice, health and safety, and reducing GHG emissions at our suppliers

E-waste neutrality: 100%

The first e-waste neutral device on the market: we commit to reuse or recycle either one phone for every phone we sell, or the same weight of electronic waste

Climate conscious

We avoid and reduce emissions, and for the remainder of our footprint, we invest in Gold Standard-certified climate projects

5.3 Fairbuds

Replaceable parts: 8

User-replaceable, available in our webshop for a fair price

Ingress Protection: IP54

Weatherproofed: resistant to water spray and dust

CO2e footprint: 3.13 kg

Based on three year usage time

Fair materials: 70%

Of total weight (all materials)

Living wage bonus: $0.55

To factory workers

Supports workers and the planet

Strenghtening worker voice, health & safety and reducing GHG emissions at our suppliers

E-waste neutrality: 100%

We commit to reusing or recycling the same weight of e-waste for all Fairbuds we sell

Climate conscious

We avoid and reduce emissions, and for the remainder of our footprint we invest in Gold Standard-certified climate projects

5.4 Fairbuds XL

Replaceable parts: 9

User-replacable, available in our webshop for a fair price

Ingress Protection: IP54

Weatherproofed: resistant to water spray and dust

CO2e footprint: 6.8 kg

Based on 3 year industry average usage time

Fair materials: 52%

Average across 12 focus materials

Living wage bonus: $0.23

To factory workers

Supports workers and the planet

Strenghtening worker voice, health & safety and reducing GHG emissions at our suppliers

E-waste neutrality: 100%

We commit to reusing or recycling the same weight of e-waste for all Fairbuds XL we sell

Climate conscious

We avoid and reduce emissions, and for the remainder of our footprint we invest in Gold Standard-certified climate projects

Chapter 6

Company

6.1 Our people

At Fairphone, we recognize that our people are the foundation of our success. That is why we are committed to creating an environment where every individual feels valued and empowered to grow, while contributing to meaningful, long-term impact.

Fostering diversity and inclusion

Diversity is a core strength at Fairphone, and we're proud to have a workforce with over 28 nationalities. By celebrating cultural differences and prioritizing equity in our hiring practices and training programs, we foster an inclusive environment where everyone has the opportunity to thrive. In 2024, 52% of our 44 new hires identified as female, and 48% as male, showing meaningful progress in our efforts to ensure gender equity. Overall, our workforce is 49% female and 51% male.

Our team is quite diverse when it comes to age as well: 45% of employees are aged 24–34, 37% are 34–44, 14% are 44–54, and the remaining 4% are either under 24 or over 54. This diversity in perspectives enhances our ability to innovate and tackle complex challenges. Last year, we also conducted a neurodiversity survey as part of our DEI (Diversity, Equity, and Inclusion) initiative to better understand and support non-neurotypical employees. The survey had 92 participants, and the results showed that nine people identified as neurodivergent. We will continue to support these employees accordingly in 2025.

Prioritizing employee well-being

Caring for our employees goes beyond offering competitive compensation. We've prioritized holistic well-being with initiatives that support mental health, work-life balance, and professional development. Flexible working arrangements, wellness programs, and open communication channels help foster a culture where people feel supported both personally and professionally. That said, competitive compensation is also crucial. A key initiative this year was our salary and leveling project, aimed at ensuring fair and market-competitive salary levels for all employees through a transparent salary and growth framework. Within this framework, we ranked all employees in the 40–50th percentile for salary benchmarks, with the 50th percentile applied to employees that are currently at our lowest salary levels.

We also had our fair share of challenges this year. As part of an organizational reengineering exercise, we had to let go of 16 colleagues this year, which influenced our employee engagement and satisfaction levels significantly. This also likely influenced a higher-than-desired average sick leave rate of 9% in 2024 (up from 3.1% from 2023). To address this, we took a hands-on approach to well-being, equipping managers to better support their teams, crafting clearer career pathways, offering mentorship opportunities, and fostering leadership. These efforts contributed to a 19% improvement in our employee engagement score over the year, which rose from 54% in Q2 to 68% by the end of the year. We simultaneously saw a spike of 12% in our satisfaction score as well, going from 52% in Q2 to 64% in Q4.

Developing strong leadership

Strong leadership is essential to achieving our mission. In 2024, we welcomed five new management team members, including a new Chief Executive Officer, Chief Financial Officer, Chief Technology Officer, Chief Commercial Officer, and a new Head of People & Culture. The management team now has gender parity, with 50% identifying as female and 50% as male. To continue strengthening leadership, we're focused on gathering detailed employee feedback, and equipping managers further with the skills they need to lead, support, and collaborate effectively.

As we move forward, we remain committed to fostering a workplace where employees feel valued, supported, and empowered to do their best work. By aligning our HR strategies with our sustainability mission, we will continue prioritizing inclusion, well-being, and long-term growth, while building processes to sustain these efforts in the years to come.

6.2 Our customers

> **I've already recommended them to lots of people! I love that they're built to last and how easy they are to fix.**
>
> *– German customer, Fairphone 5*

At Fairphone, we are privileged to have a diverse and passionate community of customers across Europe. Spanning a variety of ages, backgrounds, and motivations, our customers share a common goal: they want a smartphone that lasts longer, is better for the planet, and aligns with their interest in sustainability and fairness. For many, owning a Fairphone is about finding a reliable, durable device that meets their everyday needs, while reflecting their values. Most refer to themselves as "standard users", relying on their phones for personal use, though some also integrate Fairphones into their work and businesses.

Within this broad audience, several unique segments stand out. A growing group has embraced our audio products, appreciating the unique offering they bring to the market. Another key segment includes customers seeking a de-Googled Android experience, either by purchasing Fairphones pre-installed with /e/OS, or by exploring alternative operating systems independently. Many engage deeply with Fairphone's thriving community forum online, where discussions flourish alongside support from our Fairphone Angels network, a dedicated group of volunteers providing localized assistance. These users often have a keen interest in the technical aspects of their devices as well, from hardware to software.

While Fairphone's current market is limited to Europe, we are continually inspired by stories of customers from around the globe finding creative ways to acquire and use our products.

Recent Milestones

In 2024, our customer base reflected the continued success of our Fairphone 4, with 43% of our customer total using the device—maintaining its popularity since 2023. The Fairphone 5 has gained momentum, overtaking the number of Fairphone 3 users. This year was particularly meaningful for milestones: the first Fairphone 3 users reached the five-year mark, fulfilling the promise we made to them back in 2019. Fairphone 4 users crossed the three-year mark, above the industry average of 2.5 years for smartphone retention. Meanwhile, Fairphone 5 users celebrated their first year of ownership, reinforcing the trust our customers place in our products.

We saw many loyal Fairphone 3 users transitioning to the Fairphone 5 as well, demonstrating the continued affinity our community has for the brand. This loyalty is something we also highly appreciate and plan to further reward in 2025, as part of our ongoing commitment towards customer care.

Listening, Learning, and Celebrating

Our customers are central to everything we do. Choosing Fairphone is more than a purchase—it's a statement of values. We honor this commitment by celebrating the positive impact they make, not just at the point of sale but throughout their journey with us. Tools like the **Fairphone Timeline** and **Keep Club** help users see and feel the difference they are making by extending the life of their devices, reinforcing their role in driving meaningful change.

Seeking constant customer feedback is a cornerstone of our approach. We actively integrate their insights across teams to guide improvements and develop new customer-focused initiatives. This ongoing dialogue has shaped our entire portfolio of products and services, ensuring that we meet their needs while staying true to our mission. One standout example from 2024 was the refresh and relaunch of the Fairphone 4, with a major camera software upgrade as requested by our customers. The best part for our community was that the upgraded experience was absolutely free for existing Fairphone 4 users.

Our efforts did not go unrecognized, reflected in the strong satisfaction scores that we achieved during the year. These scores are continuously tracked at key moments along the customer journey. In 2024, we had set an annual target of 50 points for our Net Promoter Score (NPS). We are happy to announce that we overshot it by quite a bit, ending the year with an admirable 55 points.

Fairphone users are more than customers—they are our collaborators in building a fairer electronics industry. This includes not only individuals but also businesses, especially with the growing adoption of the Android Enterprise Recommended Fairphone 4 and Fairphone 5. We're seeing a shift in customer breakdown, with more companies choosing Fairphone as their partner in meeting their ESG commitments. For businesses prioritizing sustainability, Fairphone stands as the only logical choice.

6.3 Compliance & ethics

As a company that prides itself on being fair, we strongly believe our professional conduct and values shouldn't stop at our door, but should extend throughout our entire ecosystem of partners and suppliers. We are dedicated to fostering transparency, trust, and accountability at every level of our operations. To guide this, we've developed a robust framework of principles that apply across our supply chain. We call this our Ways of Working Together (WoWT). These guidelines outline ethical and operational standards for all stakeholders, including sub-suppliers, subcontractors, vendors, and service providers. While WoWT establishes baseline requirements, we encourage partners to go beyond the minimum statutory requirements, setting new benchmarks for fairness.

Accountability begins at home. Internally, we live by the principle of "walking the talk," ensuring that our practices align with the standards we expect from our partners. Through our Anti-Bribery, Gift and Entertainment Policy, we emphasize zero tolerance for bribery, corruption, and fraud. Our Speak Up Policy provides a safe and confidential way for employees to report misconduct or unethical behavior without fear of retaliation.

To ensure these standards are followed in everyday actions, we run regular compliance trainings for all employees. These sessions cover anti-bribery practices, ethical decision-making, and how to use the Speak Up Policy effectively. New hires have to complete this training within their first six months as part of their onboarding, giving them a clear understanding of Fairphone's values and expectations.

Fairphone's commitment to integrity extends to protecting personal data. Our privacy policy outlines how we manage data across platforms like our website, webshop, and the My Fairphone App, ensuring transparency and trust in every interaction.

By embedding ethics and compliance into all aspects of our work, we aim to set a benchmark for responsible business practices that others can follow.

6.4 CSRD alignment

In 2024, Fairphone undertook a number of steps in order to align its reporting practices with the European Union's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). This effort will further enhance our transparency and accountability across all social, environmental, and governance aspects of our operations and value chain.

A key step in this process was identifying Fairphone's material topics, which was a multiple-phase process that began with a comprehensive mapping of every stage of our value chain:

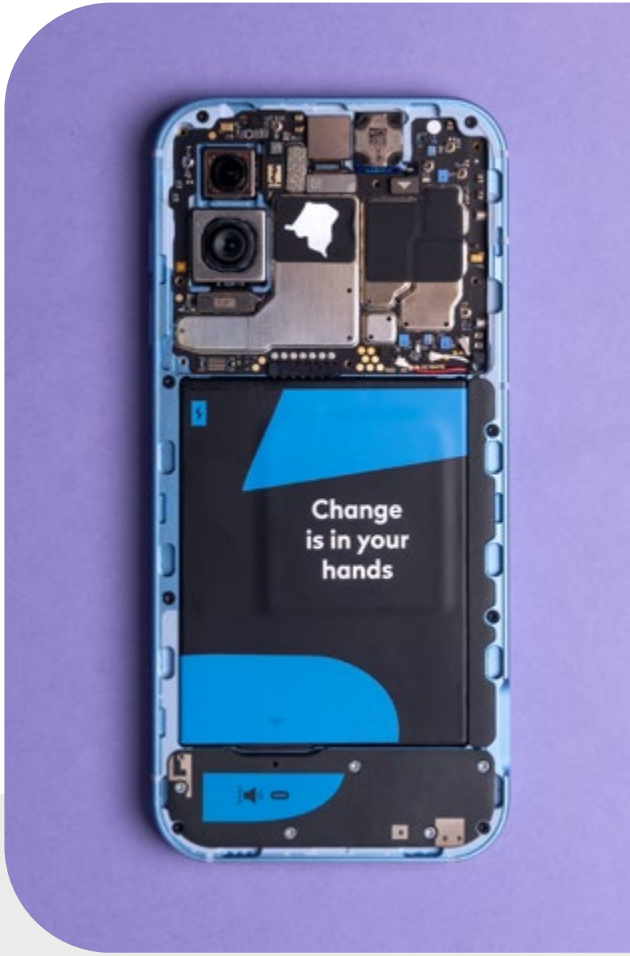
- **Upstream**, covering the mining of materials, smelting and refining, manufacturing, and final assembly of our products
- Fairphone's **own operations**
- **Downstream**, focusing on the usage of our products by customers, as well as repair, refurbishment, and recycling during the end-of-life stage.

At each stage, we assessed the impacts, risks, and opportunities (IROs) present. This exercise led to a long list of material topics, which included those suggested by the ESRS, and formed the basis for identifying the most relevant issues for Fairphone's reporting framework.

Next, we moved to **stakeholder engagement**. Fairphone's unique position in the industry enables continuous interaction with a wide array of stakeholders, including employees, workers in our value chain, suppliers, customers, project partners, and partner organizations on the ground at mine sites. Our regular engagement with these stakeholders provided invaluable insights into the IROs observed across the supply chain, from miners and recyclers to broader communities connected to different value chain stages. Additionally, our internal experts, specializing in fields such as climate action, due diligence, decent working conditions in factories, material sourcing, and circularity, were deeply involved in validating and assessing the identified IROs.

The last phase involved scoring these IROs and ranking them to create our final list of material topics. This included assessing:

- **Impact materiality**, which considered their scale, scope, and irreversibility, and the likelihood of the social, environmental, and governance impacts linked to our operations and value chain.
- **Financial materiality**, which evaluated the magnitude and likelihood of financial risks and opportunities connected to these same factors.



	Fairphone's material topics	Impact	Risk	Opportunity
Environment	E1 • Climate change mitigation	✓	✓	
	E1 • Energy	✓		
	E2 • Pollution of air	✓		
	E2 • Pollution of water	✓		
	E2 • Pollution of soil	✓		
	E2 • Substances of very high concern (SVHCs)	✓	✓	
	E5 • Resources inflows, including resource use	✓		
	E5 • Resource outflows related to products & services	✓		
	E5 • Waste	✓		
Social	S1 • Secure employment	✓		✓
	S1 • Adequate wages	✓		
	S1 • Social dialogue	✓		
	S1 • Work-life balance	✓		
	S1 • Health and safety	✓		
	S1 • Gender equality & equal pay for work of equal value	✓		
	S1 • Training and skills development	✓		
	S1 • Employment and inclusion of persons with disabilities	✓		
	S1 • Diversity	✓		
	S1 • Privacy		✓	
	S2 • Secure employment	✓		
	S2 • Working time	✓		
	S2 • Adequate wages	✓		
	S2 • Social dialogue	✓		
	S2 • Freedom of association, the existence of works councils and the information, consultation, and participation rights of workers	✓		
	S2 • Collective bargaining, including rate of workers covered by collective agreements	✓		
	S2 • Health and safety	✓		
	S2 • Child labor	✓		
	S2 • Forced labor	✓		
	S3 • Security-related impacts	✓		
	S3 • Freedom of expression	✓		
	S3 • Impacts on human rights defenders	✓		
	S3 • Free, prior and informed consent	✓		
	S3 • Self-determination		✓	
	S4 • Privacy	✓		
	S4 • Access to (quality) information	✓		✓
	S4 • Access to products and services	✓		
Governance	G1 • Corporate culture	✓		
	G1 • Protection of whistle-blowers	✓		
	G1 • Political engagement and lobbying activities	✓		
	G1 • Management of relationships with suppliers including payment practices		✓	
	G1 • Prevention and detection including training		✓	
	G1 • Incidents	✓		

Our internal experts scored the identified IROs, and their findings were subsequently reviewed in a final validation workshop that involved our management team. This session established thresholds for impact and financial materiality, and confirmed a refined list of material topics. Fairphone's supervisory board then reviewed and provided their feedback on this final list, ensuring alignment with our strategic priorities.

	Upstream				Downstream	
Fairphone's material topics	Mining	Refining	Manufacturing	Own operations	Use and Reuse	Recycling
E1 Climate change	✓	✓	✓	✓	✓	✓
E2 Pollution	✓	✓	✓			✓
E5 Circular Economy	✓	✓	✓	✓	✓	✓
S1 Own workforce				✓		
S2 Workers in the value chain	✓	✓	✓			✓
S3 Affected communities	✓					✓
S4 Consumers & end users					✓	
G1 Business conduct				✓		
Company specific: Financing of armed or criminal groups	✓					

The outcome of this process is a final list of material topics that reflects the impacts, risks, and opportunities that we will focus on in the short- to medium-term. At the time of reporting, the regulatory environment in Europe is changing and the shape and form of the CSRD is uncertain. However, Fairphone remains committed to continue reporting on the impact we create while challenging and inspiring the industry with our results. The efforts performed in 2024 will help us achieve that, while reinforcing our commitment to transparency, accountability, and meaningful sustainability.

Chapter 7

Annexes

7.1 Scope of this report

This Impact Report provides a comprehensive overview of Fairphone's initiatives, performance, and progress throughout the calendar year 2024. It encompasses data and insights from January 1 to December 31, 2024, covering all aspects of our operations, including product development, supply chain management, environmental impact, and social responsibility efforts.

In line with our commitment to transparency and accountability, the report details our achievements and challenges in promoting ethical practices within the electronics industry. We have aligned our reporting with industry standards and best practices to ensure accuracy and comparability. The data presented has been collected from internal monitoring systems, verified by third-party assessments where applicable, and reflects our ongoing dedication to continuous improvement.

In this report, numerical data has been rounded for clarity and presentation purposes. Specifically, numbers with a decimal portion of 0.5 or greater were rounded up to the nearest whole number. Numbers with a decimal portion below 0.5 were rounded down. This rounding was applied only where it would not materially affect the overall interpretation of the data. For example, 12.5 would be rounded to 13, and 12.4 would be rounded to 12

What did we include and why?

- **Upstream**, covering the mining of materials, smelting and refining, manufacturing, and final assembly of our products
- **Key Performance Indicators (KPIs)**: We present our performance against established KPIs to transparently communicate our progress and areas for improvement.
- **Product Passports:** Detailed information on our products, including materials used, environmental footprint, and social impact, to provide stakeholders with a clear understanding of our product lifecycle.
- **Climate Action:** Our strategies and achievements in reducing greenhouse gas emissions and our roadmap towards net-zero commitments
- **Impact on People and Planet:** Insights into how our operations have affected communities and the environment, highlighting both positive outcomes and areas needing attention.
- **Suppliers' due diligence:** Our suppliers' due diligence approach follows industry standards. Our due diligence findings are reported as an annex to this Impact Report.
- **Our supplier list:** The list of suppliers is also part of an annex to this Impact Report.

What didn't we address in this document, and why?

- **Governance set-up:** We report this set up in our audited annual accounts, to which we apply the Dutch GAAP reporting standard,. We publish these accounts via the Chamber of Commerce, open for everyone who is interested.
- **Sourcing policy:** Our Fair Sourcing policy explains how, next to standard due diligence, we select our focus materials and work with our strategic suppliers to create impact. As it is quite a long and detailed document, we decided to leave it out of this particular report.

This document serves as both a record of our endeavors over the past year and a tool for stakeholders to assess our impact. We welcome feedback and dialogue to further our mission of creating a fairer and more sustainable electronics industry.

7.2 Basis of reporting

Company Impact KPI – objectives

These KPIs are based on Fairphone's theory of change (raise awareness, provide proof, and create followers) to measure Fairphone's impact created to mobilize the industry towards fairer electronics. These KPIs reflect our impact based on calendar year cycles.

KPI: Greenhouse gas emissions avoided

KPI unit of measure

Tons of CO2e avoided; related to KPI 2: Longevity score

Key objective

To demonstrate the prevention of environmental impact through avoiding greenhouse gas emissions by facilitating and encouraging Fairphone users to extend the usage time of electronic products.

Key definitions

- CO2e avoided: CO2 emissions or GHG equivalents avoided due to Fairphone products and efforts versus standard market practice. Emission reductions are reported in Fairphone's GHG inventory and do not overlap with this indicator.

- Standard practices on the market: Practices by parties participating in the markets (e.g. consumer, manufacturer etc.) in which Fairphone is active; described by 3rd parties as standard, common, average or with similar words indicating applicability of the results to the majority of the described group.

Boundaries of data

- Phone purchases avoided due to longevity

FP3 and FP4 (related to KPI 2) as well as FP2

Key data sources

- Impact audit reports of earlier years
  Poll by Slashgear in combination with **other surveys and studies**
- Life cycle assessment of Fairphone 5

KPI: Greenhouse Gas Emissions Reduced

KPI unit of measure

% of CO2e reduced across scope 1, 2 & 3 from the base year 2022

Key objective

To demonstrate reduction of greenhouse gas emissions (GHG) in scope 1, 2 & 3 from the base year 2022, through implementing net zero roadmap and transitioning towards low carbon business operations.

Key definitions

Scope 1 emissions: Direct emissions from sources that are owned or controlled by the reporting company
Fairphone reports market-based Scope 2 emissions: Indirect emissions from purchased or acquired electricity, steam, heat, and cooling.
Scope 3 emissions: All indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.
Base year: A base year is the baseline from which a company will track its performance over time.
Reporting year: The reporting year is the calendar year (January to December) for which you are calculating your GHG emissions inventory.
Purchased goods and services: Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year
Capital goods: Final goods that have an extended life and are used by the company to manufacture a product, provide a service, or sell, store, and deliver merchandise. This category includes all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by the reporting company in the reporting year.
Fuel and energy related activities: Extraction, production, and transportation of fuels and energy purchased, not already accounted for in Scope 1 and 2
Upstream transportation and distribution: Transportation and distribution of products purchased between a supplier and your own operations paid for by the reporting company
Waste generated in operations: Disposal and treatment of waste generated by the company
Business travel: Transportation of employees for business-related activities during the reporting year
Employee commuting: Transportation of employees between their homes and their worksites during the reporting year
Use of sold products: This category includes emissions from the use of goods and services sold by the reporting company in the reporting year. End users include both consumers and business customers that use final products.
End-of-life treatment of sold products: This category includes emissions from the waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.

Boundaries of data

An operational control consolidation approach has been chosen to account for GHG emissions for the reporting year (Jan-Dec) covering data from business activities related to energy use in our own operations, purchased goods and services, capitals goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel and employee commuting.

Key data sources

- Purchase data from supply chain
- Product sales data from finance team
- Spend data on services purchased from finance team
- Inbound logistics data from operations
- Outbound logistic data from after sales team
- Office Energy use (Electricity/Natural Gas) from People Team
- Employee commuting data from employee survey
- Business travel data from TravelPerk/People Team
- Emission factors for 2024 from: Life cycle assessment of products, NL government, Exiodatabase, USEEIO (Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities, Global Logistic Emissions Council (GLEC) Framework.

KPI: People with fairer conditions

KPI unit of measure

The number of people with fairer working or living conditions

Key objective

Measure the number of the people that experience fairer working or living conditions, through the work Fairphone engages in across its value chain in the impact areas fair materials, fair factories and e-waste take-back.

Key definitions

- **People with fairer working or living conditions:** This refers to improvements that positively impact the physical or mental well-being of people, their safety, standard of living, income, voice in the workplace or community and overall protection or strengthening of their rights.

Boundaries of data

- Data for this KPI originates from interventions and/or programs in which Fairphone was involved either in the fair materials, fair factories or take-back impact areas.

Key data sources

- Reports by project partners on program activities
- Reports by manufacturing partners on total number of employees
- UN Household Size and Composition data

KPI: Fair materials

KPI unit of measure

% of device X's total weight that is considered fair materials

Key objective

To provide the example of sourcing fair materials to trigger the industry recognition and demand as a catalyst for investments needed to develop fair mined and (post-consumer) recycled materials.

Key definitions

- **"% of device X's total weight"** refers to the sum of the weight of materials that is considered fair in device X, separately measured based on the Full Material Declaration of device X, vis-a-vis the overall weight of device X as stated in the Full Material Declaration.
- **"Materials"** refers to all materials found in our devices, but with a special focus on our focus and attention materials as per our Fair Materials Roadmap 2030: Aluminium, chromium, cobalt, copper, glass / glass fiber, gold, graphite, indium, iron / steel, lithium, magnesium, manganese, mica, nickel, plastics, rare earth elements, silicon, silver, tantalum, tin, titanium, tungsten, zinc.
- Explanation: The focus and attention materials are the materials with the highest social and environmental impacts in their value chains, and make up around 77% of a smartphone's total weight.
- **"Considered fair"** refers to *linking a fair material source* to the device X.
- A **"fair material source"** refers to a source that has a specific social and/or environmental improvements and it is *linked* to our supply chains and products with a documented chain of custody.
- **"Linking"** refers to different types of chain of custody models in line with the ISEAL chain of custody Guidance, such as segregated, mass balance and book & claim / credit models, through which material sources are linked with the device X.

Boundaries of data

The annual *target* of the KPI applies only to devices newly launched in the reporting year. The Fairbuds were launched in April 2024 falling in the scope of the 2024 annual target.
In our *reporting* on this KPI, we also include the following devices (launched prior to the reporting year):

- Fairphone 4
- Fairphone 5
- Fairbuds XL

The Fair Materials KPI considers the weight of all the materials as indicated in the respective device's full material declarations (FMDs).

Key data sources

The material percentage is calculated based on the full material declarations (FMDs) collected from component suppliers. All collected FMDs are gathered and extracted as a Product Report, allowing for the filtering and aggregation of different material volumes and percentages. The FMDs are closely examined and if necessary triangulated with external sources.

Furthermore, proof of focus materials being sourced from sustainable sources is collected. As different materials have different sustainable sources the type of proof/ data source differs and be in the form of third-party verification, self-declarations, partner reports.

KPI: Fair factories

KPI unit of measure

Number of targeted direct and indirect suppliers that demonstrate improvements or a high level of maturity

Key objective

Advance decent work and environmental responsibility at Fairphone's direct and indirect suppliers, with a focus on living wages, worker voice and representation, health & safety and nature.

Key definitions

Definition of direct and indirect suppliers

- Direct / Tier 1 supplier: manufacturing site that performs the final assembly of the product.
- Indirect / Beyond Tier 1 supplier: the manufacturing site that produces the components and materials that go into the final product, and whose place in the supply chain is in between the raw material manufacturer and the final assembly manufacturer.

Definition of "demonstrating improvement"

It shall be considered that improvement is demonstrated if:

- The supplier can provide evidence that actions have been performed aimed to advance on at least one of the four key fair factory themes (living wage, worker voice, health & safety or nature), in line with the plan agreed with Fairphone, and /or
- The supplier can provide evidence of improved results versus the baseline situation on at least one indicator for at least one key theme, where the baseline was assessed via audits, assessments, surveys or self assessments.

High Maturity:

We count suppliers towards the KPI if they demonstrate they meet all of the requirements for "basic" on all four themes of the Fairphone Fair Factories Standard, meet the requirements for "advancing" on at least three of the four themes, and meet the requirements for "leader" on at least one theme.

Boundaries of data

The introduction and production cycle of the products may not coincide with the KPI cycle 2024 - 2027. Therefore, products may be included in this KPI mid term of the KPI cycle. When a product is included in the KPI, progress made in the supply chain of the product shall be reported on for at least 2 years. When the product is no longer manufactured (excluding the manufacture of spare parts or devices used for warranty purposes), the Fairphone team has the discretion to remove the product from the KPI reporting.

All suppliers who demonstrate improvements, or demonstrate high maturity, in the defined time period will be counted towards the KPI, regardless if the start of the improvement program was in the defined time period or before.

Key data sources

Evidence may include:

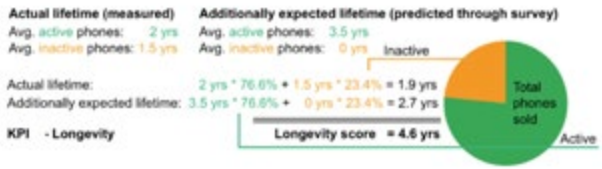
Action plans or roadmaps, in combination with:

- Reports on capacity building or coaching by 3rd parties, and/or
- Audits, assessments, worker surveys or self-assessments that have been verified by 2nd or 3rd parties, and/or
- Invoices, and / or
- Photo's, and / or
- Reporting by the supplier
- Other relevant evidence

KPI: Long-lasting products

KPI unit of measure

Per Fairphone model: avg. lifetime of active Fairphones of a specific model and avg. age when the user stopped using their Fairphone according to the share of overall Fairphones of this model activated since January 2020, plus users' expected additional lifespan of their Fairphone (average over all users participating per survey). The survey responses are assumed to be representative for all at that moment in time still active phones activated of this model since January 2020.



Key objective

To predict the average useful lifetime of each Fairphone model before the end of their lifetime by combining measuring the current actual lifetime (active phones), the average lifetime reached (inactive phones) and the by users additionally expected lifetime of their phone.

Key definitions

- **Active phone:** A Fairphone which has responded to the activity check from Fairphone's back-end within the last 29 days.
- **Activity check:** A signal which is sent from the phone to Fairphone's back-end once a week. The first activation and activity check signals are sent by the Activator App, which is preinstalled on all Fairphones since 01-01-2020, thus starting from Fairphone 3.
- **Additionally expected lifetime:** The average value of customer responses to the Longevity Question which is asked to Fairphone users using a Fairphone 3 or higher in a survey triggered by the MyFairphone app.
- **Actual lifetime:** The time between a Fairphone's activation date and:
  a. If the phone is active: the last day of the quarter which is reported on
  b. If the phone is inactive: its deactivation date.
- **Deactivation date:** The date on which a Fairphone device sends any kind of activity signal (activation, update, still active) to Fairphone's back-end for the last time.
- **Activation date:** The date on which a Fairphone (or more precisely: its core module) connects for the first time to the internet and sends an activation signal to Fairphone's back-end.

Boundaries of data

The Longevity Scores represent all Fairphones starting from Fairphone 3 (released September 2019) on which we know that Fairphone OS (Android) is used. We want to gain insights into the Fairphone models' lifetime when being used by consumers, therefore the score does not include phones on which potentially another OS has been installed since this prevents us from knowing if they are still active. Neither included are Fairphone 4 and Fairphone 5 which are used as demonstration or testing phones at shops or through influencers and product testers. The only group of phones which are not used by consumers but are included in the scope are Fairphone 3(+) demonstration phones since we are not able to identify these among the activated phones.

Key data sources

- Survey to Fairphone users of all models in scope via MyFairphone app
- Activation date and (in)active status of Fairphones are collected in Fairphone's backend. For all models in scope, this data is used to calculate the average lifetime of active and inactive phones. For Fairphone 3(+) and Fairphone 5, it is also used to calculate '% active devices of total devices activated'.
- Google Over the Air server (GOTA) for the number of currently active Fairphone 4 devices to calculate '% active devices of total devices activated' as a proxy during 2024, due to data collection issues which are expected to be fixed in 2025.

KPI: Electronic waste neutral products

KPI unit of measure

% of weight of e-waste neutral products vs. weight of electronic products placed on market

Key objective

This KPI serves to measure the weight of e-waste collected to be supplied to reuse or responsible recycling solutions and motivated, conducted or paid for by Fairphone while comparing it to our product sales. We account for the weight of e-waste collected, match it with the weight of our electronic waste neutral products as well as electronic spare parts placed on the market and put it in relation to our total electronic products placed on the market.

Key definitions

- **E-waste:** An electronic device becomes e-waste once it has been discarded by its owner as waste without the intent of reuse. For this KPI we also consider any product which is not being used, regardless of the reason, as e-waste. Therefore, e-waste products or parts thereof accounted for in this KPI can potentially be suitable for direct reuse, repair/refurbishment and remarketing or serve as input for recycling.

- **Electronic waste neutral product:** Fairphone products placed on the market (sold, given away for free during promotions or sent to users for warranty repairs) with the attribute "electronic waste neutral", meaning that Fairphone commits to collecting the same weight of e-waste as the weight of the product placed on the market in the same year.

- **Responsible recycling:** Responsible recycling means that companies processing the products fulfill environmental, safety, efficiency and ethical standards at least comparable to the currently enforced legal requirements in the EU.

- **Collection:** Collection refers to activities which serve to physically channel e-waste into Fairphone's reverse supply chain, or in that of one of our contracted partners or their partners for repair, refurbishment, remarketing or recycling. A product is collected as soon as the owner handed it over to Fairphone or a (partner's) partner of Fairphone in a manner which cannot be reversed. Alternatively, e-waste can be accounted for as 'collected' when credibly declared by a customer to Fairphone as handed in at a third party which responsibly treats WEEE, motivated by Fairphone.

- **Main product:** Fairphone's smartphones, audio products and accessories. If a main product is placed on the market with the attribute "electronic waste neutral", all related electronic spare parts are automatically "electronic waste neutral", too.

Boundaries of data

The collection activities accepted to count into the indicator score differ per region.

Collection in Fairphone's sales markets:
E-waste which is

- Returned through Fairphone's take back programs (e.g. Reuse and Recycle Program (R&R Program), Module Take Back Program).
- Collected through projects owned or under contract by Fairphone
- Reported to Fairphone as handed in for reuse/recycling at a responsible collection point as a result of our efforts to motivate reuse and recycling. Responsible collection points are e.g. public recycling centers, shops of telecom operators, e-waste collection points in shops which are a part of extended producer responsibility schemes.
- Collected by recycling programs of partners motivated by Fairphone's efforts (clear guidelines to avoid double counting of returned devices to be agreed per partner and program).
- Collected by Extended Producer Responsibility (EPR) Schemes to which Fairphone is obliged to pay fees in line with Directive 2012/19/EU on waste electrical and electronic equipment (WEEE Directive) for the collection and recycling of the products placed on the EU market.
- Collected by EPR schemes in any non-EU Fairphone's sales market.

Collection in countries with insufficient formal recycling infrastructure:
E-waste which is diverted from informal recycling or landfilling in countries with insufficient formal recycling infrastructure to be supplied to responsible recycling facilities by Fairphone or a partner of Fairphone.

Electronic waste neutral products placed on the market
All new (≠ refurbished) electronic main products and their electronic spare parts placed on the market as 'electronic waste neutral' during the reporting period. Electronic spare parts either have a battery or a connector. Excluded are spare parts of electronic waste neutral products which are used for repairs at our repair center. The faulty parts are swapped and kept at the repair center, no additional electronic components enter the market.

Total electronics placed on market
All electronic products sold, given away for free during promotions or sent out for repairs/replacements w/o return of the old product by Fairphone in the reporting period.

Key data sources

- Sales actuals of phones and modules
- Collected device and module processing reports from collection partners
- Invoices for e-waste compensation purchases
- Documentation of other e-waste collection projects

7.3 Company footprint

7.3.1 Annual GHG accounting

Scope/ category	2022 (base year)		2024 (reporting year)		GHG Emissions 2024 vs 2022	Key notes
	In tCO_2e	% of total	In tCO_2e	% of total		
Scope 1						
Total scope 1	0	0%	0	0	0%	Not applicable
Scope 2						
Location-based	22.2	0.24%	28.96	0.59%	30%	We achieved our SBTi target for SMEs of reducing scope 1 and 2 emissions by 100% in 2024 through market based approach
Market-based	0	0%	0	0%	0%	

Scope/ category		2022 (base year)		2024 (reporting year)		GHG Emissions 2024 vs 2022	Key notes
		In tCO_2e	% of total	In tCO_2e	% of total		
Scope 3*							
1	Purchased Goods & Services	7,261.83	77.72%	3,272.18	67.22%	-55%	In 2024, our Scope 3 emissions reduced by by 48% compared to the base year of 2022. There are multiple factors leading to low GHG emissions in 2024: 1) Overall low business activity in 2024: We purchased 59% less devices and spend less on services, and we have sold 12% less phones from base year, leading to approx 25% less GHG emissions 3) We have integrated RE in manufacturing of Fairphone 5 components (battery packaging, display) and final assembly, leading to 21% GHG reduction. 4) Have shipped 53% goods by weight via ocean, leading to 2.7% reduction in company GHGs. While progress has been made in reducing product-related emissions, there is now a need to shift our focus towards addressing emissions generated by our operational activities. It is imperative that we decouple these activities from greenhouse gas emissions to continue moving in the right direction towards low carbon business.
1a	Production related	5,254.06	56.23%	1,574.73	32.38%	-70%	
1b	Non-production related	2,007.77	21.49%	1,697.44	34.87%	15%	
2	Capital Goods	34.97	0.37%	72.76	1.49%	108%	
3	Fuel- & Energy- Related Activities	4.31	0.05%	6.67	0.14%	55%	
4	Upstream Transportation & Distribution	469.65	5.03%	211.75	4.35%	-55%	
5	Waste Generated in Operations	2.32	0.02%	2.32	0.05%	0.1%	
6	Business Travel	47.7	0.51%	85.65	1.76%	80%	
7	Employee Commuting	61.92	0.66%	59.27	1.22%	-4%	
11	Use of Sold Products	1,462.25	15.65%	1,166.63	23.97%	-20%	
12	End-of-Life Treatment of Sold Products	12.89	0.14%	6.38	0.13%	-51%	
Total Scope 3		**9,357.84**	**100%**	**4,883.60**	**100%**	**-47.81%**	
TOTAL (1+2+3) location based		**9,380.04**		**4,912.57**		**-47.63%**	
TOTAL (1+2+3) market based		**9,357.84**		**4,883.60**		**-47.81%**	

*Scope 3 categories 8, 9, 10, 13, 14, 15 are excluded because they are not applicable

7.3.2 Annual focus material consumption

This table provides an overview of Fairphone's total consumption of focus materials in 2024, disaggregated by virgin material and recycled material. For the first time, we also provide estimates of how much material was enabled to be recovered through our take-back programmes in 2024 (for the materials where data is available publicly), and the difference to our total consumption in 2024. This means that, in theory, for several materials, we enabled the recovery of more material than we consumed.

	Fairphone's total consumption 2024	Of which virgin	Of which recycled	Material recovery enabled through take back programmes*	Difference total consumption
Focus material	**in kg, rounded**	**in kg, rounded**	**in kg, rounded**	**in kg, rounded**	**in kg, rounded**
Aluminium	2,296	151	2,146	1,475	822
Cobalt	141	141	0	594	-453
Copper	725	725	0	4,811	-4,086
Chromium	1,015	577	437	0	
Glass / glass fiber	1,414	1,414	0	n/a	
Gold	1	1	0	38	-37
Graphite	668	668	0	n/a	
Indium	0	0	0	n/a	
Iron / Steel	819	578	241	2,422	-1,604
Lithium	88	88	0	n/a	
Magnesium	280	50	229	n/a	
Manganese	61	61	0	n/a	
Mica	1	1	0	n/a	
Nickel	180	132	48	219	-39
Plastics	3,199	554	2,645	n/a	
Rare Earth Elements	30	23	8	n/a	
(Poly-)Silicon	43	43	0	n/a	
Silver	6	6	0	75	-69
Tantalum	1	1	0	n/a	
Tin	59	22	36	136	-78
Titanium	36	36	0	n/a	
Tungsten	42	42	0	n/a	-39
Zinc	62	29	33	465	-404
Total	**11,164**	**5,342**	**5,823**		

*This represents recovery rates from e-waste based on scientific studies, not actual recovery.

DISCLAIMER: This sums up the 2024 consumption of 23 focus material for products purchased by Fairphone in 2024, based on Full Material Declarations. This includes Fairphone 5, Fairbuds XL and Fairbuds, but no spare parts. Data inaccuracies in the Full Material Declarations are still possible. We are continuously working with our suppliers to obtain more, and more accurate data on our material use and aim at improving our reporting on (focus) material consumption over time.

7.3.3 Nature hotspot analysis

We have started the process of putting together a baseline related to mitigating nature-related risks beyond climate. We are doing this by following the Science Based Targets for Nature (SBTN) approach. As part of this effort, we conducted an initial assessment of nature-related risks across our supply chain, using tools such as the WWF Risk Tool, Encore, and the SBTN Sectoral Materiality Tool.

In 2024, we were able to:

1. Define the company's organizational boundaries
2. Identify the direct operations and upstream activities
3. Identify high impact commodities
4. Conduct materiality screening

This gave us an initial view of environmental risks linked to water, biodiversity, and pollution in our supply chain. The following table shows the generic assessment of material pressures on nature from the different manufacturing processes using Encore tool.

Nature-related issue area	Pressure category	Fairphone	Supply chain					
		Headquarters	Final Assembly	Electronic components and boards	Battery	Camera	Electrical circuits	Plastics
Land/Water/Sea Use Change	Terrestrial ecosystem use							
	Freshwater ecosystem use							
	Marine ecosystem use							
Resource exploitation	Water use							
	Other resource use							
Climate Change	GHG emissions							
Pollution	Non-GHG air pollutants							
	Water pollutants							
	Soil pollutants							
	Solid waste							
Invasives and Other	Disturbances							
	Biological alterations/ interferences							

Legend	
Very Low Risk	
Low Risk	
Medium Risk	
High Risk	
Very High Risk	

(Source: Encore, 2024)

We observed Encore's component categories are more generic than those in Fairphone's product Life Cycle Assessments (LCA's). The results don't fully align with our internal assessments and product life cycle assessments. For example on the importance of GHG emissions. Fairphone 5's LCA highlights GHG emissions as a key contributor to the product's environmental impact.

The LCA points to the Printed Circuit Board (PCB) and integrated circuits, the display, the cameras and battery as key components that contribute to the product's carbon footprint, on contrary to Encore's results which reflects it as low to medium risk . This difference between the data-sets emphasizes the need to use and interpret the multiple sources of information that are available.

The majority of our Tier 1 and Tier 2 suppliers are located in industrial and urban areas. As noted in Annex 7.5.2, most of them are in China, specifically in two main regions Guangdong and Shanghai. Outside China we also identified small supplier clusters in Gyeonggi region, South-Korea and in Japan.

Biodiversity - Physical Risk	Tier 1	Tier 2
Very Low Risk		
Low Risk		**12%**
Medium Risk	**100%**	**82%**
High Risk		**5%**
Very High Risk		

Using the WWF risk tool, we have analysed the possible local impact and dependencies on nature of our Tier 1 and Tier 2 suppliers.

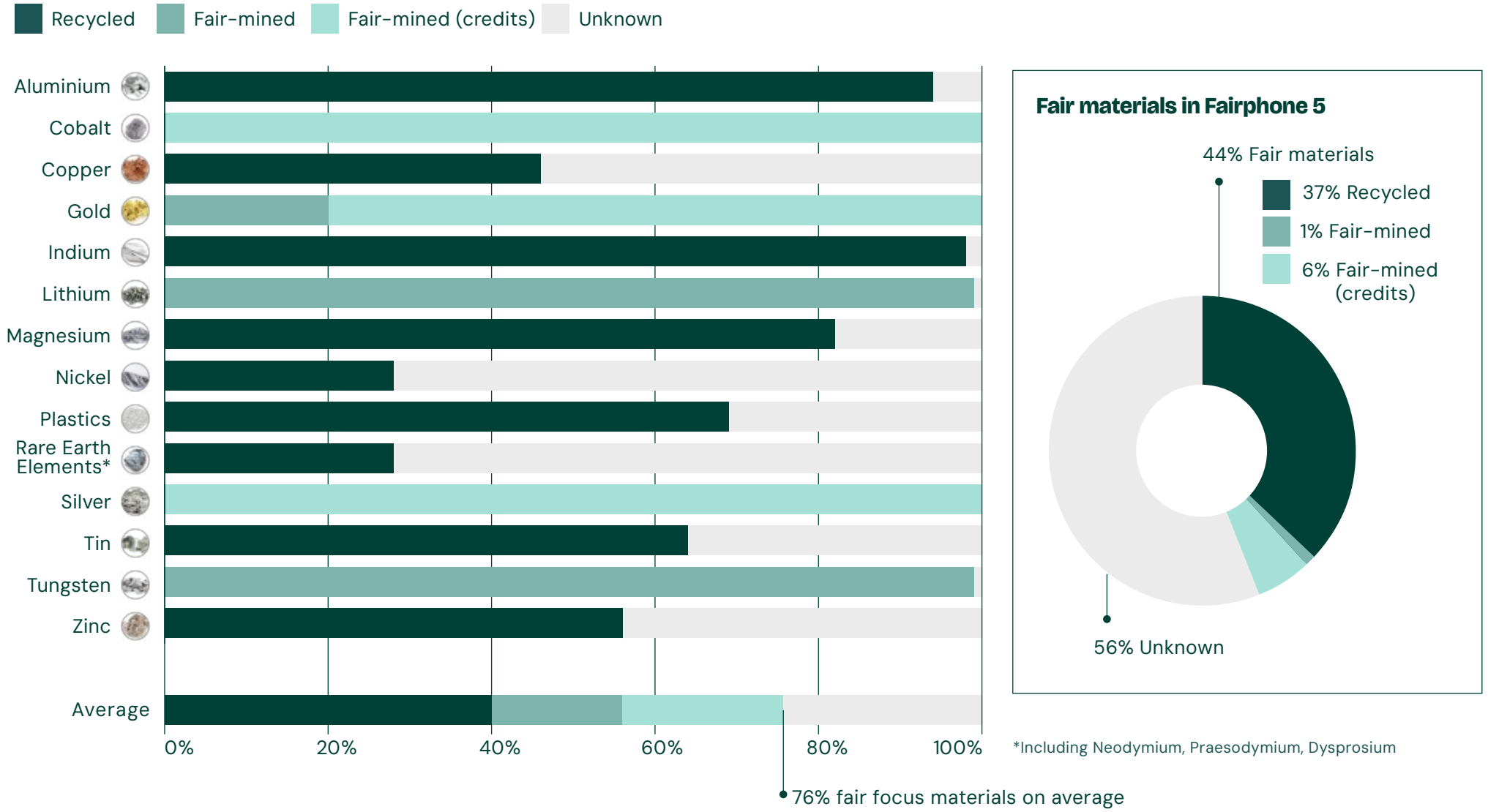
The majority of the suppliers are located in areas with "medium" risks for biodiversity impacts, primarily concerning pollution, air quality and tropical cyclones, and located in areas with medium (to high) water risks, particularly concerning the risk of floods.

Water - Physical Risk	Tier 1	Tier 2
Very Low Risk		
Low Risk		**9%**
Medium Risk	**100%**	**71%**
High Risk		**20%**
Very High Risk		

Based on these findings and insights from the product LCA's, the key potential impacts during the manufacturing include energy use and greenhouse gas emissions, water use and pollution. Components manufacturers with higher potential impact on nature include the final assembly, PCB, display, battery and camera suppliers. This will be taken into account in the engagement with these sub-suppliers and in further steps to map and mitigate the nature and biodiversity impact in our supply chains.

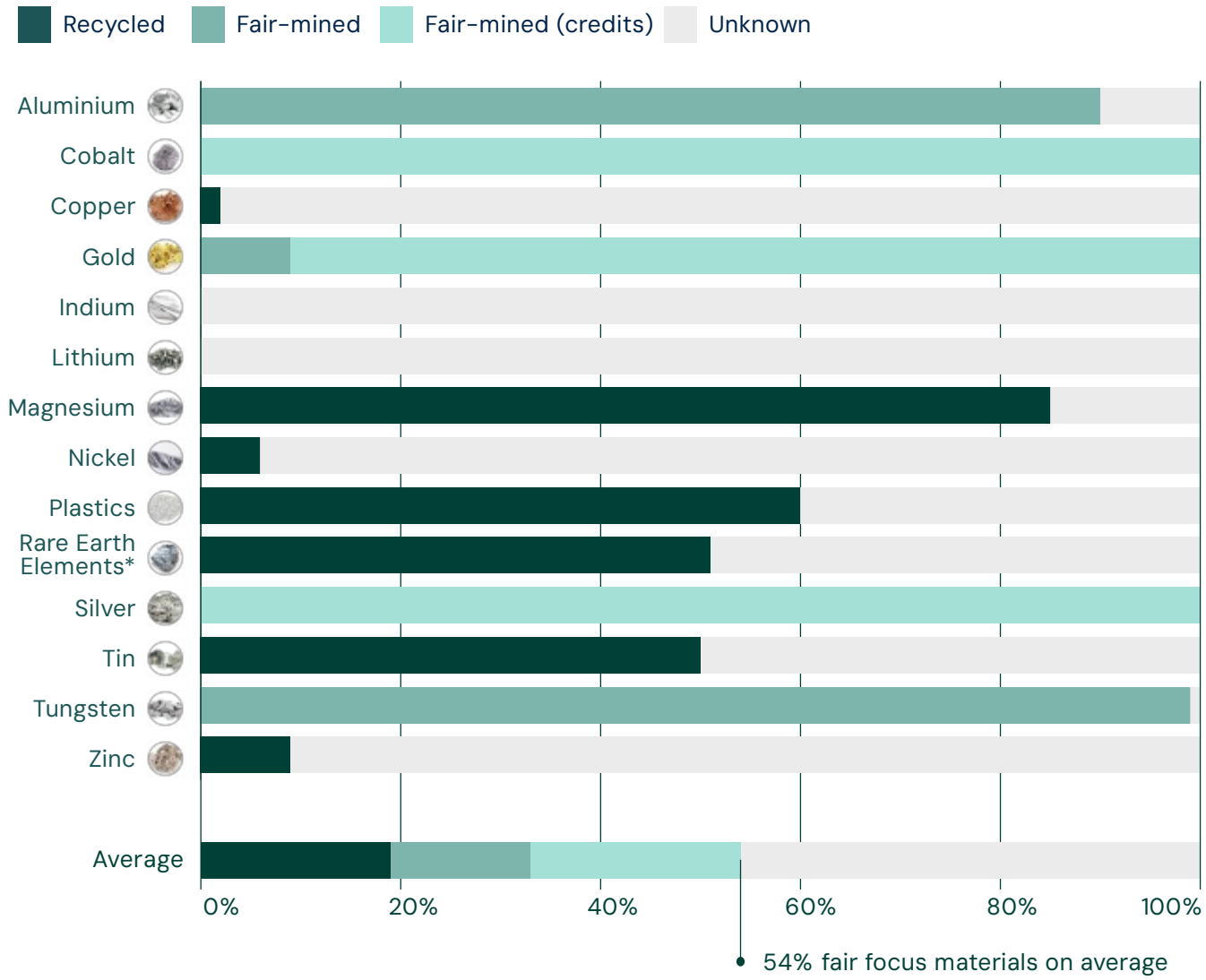
7.4 Fair materials status of our products

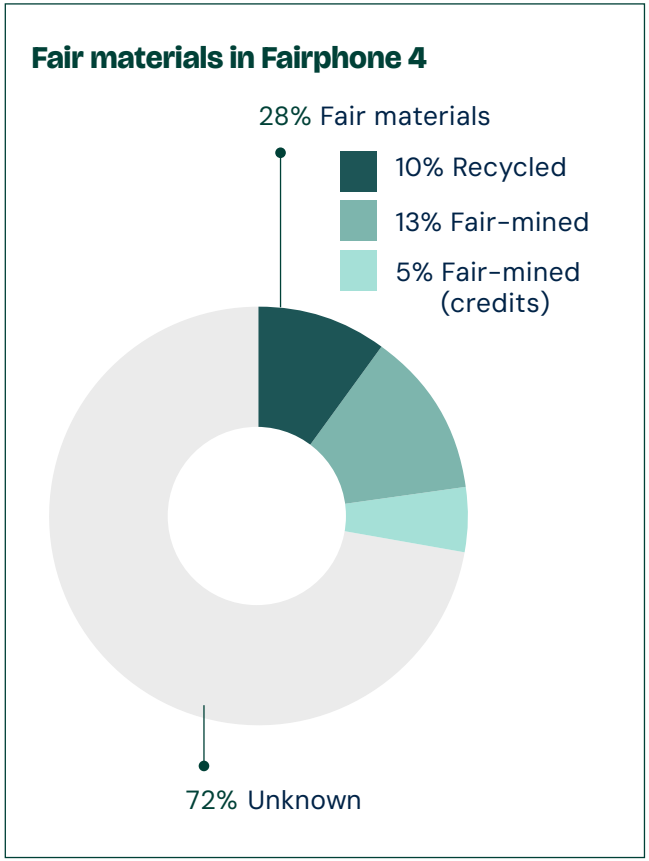
Fairphone 5: focus materials status



*Including Neodymium, Praesodymium, Dysprosium

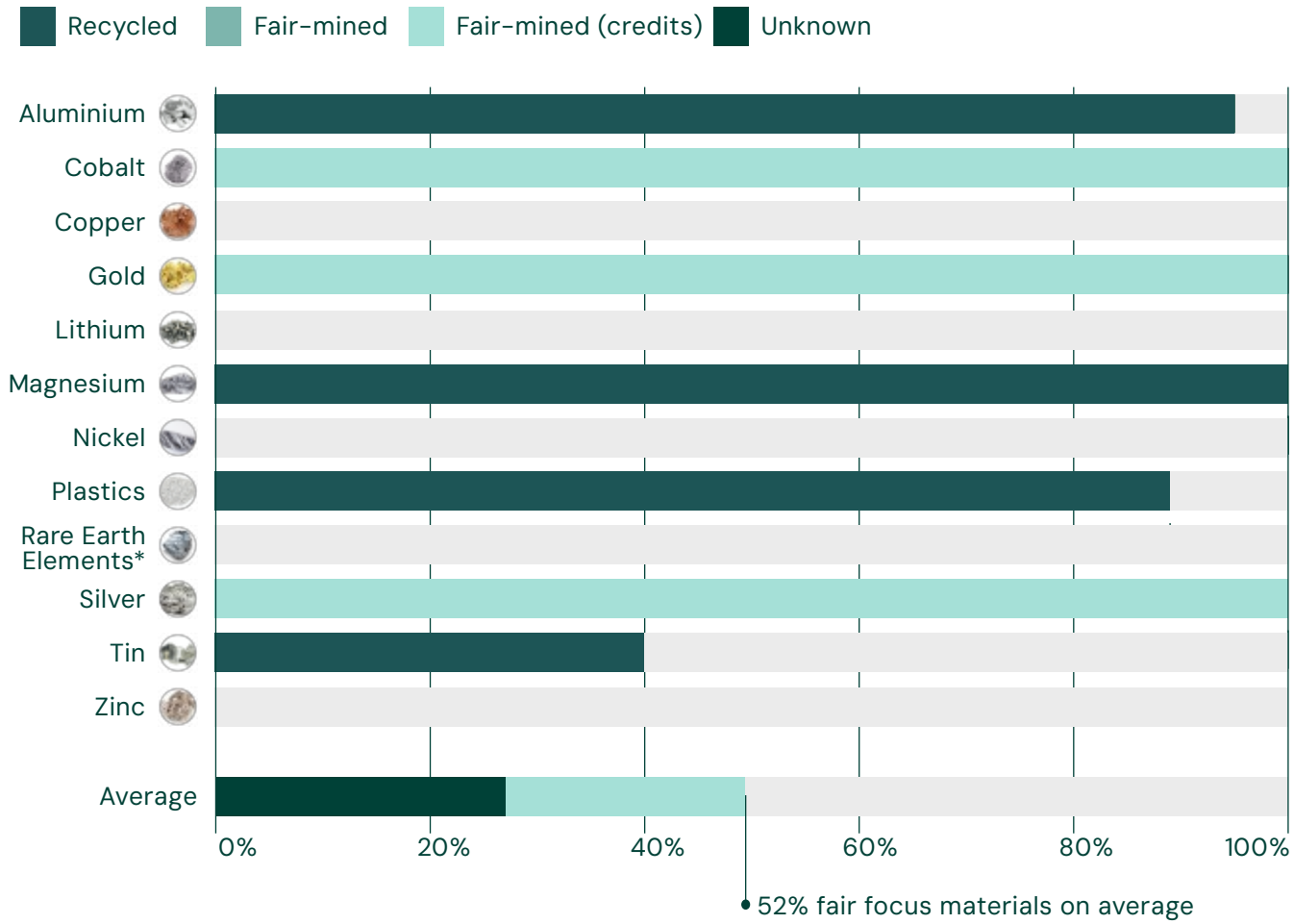
Fairphone 4: focus materials status

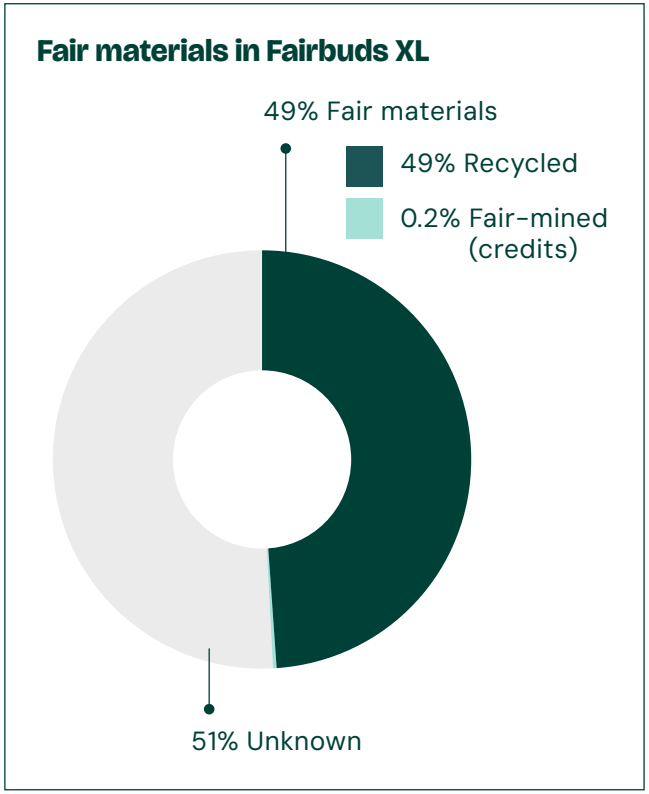




*Including Neodymium, Praesodymium, Dysprosium

Fairbuds XL: focus materials status





*Including Neodymium, Praesodymium, Dysprosium

Fairphone 5: fair materials in key components

Vibration mechanism

100% fair mined
tungsten

100% recycled
rare earth elements

Speaker

100% recycled
- rare earth elements
- plastics (speaker cover)

100% Fairtrade Gold
integrated in supply chain*

Camera

100% recycled
plastics (camera island)

100% Fairtrade Gold
integrated in supply chain*

Battery

100% fair mined
Lithium (IRMA audited)

100% recycled
tin (battery solder)

100% credits
- cobalt credits
- fair mined silver credits

100% Fairtrade Gold
integrated in supply chain*

75% recycled
plastics

80% recycled
steel

SIM Slot

100% recycled
plastics (connector cover)

100% Fairtrade Gold
integrated in supply chain*

Antenna

100% recycled
plastics (antenna cover)

Main PCB

100% recycled
copper

100% Fairtrade Gold
integrated in supply chain*

BtB connectors

100% Fairtrade Gold
integrated in supply chain*

Solder paste

100% recycled
tin

Mid frame

100% recycled
aluminium

100% Fairtrade Gold
integrated in supply chain*

USB-C Port

100% Fairtrade Gold
integrated in supply chain*

OLED Display

100% recycled
indium

90% recycled
magnesium

41% recycled
plastics (display frame)

Shielding

67.5% recycled
alloy of copper, nickel, zinc

Back cover

100% recycled
plastics

***Fairtrade Gold**

Fairtrade Gold is integrated into the supply chain and is not necessarily used within the specific component.
Read more on our blog

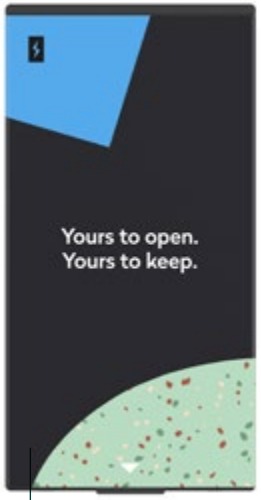
Fairphone 4: Fair materials in key components

Vibration motor
100% fair mined
tungsten

90% recycled
rare earth elements

Speaker
100% recycled
rare earth elements

100% Fairtrade Gold
integrated in
supply chain*



Battery
100% Fairtrade Gold
integrated in
supply chain*

Mid frame
100% ASI certified
aluminium (from an
ASI certified vendor)

Solder paste
100% recycled
tin

PCB
100% Fairtrade Gold
integrated in
supply chain*

Back cover
100% recycled
plastics

Shielding
10–15% recycled
recycled alloy of copper,
nickel, zinc

LCD display frame
90% recycled
magnesium

30% recycled
plastics

***Fairtrade Gold**
Fairtrade Gold is integrated into the supply chain and is not necessarily used within the specific component.
Read more on our blog

7.5 Supply chain due diligence

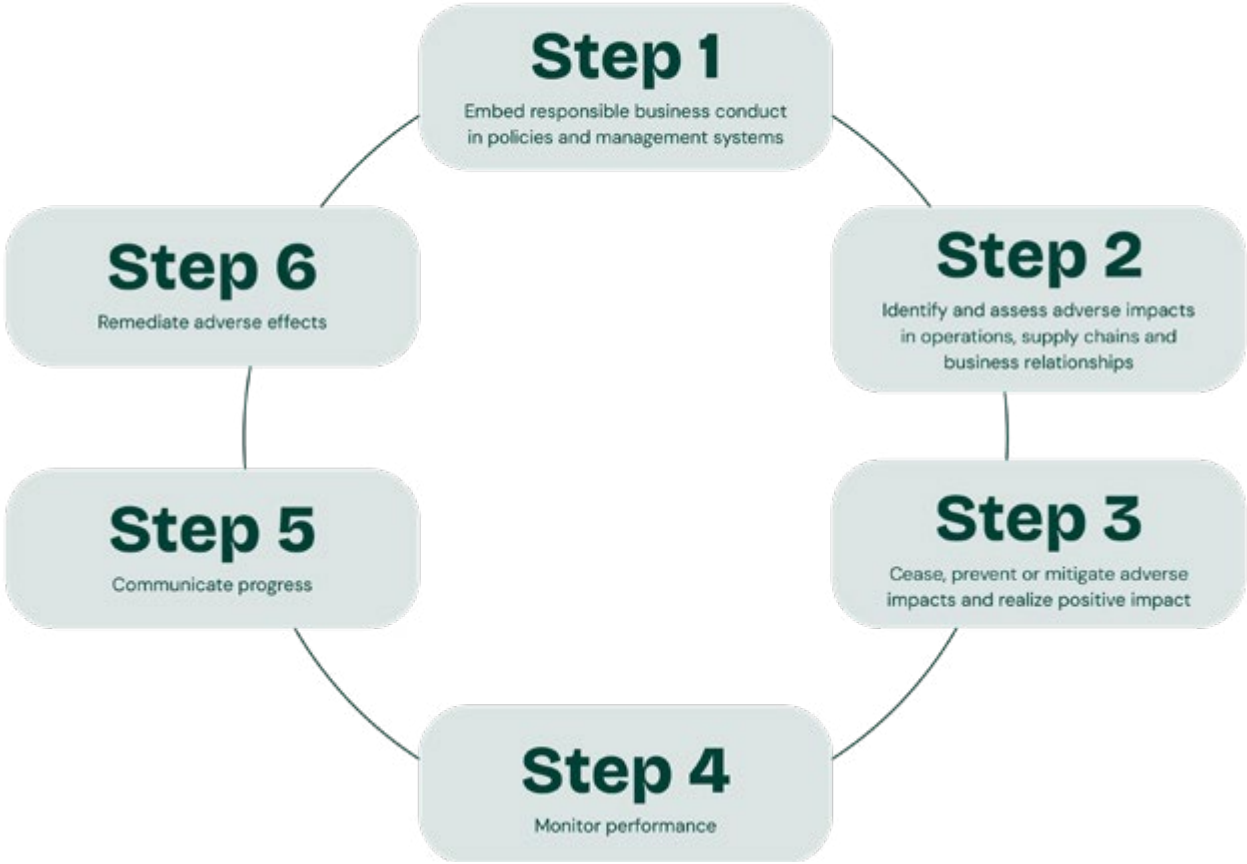
7.5.1 Fairphone's Due Diligence Approach

Fairphone's due diligence approach is based on international guidelines and standards, including the United Nations Guiding Principles on Business and Human Rights (UNGP) and the OECD's Guidelines on Multinational Enterprises (OECD Guidelines), and also takes guidance from the OECD's more detailed Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance).

Step 1. Embed responsible business conduct in policies and management systems

Our code of conduct, the Fairphone **Ways of Working Together**, contains our policies and expectations for working with all of our partners and suppliers. It covers topics like human rights, health and safety, the environment, ethics and responsible sourcing. It is inspired by international standards, including ILO Fundamental Principles and Rights at Work, United Nations Guiding Principles, the OECD Guidelines, ETI Base Code and RBA Code of Conduct, as well as our own first-hand experience.

We distribute our Ways of Working Together to our suppliers at the outset of our engagement to raise awareness, generate impact, and secure improvement commitments from suppliers. We further require suppliers to adhere to our Ways of Working Together through contractual obligations, which also include due diligence requirements on sub-suppliers and social and environmental minimum requirements.



Fairphone's **Fair Sourcing Policy** establishes our approach to sourcing components and materials, ensuring that we tackle issues in the supply chain and drive opportunities for impact, rather than merely avoiding risks. It is both an internal guideline and an external tool to engage with industry partners. It aims to use market demand as a catalyst for positive change, creating continuous improvement trajectories that make a positive impact for people and the planet. The Fair Sourcing Policy establishes four main principles:

1. Use buying power as a catalyst for investment
2. Address risks as opportunities
3. Achieve continuous improvements and report on progress
4. Work towards systemic change with region-wide impact

In addition, we follow our internal policy and standard operating procedures on responsible sourcing and material due diligence. We engage with internal teams to manage, implement and track progress of their internal policies.

We are aware that our sourcing behavior may affect the working conditions at our suppliers. Responsible sourcing practices help reduce the risks of excessive working hours, low wages, forced labor or other poor labor practices at our direct suppliers, and encourage the supplier to improve their social and environmental performance. Fairphone sourcing practices include stable planning and forecasting, reasonable pre-financing and payment terms, product prices that enable a living wage for the workers of our suppliers (ring-fencing labor costs) and financial incentives for our suppliers to strengthen their social and environmental impact. These are included in contractual agreements with direct suppliers. We communicate, reinforce and generate expectations internally and externally with regard to our commitment to responsible resourcing of conflict minerals and our focus materials.

Our Chief Impact Officer is accountable for due diligence and the overall social and environmental impact programs, and sits on the senior management team at Fairphone. The senior management team monitors progress on a monthly basis and reports to the Supervisory Board. The company business plan includes social and environmental impact objectives at the same level as commercial objectives, and establishes several company-wide KPIs on improving conditions in the supply chain. These objectives and KPIs are translated to concrete annual goals and actions, and are connected to employee performance reviews.

The experiences of supply chain workers or other stakeholders (such as civil society, unions or worker representatives and customers) help shape decision-making processes. They influence strategy setting and program design on all levels of the company; they are raised directly through staff from different teams in senior management meetings and strategy discussions, or through their representative management members.

Material due diligence responsibilities are divided between several teams at Fairphone, namely Impact Innovation, Product and Legal. The responsibilities are divided to ensure developments are monitored from all perspectives, e.g. product specifications, regulatory requirements and thought leadership. Moreover, the teams jointly work together to facilitate the data collection and analysis for reporting.

All new employees of Fairphone receive an Impact training, outlining Fairphone's mission, vision, impact goals, policies and KPIs as part of their onboarding. Updates on impact projects and partnerships are provided to all employees in weekly company meetings and dedicated deep-dive sessions. Monthly and quarterly updates about the progress on the seven KPIs are shared with all employees.

Step 2. Identify and assess adverse impacts in operations, supply chains and business relationships

Fairphone continuously conducts risk identification and assessment within its supply chain. We collect a variety of information from our suppliers, both at the supplier selection stage as well as continuously during production. This includes information from desktop research, supplier certifications, compliance audits, self-assessment questionnaires, worker-driven assessments by third parties, onsite visits by Fairphone staff and follow-up on social and environmental improvement programs by Fairphone staff or third parties. We engage with other stakeholders—such as supply chain workers or their representatives and civil society—to include their experiences and insights also. Fairphone actively seeks opportunities for improvement, aligning on improvement programs with direct and indirect (Tier 2 or 3) suppliers, supporting them through investments and capacity building to help them realize a better social and environmental performance.

Fairphone's due diligence on mineral and material supply chains is guided by a periodically updated Fair Materials Roadmap. In this roadmap, we assess and identify the materials with the highest social and environmental impacts (our focus materials) and define strategies for prevention and mitigation for each of these materials. Fairphone requests a full material declaration from our final assembly manufacturer, to understand the material composition of our smartphone. We then engage with key suppliers and support them in investigating their supply chains involving our focus materials. This allows us to gain a view of the material mix (recycled or mined origins), the refiners in the supply chain and, possibly, the countries of origin of mined material. Due to the complexity of our supply chain, we do this one step at a time, focusing on key suppliers handling a large amount of our focus materials.

To identify risks specifically related to the so-called "conflict-minerals" such as tin, tantalum, tungsten, and gold (3TG), as well as cobalt and mica, we ask suppliers to identify all of their smelters and refiners and to cascade the Conflict Mineral Reporting Template (CMRT) and an Emerging Minerals Reporting Template (EMRT) up their supply chain for completion. We also started to use the Additional Minerals Reporting Template (AMRT) to explore the supply chains of other focus materials used in our battery. We evaluate the accuracy of the information generated by these reports, and assess the compliance of the reported refiners and smelters with the RMI's Responsible Minerals Assurance Process (RMAP) across a range of criteria. Fairphone aims for a 100% conformance rate for the smelters and refiners identified in Fairphone's conflict minerals supply chains.

Fairphone also uses the RMI's Minerals Grievance Platform and our own Grievance channels as a predictive tool to gather information and key insights related to risk analysis and identification. When we identify information or practices that we consider concerning, or which are reported to us via the feedback mechanism at our website, we investigate further and establish corrective action plans with the respective suppliers.

Step 3. Cease, prevent or mitigate adverse impacts and realize positive impact

Fairphone's approach not only aims to cease, prevent and mitigate adverse impacts, we aim to improve the social and environmental maturity of our supply chain partners through engagement and support. This approach addresses risks identified through our supplier assessments and also aims to realize positive impacts such as increased worker satisfaction. The improvement plans aren't just based on compliance audits and similar assessments; they are also based on the needs of workers themselves. Fairphone invests in capacity building for direct and indirect suppliers, their workers and worker representatives. With our smartphone supplier, we have set up a joint fund to improve social and environmental impact further in the supply chain, to which both parties contribute financially.

Our responsible sourcing policies aim to both avoid affecting the working conditions at our supplier in a negative way while incentivizing the supplier to improve its social and environmental maturity. An important measure we take is enabling the payment of living wages and incomes in our supply chain. This increases the well-being of supply chain workers, their families, and communities, while helping to prevent child- and forced labor.

When it comes to material sourcing, Fairphone uses data reported by suppliers in their Conflict Materials and Cobalt Reports and updates of the list of compliant smelters and refiners maintained by RMAP in order to monitor and identify potential risks. Many suppliers report on a company level, which means they may include refiners that supply materials that are not actually used in Fairphone products. We assess the information

and analyze any material declarations provided by our suppliers to confirm if high risk refiners are providing materials for Fairphone's products. If valid red flags are identified, we reach out for further clarification. Our first strategy is direct engagement to respond to identified risks.

If a cause for concern is determined, the red flag is reported to the management team, and/or brought to the attention of the appropriate industry association or grievance platform. Where Fairphone identifies non-conformant smelters and refiners, we engage via our suppliers or via joint industry processes such as the RMI's smelter and refiner engagement, to establish their willingness to come into compliance. Where there is willingness, we engage with supply chain and industry partners to develop improvement trajectories and create impact. If there is no willingness or progress over time, Fairphone's policy aims to eliminate that supplier from our supply chain.

Fairphone recognizes that to cease, prevent or mitigate adverse impacts and realize positive impact, we are required to go beyond just checking the compliance status of smelters and refiners. This is why, when we identify significant risks or impact opportunities relating to any of our focus materials, we proactively engage and invest, in line with our Fair Materials Roadmap. We believe it's important to do this even if we haven't (yet) traced or can't trace the supply chain of that material in full.

It takes significant time and effort to track and trace materials, and sometimes, we simply can't move forward if there is unwillingness to disclose further up the supply chain. Taking responsibility for social and environmental impacts that are highly likely to occur in our mineral chains, and investing in improvements at 'hotspots' in global material supply chains enables us to immediately make positive impacts, in parallel to the supply chain investigation process.

Step 4. Monitor performance

Fairphone keeps track of the progress made on improvement plans agreed with suppliers. This includes regular check-ins throughout the year with each supplier. Their progress, as well as the progress on company KPIs, is reported on a monthly basis to the Management Board and Supervisory Board.

The Conflict Mineral and Cobalt Reports from our component suppliers include lists of the smelters they work with. As a small player, we don't always have the resources to conduct additional audits on our own. We therefore rely on industry-wide programs like the Responsible Minerals Assurance Process (RMAP) or other recognized third-party audits.

In addition to this, we monitor and track the sourcing and integration of our 23 focus materials, regularly reporting on the percentage of responsibly mined or recycled content in our phones and products and showing the degree to which we've been able to link fairer sources to our supply chains.

When we invest in improvement projects in mining areas, we insist on establishing monitoring and evaluation frameworks that include voices from the mine workers and their communities, in order to understand if and how they themselves perceive improvements in their lives.

Step 5. Communicate progress

Fairphone reports on our social and environmental objectives, supply chain related KPIs and due diligence, as well as related improvement projects through our website, blog, annual Impact Report, and tailored reporting to investors and customers. We also report and communicate progress as part of our memberships, and company and product certifications, such as B-Corps, Ecovadis, UN Global Compact, TCO, Blue Angel, etc.

You can find further policies, studies and publications, as well as our previous due diligence and impact reports here.

Step 6. Remediate adverse effects

The international standards highlight that companies should address and remediate the impacts they caused or contributed to by engaging or cooperating in remediation processes when appropriate.
This also includes the establishment of proper grievance channels for potentially affected stakeholders such as workers or communities. Beyond that, remediation processes should take the needs and rights of the affected stakeholder into account and prevent that the affected stakeholder ends up in worsened situations.

General supply chain grievances can be sent to Fairphone, and we provide a specific email address (**grievance.supplychain@fairphone.com**) where anyone can lodge a complaint or grievance relating to the effectiveness of Fairphone's responsible sourcing practices. Grievances or complaints relating to specific Annex II risks of the OECD Guidance can be submitted via the RMI Minerals Grievance Platform, which is an online cross- industry grievance platform designed to screen and address grievances linked to smelters and refiners in the minerals supply chains.

In addition, Fairphone directly engages with potentially affected stakeholders — such as workers — and ensures that they can voice complaints and grievances. We have established worker voice and worker representation programs at key (sub-)suppliers, through which factory workers can regularly and safely voice concerns or requests for improvements. Fairphone supports and invests in these improvements in collaboration with the relevant supplier.

Fairphone also supports engagement with and inclusion of worker and community voices within the projects further in the material supply chains, such as through the Fair Cobalt Alliance. We aim at further expanding and strengthening this approach in our supply chains in the future.

7.5.2 Assembly and component manufacturing

This section provides insights into the Fairphone 4, Fairphone 5, Fairbuds, and Fairbuds XL supply chains. We identified and reported on 100% of the first-tier and second-tier suppliers, as well as the third-tier suppliers that we engaged with. Note that these are not all the suppliers in our supply chain. Electronics supply chains are long and complex. We are still mapping the totality, step by step. A detailed supplier list can be found in Annex 7.8.1.

The impact programs Fairphone engages in with suppliers to improve working conditions and environmental impact, and their results, can be found in Chapter 4.3 on fair factories.

We identified the following suppliers:

2 Final Assembly Suppliers
119 Tier 2 Component Suppliers
19 Tier 3 Component and Material Suppliers

We identified the production facilities of 132 of the 140 suppliers. They are located in:

Geographic Area	Count	%
China	116	88%
Japan	6	5%
Korea	5	4%
Malaysia	1	1%
Singapore	1	1%
Taiwan	2	2%
Thailand	1	1%
Total	**132**	**100%**

The final assembly manufacturers of our smartphones and headphones have been audited by independent parties, against recognized international standards on decent working conditions and environmental impact.

The final assembly of the smartphones has valid SA8000 certification, one of the highest standards for safe and decent working conditions, along with ISO14001 certification for environmental management, ISO 45001 for health and safety, and ISO 50001 for energy & GHG management.

The final assembly of the headphones has been audited against the BSCI standard (rated “C - Acceptable”) for decent working conditions, and obtained ISO14001 certification for environmental management.

	Tier 1 Suppliers		Tier 2 Suppliers		Tier 3 Suppliers	
	Number	**Percentage**	**Number**	**Percentage**	**Number**	**Percentage**
SA8000/ RBA-VAP/ BSCI/ Sedex, etc	2	100%	8	7%	0	0%
ISO 14001	2	100%	58	48%	5	26%
ISO 45001	1	50%	37	31%	5	26%
ISO 50001	1	50%	11	9%	1	5%
Total of Suppliers	**2**	**100%**	**119**	**100%**	**19**	**100%**

As part of Fairphone's due diligence process, we also assess the social and environmental maturity of our tier two component suppliers. Half of the Tier 2 component manufacturers have obtained one or more ISO certification(s) for environmental management or health & safety. It is less common that component manufacturers have been audited against a compliance standard such as SA8000 or RBA VAP by an independent third party (or they were not able to provide the relevant audit reports to Fairphone). As part of our engagement, we help component suppliers to get ready for compliance auditing or ISO certification, and also initiate compliance audits and worker satisfaction surveys conducted by independent third parties. More information on this can be found in Chapter 4.3 on fair factories.

Six further suppliers claimed to have at least one social or environmental standard in place, but we were not able to validate those claims.

In 2024, we took a step further by assessing and reporting the social and environmental maturity of the known Tier 3 suppliers. Up to now we mapped 19 Tier 3 suppliers. Similar to Tier 2 suppliers, almost half of the known suppliers have at least one social and environmental standards in place. It is important to highlight that Fairphone is continuously working to map Tier 3 component suppliers and the component suppliers referred to here is still a fraction of that total number.

Supply chain workforce composition	
Percentage female workers	45%
Percentage migrant workers	54%

This aggregated supply chain workforce composition data is collected from direct and indirect suppliers Fairphone engages with for impact programs. Further analysis of the supply chain's environmental impact is described in Annex 7.3.3.

7.5.3 Material supply chains

Below, we provide insights on the smelters and refiners (SOR) in our tin, tantalum, tungsten, gold (so called "conflict-minerals"), cobalt and mica supply chains for the Fairphone 4, Fairphone 5, Fairbuds and Fairbuds XL.

We have identified a total of 294 smelters and refiners of these minerals.* Beyond this, Fairphone continued the mapping of battery minerals such as lithium, graphite, copper, nickel and aluminium. Fairphone has the goal of reaching 100% conformant smelters and refiners and is therefore making it a priority to reach out to the SOR that have not passed the audit through engagement with the RMI and with the suppliers who reported these non-conformant SOR. A detailed list of smelters and refiners and their compliance status can be found in Annex 7.8.2.

7.5.3.1 Tin, tantalum, tungsten, and gold (3TG)

Smelters and refiners

CMRT Collection 3TG	Count	%
Suppliers that provided CMRT	134	97%
Report on company & user defined	114	83%
Report on product (categories) level	20	14%

Our investigation found that 83% of our suppliers reported on a company or user defined level, which means that they report smelters and refiners in their supply chain, but the material from these does not necessarily end up in Fairphone's products. The remaining 14% reported on a product level.

We have identified 253 eligible tin, tantalum, tungsten, and gold (3TG) smelters and refiners.** They are located in:

Geographic Area 3TG	Count
Asia excluding China	96
China	66
Europe	39
North America	25
South America	20
Rest of the world	7
Total	253

Third party audit status of smelters and refiners of the four minerals designated as "conflict minerals" [13]

	Total reported	Audit Passed	Audit not passed	Engaged in auditing process	Unable to Proceed	Not Applicable
Gold	107	91	10	1	0	1
Tantalum	36	34	0	0	1	0
Tin	73	67	4	1	0	1
Tungsten	37	32	1	0	0	4
Grand Total	253	224	15	2	1	6

Compared to 2023, the smelters and refiners in our supply chain have changed. The total number of reported smelters has increased from 249 to 253. The number of smelters and refiners that have passed the audit increased from 221 to 224. We had a decrease of smelters that did not pass the audit, from 16 to 15. Gold still has the bigger number of smelters that did not pass on the audit, (11 in 2023 against 10 in 2024). At the same time the number of smelters and refiners currently engaged in the auditing process has decreased from 4 to 2, being one in gold and one in tin.

*The number excludes smelter and refiners that received the status "Not Applicable" for RMAP, which may be because the facility is is not a smelter or refiner, is not yet operational, operations have been suspended, or it's not clear if the facility is a smelter or refiner. In 2024, seven facilities had the "Not Applicable" status and were not included in the analysis

**The Responsible Minerals Assurance Programme (RMAP) by RMI audits smelters and refiners on their due diligence practices with regards to minerals from high-risk and conflict-affected areas.

Last year, we requested our Tier 1 supplier to reach out to the smelters and refiners who were not yet engaged in the auditing process in 2023. Even though a slight decrease of non-conformant smelters in 2024 can be noticed, we are still prioritizing outreach to these smelters and refiners to understand the issues and how they can be improved. We are also reaching out to the smelters and refiners who are not yet engaged in the audit process, through our suppliers and engaging with RMI, to encourage these SOR to come on board.

7.4.3.2 Country of origin enquiry

The SOR in our supply chain report sourcing the four minerals designated as "conflict minerals" and cobalt from the following geographic areas:

2024	Gold	Tungsten	Tin	Tantalum	Cobalt
Smelters known to directly source from the DRC	0	2	4	10	22
Smelters known to directly source from the DRC's adjoining countries (but Not the DRC itself) (CC)	0	5	4	10	1
Smelters known to directly source from CAHRAS (HR)	6	4	9	15	26
Smelters known to directly source from the recycled/ scrap sources (R/S)	27	8	23	15	11
Smelters disclosed direct sources to auditors only (Aggregated)	63	15	0	0	0
Smelters known to indirectly source from the DRC	0	3	5	11	14
Smelters known to indirectly source from the DRC's adjoining countries (but Not the DRC itself) (CC)	0	5	5	11	0
Smelters known to indirectly source from CAHRAS (HR)	0	5	6	13	14
Smelters known to indirectly source the recycled/scrap sources (R/S)	10	7	11	9	8
Smelters disclosed indirect sources to auditors only (Aggregated)	15	13	0	0	0

Fairphone actively encourages our suppliers and their SOR to source from the Democratic Republic of Congo and adjoining countries as well as other conflict-affected and high risk areas. This is because we strongly believe in remaining engaged in such areas, because mining often provides an important source of livelihood for the local community.

Our aim is to contribute to improving practices in mining and mineral trading in these areas, and supporting continuous improvement to ensure the materials we source are conflict-free. This is in line with Fairphone's prioritization of positive impact over pure risk management.

7.4.3.3 Cobalt & Mica

Smelters and refiners

Beyond the regulated minerals designated as "conflict minerals", Fairphone also investigates and reports on our cobalt and mica supply chains, using the RMI's Extended Minerals Reporting Template (EMRT).

EMRT Collection Cobalt & Mica	Count	%
Suppliers that provided EMRT	134	97%
Report on company & user defined	114	83%
Report on product (categories) level	20	14%

We have identified 51 eligible smelters and refiners. They come from:

Geographic Area	Count
Asia excluding China	5
China	29
Europe	4
North America	2
South America	0
Rest of the world	11
Total	**51**

Third party audit status of cobalt and mica smelters and refiners

Compared to 2023, the smelters and refiners in our supply chain have again changed. This year, we mapped two mica smelters. Meanwhile, the number of cobalt smelters decreased from 50 to 49. A bigger number of cobalt smelters passed the audit (41 in 2023 against 42 in 2024), the number of smelters that were not engaged or didn't pass in the auditing process yet was stable.

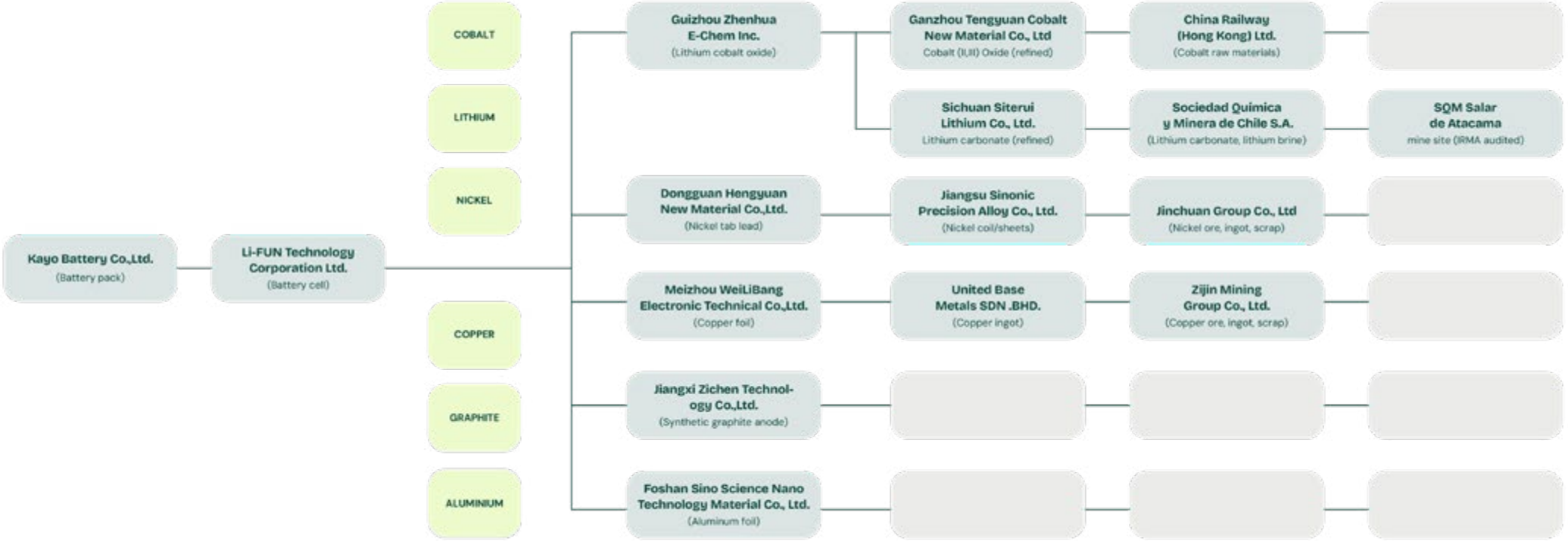
In 2024, we had requested our Tier 1 supplier to reach out to the smelters and refiners who were not yet engaged in the auditing process in 2023.

At the end of the year, nearly all of the cobalt smelters and refiners were engaged in the auditing process or had already successfully passed the audit. We are prioritizing outreach to the smelters and refiners who are not yet engaged through our suppliers and engaging with RMI, to encourage these SOR to come on board.

	Total Reported	Audit Passed	Audit not passed	Communication suspended	Engaged in auditing process	Not engaged in auditing process	Unable to proceed
Mica	2	1	0	0	0	1	0
Cobalt	49	42	2	1	1	1	1
Total	51	43	2	1	1	2	1

7.5.3.4 Materials in our batteries

In 2024, we continued the investigation of smelters and refiners specifically in our batteries' supply chains. In addition to cobalt, which is also used in our batteries, we investigated the supply chains of lithium, graphite, copper, nickel and aluminum used in the batteries of Fairpone 5 in depth. For this, we engaged directly with our battery suppliers to get further in- depth information about their material sub-suppliers. The reported smelters and refiners of these minerals in the Fairphone 5 battery supply chains have not changed from 2023.



7.6 Participation in industry initiatives and platforms

We participated in the following industry initiatives and platforms during 2024:

- Aluminum Stewardship Initiative (ASI)
- B Corporation
- Circular Design Forum (CDF)
- Clean Electronics Production Network (CEPN)
- European Partnership for Responsible Minerals (EPRM)
- European Raw Materials Alliance (ERMA)
- Fair Cobalt Alliance (FCA)
- IDH's Roadmap on Living Wages
- Initiative for Responsible Mining Assurance (IRMA)
- Living Wage and Income Lab
- MVO Nederland
- Responsible Business Alliance (RBA)
- Responsible Labor Initiative (RLI)
- Responsible Lithium Partnership (RLP)
- Responsible Minerals Initiative (RMI)
- Right to Repair Campaign
- Social Enterprise NL
- Toward Zero Exposure (TZE) program
- UN Global Compact

7.7 ESG data table

General								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
Number of employees	Report the total number of employees, and a breakdown of this total by gender;	Number	All of Fairphone employees; For all locations where Fairphone operates;	N/A	N/A	Total: 135 Female: 71 Male: 64 Other: 0 Not disclosed: 0	Total: 154 Female: 75 Male: 79 Other: 0 Not disclosed: 0	Total: 135 Female: 65 Male: 70 Other: 0 Not disclosed: 0
	Report the total number of employees, and a breakdown of this total by region;	Number	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	Total: 135 Natherlands: 119 Taiwan: 11 China: 3 Others Europe: 2	Total: 154 Netherlands: 135 Taiwan: 11 China: 4 Others Europe: 4	Total: 135 Netherlands: 120 Taiwan: 4 China: 4 Others Europe: 7
	"Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;"	Text (for each option)	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	i. headcount ii. end of reporting period	i. headcount ii. end of reporting period	i. headcount ii. end of reporting period
	Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;	Text (if relevant)	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	Employees by Region are all countries where we have staff. In some countries we only have 1 staff member (see Germany & France).	Employees by Region are all countries where we have staff. In some countries we only have 1 staff member (see Germany & France).	Employees by Region are all countries where we have staff. In some countries we only have 1 staff member (see Germany & France).
	Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	Text (if applicable)	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	No significant fluctuations have taken place	No significant fluctuations have taken place	Due to financial difficulties, 16 employee roles were made redundant and the organisation was restructured over the year of 2024
	Number of employees at the end of year	FTE	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	131	150	124

Labour & human rights								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
Employee Health & Safety	Number of hours worked	Number	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	219,336	264,474	263,705
	Number of days lost to work-related injuries, fatalities and ill health	Number	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	0	0	0
	Number of work-related accidents	Number	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	0	0	0
	Number of employees trained on health and safety issues as emergency response officers (BHV'ers)	Number	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	6	7	9
	Percentage of operation locations where H&S standards are at par with our HQ standards	Percentage	All of Fairphone operation locations	100%	2030	0	0	0
Working Conditions	Percentage of all Fairphone employees covered by a pension and insurance plan fitting their local standards	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	100%	2030	91%	94%	97%
	Percentage of all Fairphone employees that are paid a living wage	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	100%	2030	100%	100%	100%
	For employees below living wages: % of employees earning 90% to 99% of the living wage estimate	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	0%	0	0
	For employees below living wages: % of employees earning 75% to 89% of the living wage estimate	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	0%	0	0
	For employees below living wages: % of employees earning 50% to 74% of the living wage estimate	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	0%	0	0
	For employees below living wages: % of employees earning less than 50% of the living wage estimate	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	0%	0	0

Labour & human rights								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	"Please specify the methodology(ies) used to measure current wages and what living wage estimates you have used to compare them to. "	Text	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	Methodology: Fairphone pays its employees at least the minimum wage. Wageindicator (and its Dutch version Loonwijzer), indicate that the Dutch minimum wage is higher than the benchmark of a living wage for where Fairphone is based. Living wage estimate used: Dutch government living wage estimate for the Netherlands in 2024 is gross €79.62 a day. Our lowest paid employee earns more than this on a full-time basis.	Methodology: Fairphone pays its employees at least the minimum wage. Wageindicator (and its Dutch version Loonwijzer), indicate that the Dutch minimum wage is higher than the benchmark of a living wage for where Fairphone is based. Living wage estimate used: Dutch government living wage estimate for the Netherlands in 2024 is gross €79.62 a day. Our lowest paid employee earns more than this on a full-time basis.	Methodology: Fairphone pays its employees at least the minimum wage. Wageindicator (and its Dutch version Loonwijzer), indicate that the Dutch minimum wage is higher than the benchmark of a living wage for where Fairphone is based. Living wage estimate used: Dutch government living wage estimate for the Netherlands in 2024 is gross €79.62 a day. Our lowest paid employee earns more than this on a full-time basis.
	Have your living wage estimates been validated by official sources and/or been developed in the framework of social dialogue?	Text	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	Yes, data is published by the Dutch Netherlands Enterprise Agency (RVO)	Yes, data is published by the Dutch Netherlands Enterprise Agency (RVO)	Yes, data is published by the Dutch Netherlands Enterprise Agency (RVO)
	Please describe the progress you have made in the last 12 months on this target	Text	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	N/A	N/A	N/A
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Number	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	2.8:1	2.6:1	3.49:1
	Yearly average percentage of employees that agree or strongly agree to: "I am able to maintain a healthy balance between my work and personal life"		All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	65%	64%	67%
	Yearly average percentage of employees that agree or strongly agree to questions related to worker's satisfaction in internal Pulse Survey		All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	77%	72%	64%
Social Dialogue	Number of elegible employees for the Works Council elections	Number	All Fairphone employees and locations to whom and where the Workrs Council charter applies	N/A	N/A	N/A	131	"N/A No WoCo elections held in 2024"
	Percentage of voter turnout for the latest Works Council elections	Percentage	All Fairphone employees elegible to cast a vote for Works Council; Latest Works Council elections before reporting period	85%	2030	N/A	75.4%	"N/A No WoCo elections held in 2024"

Labour & human rights								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	Percentage of all Fairphone employees that agree to the statement "I feel well represented by the current Works Council"	Percentage	All of Fairphone employees; For all locations where Fairphone operates; Response to latest yearly Works Council survey for the reporting period	75%	2030	68%	No Works Council survey was performed in 2023. No results are available.	85%
	Number of Fairphone employees represented by the Works Council	Number	All of Fairphone employees; For all locations where Fairphone operates	N/A	N/A	135	154	135
Career Management & Training	Average hours of training per employee	Number of hours	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	10.8	11.3	N/A
	Percentage of all Fairphone employees that make use of their Learning and Development budget or engage in a Learning and Development experience	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	87%	60%	60%
	"Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender"	Number of hours	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	N/A	Female: 12.36 Male: 10.5	N/A
	"Average hours of training that the organization's employees have undertaken during the reporting period, by: ii. employee category"	Number of hours	All of Fairphone employees; For all locations where Fairphone operates; Employee categories: full time and part time.	N/A	N/A	N/A	Part-time employees: 12.4 Full-time employees: 11.2	N/A
	Type and scope of programs implemented and assistance provided to upgrade employee skills	Text (list)	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	- Emerging Leaders Program - Management Team Coaching - Feedback training - Language learning	- Emerging Leaders Program - Management Team Coaching - Feedback training - Language learning	- Emerging Leaders Program - Management Team Coaching
	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Text (list)	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	- Employability Budget and Career Coaching	- Employability Budget and Career Coaching	- Employability Budget and Career Coaching
	Percentage of total employees by gender who received a regular performance and career development review during the reporting period.	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	Female: 100% Male: 100% Other: N/A Not disclosed: N/A	Female: 100% Male: 100% Other: N/A Not disclosed: N/A	Female: 100% Male: 100% Other: N/A Not disclosed: N/A
	Percentage of total employees by employee category who received a regular performance and career development review during the reporting period.	Percentage	All of Fairphone employees; For all locations where Fairphone operates; Employee categories: full time and part time.	N/A	N/A	Part-time employees: 100% Full-time employees: 100%	Part-time employees: 100% Full-time employees: 100%	Part-time employees: 100% Full-time employees: 100%

Labour & human rights								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
Diversity, Equity & Inclusion	Percentage of all Fairphone employees to have undergone an anti-harassment training		All of Fairphone employees; For all locations where Fairphone operates.	90%	2025	0	0	0
	Percentage of women employed in the whole organization	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	55% - Only staff in the Netherlands 53% - All staff including China and Taiwan	48%	48%
	Percentage of women in top executive positions (excluding boards of directors)	Percentage	All of Fairphone employees; For all locations where Fairphone operates; Fairphone's Managment Board members	N/A	N/A	50%	0%	0%
	Percentage of women within the organization's board	Percentage	All of Fairphone employees; For all locations where Fairphone operates; Fairphone's Supervisory Board.	N/A	N/A	17%	33%	33%
	Percentage of women within the organization's Management Team	Percentage	All of Fairphone employees; For all locations where Fairphone operates; Fairphone's Management team	N/A	N/A	N/A	25%	50%
	Percentage of women within the organization's leadership team (Management Team and Heads)	Percentage	All of Fairphone employees; For all locations where Fairphone operates; Fairphone's Management Team and Heads.	N/A	N/A	N/A	40%	50%
	Average unadjusted gender pay gap	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	9.0%	5.7%	5.12%
	Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	Female: 17% Male: 83% Other: 0% Not disclosed: 0%	Female: 33% Male: 66% Other: 0% Not diclosed: 0%	Female: 33% Male: 66% Other: 0% Not diclosed: 0%
	Percentage of individuals within the organization's governance bodies in each of the following diversity categories: ii. Age group: under 30 years old, 30-50 years old, over 50 years old	Percentage	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	- under 30 years old: 0% - 30-50 years old: 33% - over 50 years old: 67%	- under 30 years old: 0% - 30-50 years old: 60% - over 50 years old: 40%	- under 30 years old: 0% - 30-50 years old: 60% - over 50 years old: 40%
	Total number of incidents of discrimination during the reporting period.	Number	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	0	0	0

Labour & human rights								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	Number (distribution of a. between options)	All of Fairphone employees; For all locations where Fairphone operates.	N/A	N/A	No incidents reported in this period	No incidents reported in this period	No incidents reported in this period

Environment								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
GHGs, energy, water, waste	Total gross Scope 1 GHG emissions	metric tons CO2e	Direct emissions from the sources owned or controlled by Fairphone	Near Term - 42% reduction from base year 2022 Long Term - 90% reduction from base year 2022	- Near Term by 2030 - Long Term by 2045	0	0	0
	Total gross Scope 2 GHG emissions (market or location based)	metric tons CO2e	In direct emissions from purchased eletricity and heating		- Near Term by 2030 - Long Term by 2045	Location based: 22.2 Market based: 0	Location based: 36.8 Market based: 0	Location based: 28.96 Market Based: 0

Environment								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	Total gross Scope 3 GHG emissions	metric tons CO2e	Scope 3 Category Included Category 1: Purchased goods & services Category 2: Capital goods Category 3: Fuel- and energy-related activities Category 4: Upstream transportation and distribution Category 5: Waste generated in operations Category 6: Business travel Category 7: Employee commuting Category 11: Use of sold products	Long Term - 90% absolute reduction from base year 2022	2045	9,358 (corrected from 9,565)	11,135	4884
	Total gross Scope 3 Downstream GHG emissions	metric tons CO2e	Downstream activities Category 11: Use of sold products Category 12: End-of-life treatment of sold products			1,475 (corrected from 1,705)	1,189	1,173
	Total gross Scope 3 Upstream GHG emissions	metric tons CO2e	Upstream activities: Category 1: Purchased goods & services Category 2: Capital goods Category 3: Fuel- and energy-related activities Category 4: Upstream transportation and distribution Category 5: Waste generated in operations Category 6: Business travel Category 7: Employee commuting			7,883 (corrected from 7,859)	9,947	3712
	Greenhouse Gas Emissions Reduced (market-based)	% of CO2e reduced from the base year 2022	Scope 1, 2 & 3	N/A	N/A	N/A	N/A	48%
	CO2 avoided (until 2023)	metric tons CO2e	CO2 emissions or GHG equivalents reduced or avoided due to Fairphone efforts versus standard market practice.	N/A	N/A	996 (corrected from 999)	994	N/A
	Greenhouse gas emissions avoided (from 2024)	metric tons CO2e	CO2 emissions or GHG equivalents avoided due to Fairphone efforts on product longevity versus standard market practice.	N/A	N/A	901	656	1,540
	Total energy consumption	MWh	At Fairphone Headquarter office. Includes fuels before combustion and the amount of purchased energy inputs which include electricity, heat, steam and cooling for use by operations.	N/A	N/A	77	112	92
	Total renewable energy consumption	MWh	At Fairphone Headquarter office. Includes energy consumed that comes from renewable sources such as wind turbine, solar energy, biomas, methanization, geothermal energy, hydraulics, etc.	N/A	N/A	77	112	92
	Total water consumption	Cubic meters (m3)	Water consumed at Fairphone's Headquarter office	N/A	N/A	218	218	193

Environment								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	Total weight of hazardous waste	Metric tons	Material considered as hazardous waste that was generated at Fairphone Headquarter office	N/A	N/A	0.0005	0.0008	0.0015
	Total weight of non-hazardous waste	Metric tons	Material considered as non-hazardous waste that was generated at Fairphone Headquarter office	N/A	N/A	4.5	5.2	4.5
	Total weight of waste recovered	Metric tons	Hazardous and non-hazardous waste generated by Fairphones headquarter office that has been separated for recycling	N/A	N/A	2.9	3.4	2.9
	Total weight of hazardous waste by Tier 1 suppliers	Metric tons	Material considered as hazardous waste that was generated at the production facility of Fairphone's Tier 1 suppliers	N/A	N/A	N/A	N/A	25
	Total weight of non-hazardous waste by Tier 1 suppliers	Metric tons	Material considered as non-hazardous waste that was generated at the production facility of Fairphone's Tier 1 suppliers	N/A	N/A	N/A	N/A	1,207
	Total weight of waste recovered by Tier 1 suppliers	Metric tons	Hazardous and non-hazardous waste generated at the production facility of Fairphone's Tier 1 suppliers that has been separated for recycling	N/A	N/A	N/A	N/A	1,109

Environment								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
Materials, Chemicals & Waste	Weight of Aluminium consumption	Kg	"Total consumption for: - Fairphone 3 - Fairphone3+ - Fairphone 4 - Fairphone 5 - Fairbuds XL - TWS Based on Full Material Declarations, per focus material. This does not include spare parts."	N/A	N/A	3,204	4,882	2,296
	Weight of Chromium consumption	Kg		N/A	N/A	N/A	N/A	141
	Weight of Cobalt consumption	Kg		N/A	N/A	"1,480 (For Fairphone 3 and 3+, cobalt lithium dioxide weight considered; for all other products, only cobalt weight considered)"	2,100	725
	Weight of Copper consumption	Kg		N/A	N/A	2,633	2,668	1,015
	Weight of Glas / glass fiber consumption	Kg		N/A	N/A	N/A	N/A	1,414
	Weight of Gold consumption	Kg		N/A	N/A	6	3.1	1
	Weight of Graphite consumption	Kg		N/A	N/A	N/A	N/A	668

Environment								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	Weight of Indium consumption	Kg	"Total consumption for: - Fairphone 3 - Fairphone3+ - Fairphone 4 - Fairphone 5 - Fairbuds XL - TWS Based on Full Material Declarations, per focus material. This does not include spare parts."	N/A	N/A	0.0008	0.05	0
	Weight of Iron / Steel consumption	Kg		N/A	N/A	N/A	N/A	819
	Weight of Lithium consumption	Kg		N/A	N/A	336 (For Fairphone 3 and 3+, cobalt lithium dioxide weight considered; for all other products, only lithium element weight considered)	214	88
	Weight of Magnesium consumption	Kg		N/A	N/A	823	607	280
	Weight of Manganese consumption	Kg		N/A	N/A	N/A	N/A	61
	Weight of Mica consumption	Kg		N/A	N/A	N/A	N/A	1
	Weight of Nickel consumption	Kg		N/A	N/A	281	381	180
	Weight of Plastics consumption	Kg		N/A	N/A	3,758	6,083	3,199
	Weight of Rare earth elements (Neodymium, Praesodymium, Dysprosium) consumption	Kg		N/A	N/A	21	56	30
	Weight of (Poly-)Silicon consumption	Kg		N/A	N/A	N/A	N/A	43
	Weight of Silver consumption	Kg		N/A	N/A	250	10	6
	Weight of Tantalum consumption	Kg		N/A	N/A	N/A	N/A	1
	Weight of Tin consumption	Kg		N/A	N/A	119	124	59

Environment								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	Weight of Titanium consumption	Kg		N/A	N/A	N/A	N/A	36
	Weight of Tungsten consumption	Kg		N/A	N/A	80	92	42
	Weight of Zinc consumption	Kg		N/A	N/A	199	154	62

Environment								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
Product use	Weight of new smartphones not produced due to the extended lifespan of Fairphones	Metric tons	All Fairphone 5, Fairphone 4, Fairphone 3, Fairphone 3+ that have been activated	N/A	N/A	5.4	3.9	9.2
	Longevity score	Years	The Longevity Score represents all Fairphones starting from Fairphone 3 (released September 2019) on which we know that Fairphone OS (Android) is used. Fairphone 4 which are used as demonstration phones at our indirect sales partners' shops are not included. The only group of phones which are not used by consumers but are included in the scope are Fairphone 3(+) demonstration phones.	4.5	2023	5.5	4.7	N/A
	Long-lasting products	Years	- Fairphone 3: The score of Fairphone 3 represents all Fairphone 3 and 3+ on which we know that Fairphone OS (Android) is used. The only group of phones which are not used by consumers but are included in the scope are Fairphone 3(+) demonstration phones. - Fairphone 4: The score of Fairphone 4 represents all Fairphone 4 on which we know that Fairphone OS (Android) is used. Fairphone 4 which are used as demonstration phones are excluded. - Fairphone 5: The score of Fairphone 5 represents all Fairphone 5 on which we know that Fairphone OS (Android) is used. Fairphone 5 which are used as demonstration phones are excluded.	Fairphone 5 : 5 Fairphone 4 : 4.5 Fairphone 3(+) : 4.5	2027	N/A N/A N/A	N/A N/A N/A	Fairphone 5 : 6.1 Fairphone 4 : 6.2 Fairphone 3(+): 5.1

Environment								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	Freshwater use avoided	Cubic meters	Freshwater use avoided due to Fairphone efforts on product longevity versus standard market practices.	N/A	N/A	N/A	N/A	552,853
	Raw material use avoided	Metric tons	Raw material use avoided due to Fairphone efforts on product longevity versus standard market practices.	N/A	N/A	N/A	N/A	9.2
Product end-of-life	Weight of EEE placed on the market	Metric tons	"The EEE placed in the all markets where Fairphone sells, either directly or by IDS partners. Products included are: - Fairphone 3+ - Fairphone 4 - TWS earbuds (+ from 2022) - Fairphone 5 (+ from 2023) - Fairbuds XL (+ from 2023) - All electronic products and their electronic spare parts (from 2024)"	N/A	N/A	26.5	29.3	29.9
	Weight of WEEE collected	Metric tons	The WEEE collected by Fairphone stems from different Fairphone-owned take-back programs on the EU market (EU-FP), payment of WEEE fees, as well as WEEE collected in countries without sufficient formal recycling infrastructure by partners such as Argo360, Closing the Loop or ReCell.	N/A	N/A	9.6	24.7	28.8
	Weight of WEEE collected through EU take-back programs	Metric tons	The WEEE collected by Fairphone stems from different Fairphone take-back programs on the EU market (EU-FP) and payment of WEEE fees.	N/A	N/A	3.6	9.1	16.8
	Weight of WEEE collected for recycling	Metric tons	The WEEE collected by Fairphone which is supplied to recycling activities (as opposed to reuse).	N/A	N/A	N/A	N/A	28.4
	Electronic waste collected from sales market	Percentage	The percentage of e-waste collected in Fairphones sales market vs. the total e-waste collected by Fairphone.	30%	2027	36.9%	36.7%	58.4%
	Weight of materials recovered from WEEE	Metric tons	Weight of materials recovered out of the total electronic waste collected for recycling by Fairphone	N/A	N/A	N/A	N/A	10.4
	Electronic waste neutral products	Percentage	Percentage of weight of e-waste neutral products vs. weight of electronic products placed on market	100%	2027	N/A	N/A	89.6%

Environment								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	Electronic waste neutrality	Percentage	"Electronic end-of-use products we collect for reuse and recycling, compared to the amount: - For 2021 and 2022: new Fairphone 4 and its spare parts - For 2023: Fairphone 4, Fairphone 5 and their spare parts - For 2024: Fairphone 4, Fairphone 5, Fairbuds XL, Fairbuds and their speare parts, USB-C to mini audio jack adapter"	100%	2023	100%	100%	100%
	E-waste avoided	Metric tons	The electronic waste which is removed (i.e. taken back at its end-of-use) or prevented from entering the market (i.e. through longer lifetimes of electronic devices which slows down the need for producing and purchasing new ones) due to the efforts undertaken by Fairphone	N/A	N/A	15	28.7	N/A

Ethics								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
Employees trained on ethics	Number of employees trained on privacy and data protection	Number	All of Fairphone employees; For all locations where Fairphone operates. Counted in head count.	N/A	N/A	86	0	0
	Percentage of employees trained on privacy and data protection	Percentage	All of Fairphone employees; For all locations where Fairphone operates. Counted in head count.	90%	Reporting year	64%	0%	0
	Number of employees that completed an IT security awareness training	Number	All of Fairphone employees; For all locations where Fairphone operates. Counted in head count.	N/A	N/A	0	158	135
	Percentage of employees that completed an IT security awareness training	Percentage	All of Fairphone employees; For all locations where Fairphone operates. Counted in head count.	80%	Reporting year	0%	98%	100%
	Number of employees trained on anti-corruption policies	Number	All of Fairphone employees; For all locations where Fairphone operates. Counted in head count.	N/A	N/A	0	122	20
	Percentage of employees trained on anti-corruption policies	Percentage	All of Fairphone employees; For all locations where Fairphone operates. Counted in head count.	90%	Reporting year	0%	79%	16%

Ethics								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
KPIs related to whistel blowing procedure	Number of reports related to whistleblower procedure	Number	For all locations where Fairphone operates.	N/A	N/A	1	0	4
Confirmed corruption incidents	Number of confirmed corruption incidents	Number	For all locations where Fairphone operates.	N/A	N/A	1	0	0
	Total number and nature of confirmed incidents of corruption.	Number, text	For all locations where Fairphone operates.	N/A	N/A	1, kickback	0	0
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	Number	For all locations where Fairphone operates.	N/A	N/A	1	0	0
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	Number	For all locations where Fairphone operates.	N/A	N/A	1	0	0
	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	Number, text	For all locations where Fairphone operates.	N/A	N/A	0	0	0
Confirmed information security incidents	Number of confirmed information security incidents	Number	For all locations where Fairphone operates.	N/A	N/A	0	0	0

Sustainable Procurement								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
Targeted suppliers and CSR issues	Number of Tier 1 suppliers	Number	Fairphone's Tier 1 suppliers	N/A	N/A	1	2	2
	Number of targeted indirect (beyond Tier 1) suppliers	Number	Suppliers beyond Tier 1 that have been targeted for fair factories programs, based supply chain due diligence risks and opportunities, spent and leverage.	N/A	N/A	7	7	14
	Percentage of Tier 1 suppliers that have signed our Ways of Working Together document (our Code of Conduct)	Percentage	Fairphone's Tier 1 suppliers	100%	Reporting year	100%	100%	100%
	Percentage of Tier 1 suppliers that have environmental, labour and human rights requirements included in their contracts.	Percentage	Fairphone's Tier 1 suppliers	100%	Reporting year	100%	100%	100%
	Percentage of Tier 1 suppliers that have undergone a CSR assessment	Percentage	Fairphone's Tier 1 suppliers	100%	Reporting year	100%	100%	100%
	Percentage of Tier 1 suppliers that have undergone an independent, 3rd party CSR assessment onsite	Percentage	Fairphone's Tier 1 suppliers	100%	Reporting year	100%	100%	100%
	Number of direct and indirect suppliers engaged in capacity building on social or environmental issues	Number	Fairphone's direct and targeted indirect suppliers	N/A	N/A	5	5	12
Other CSR KPIs on suppliers	Percentage of Tier 1 suppliers that have priovided the list of their suppliers for the Fairphone products, plus the requested due diligence information for these sub-suppliers, relevant materials and product information.	Percentage	Fairphone's Tier 1 suppliers	100%	Reporting year	100%	100%	100%
	KPI 4: Fair materials - Average percentage of our focus materials sustainably sourced	Percentage	Our 14 focus materials (Aluminium, Cobalt, Copper, Gold, Indium, Lithium, Magnesium, Nickel, Plastics, Rare earth elements (Neodymium, Praesodymium, Dysprosium), Silver, Tin, Tungsten, Zinc); the materials are contained in our smartphone devices.	70%	2023	40%	74%	N/A
	KPI: Fair materials	Percentage	Percentage of device's total weight that is considered fair materials	70%	2027	N/A	N/A	Fairphone 5: 44% Fairbuds XL: 49% Fairbuds : 70%

Sustainable Procurement								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	KPI: Fair factories	Number	Number of targeted direct and indirect suppliers that demonstrate improvements or a high level of maturity	6 Tier 1 suppliers 19 Tier 2 or beyond suppliers	2025	Fairphone 4: 5	Fairphone 4: 5	Fairphone 5 : 7 Fairbuds : 1 Fairbuds XL : 2
	People benefiting	Number	Additional number of people benefitting from Fairphone interventions and programs (cumulative number 2017-2022)	N/A	N/A	28,926 (83,803)	22,074 (105,877)	N/A
	People with fairer conditions	Number	Number of people with fairer conditions in the reporting year	N/A	N/A	N/A	N/A	20,042

Other								
Theme	**Indicator to report on**	**Unit**	**Scope**	**Target**	**Target year**	**2022**	**2023**	**2024**
	Expenditure on Research & Development	Euro	Total amount of money spend on R&D activities by the end of reporting year, as reported in FP's annual report; in Euros.	N/A	N/A	1,915,787	5,628,102	2,637,429

7.8 Suppliers, Smelters and Refiners

7.8.1: List of assembly suppliers and sub-suppliers

Consumer electronics supply chains include several complex, often opaque tiers of suppliers. At Fairphone, we are working to gain an in-depth understanding of the complicated layers of our supply chain. In addition to our first-tier assembly manufacturer, we have mapped all second-tier suppliers, and are progressively including third and fourth-tier suppliers in our research. By uncovering all of the different players and manufacturing locations in our smartphone supply chain, we can start engaging with suppliers, establishing relationships and initiating programs for improvement.
The list below includes all of the first, second and third-tier sub-suppliers that we know of to date, and it is accurate to the best of our knowledge at the time of publication. Whenever possible, we have listed the (approximate) manufacturing location. If this information was not available, we have provided the location of the company headquarters.

This list reflects the current suppliers of Fairphone products. Inclusion on the list does not imply that these manufacturers are "fairer" than their competitors, or that Fairphone has a direct relationship with these companies and is influencing their business practices.

Product	Tier	Manufacturer Name	Number of sites	Address: Manufacturer or Headquarters	Manufacturer country	Website	Product Supplied
Fairphone 4 & Fairphone 5	Tier 1	Huizhou TCL Mobile Communication Co., Ltd.	1	Manufacturer: No.86, Hechang 7th West Road, Zhongkai Hi-tech Development District, Huizhou, Guangdong	China	www.t2mobile.com	Assembly
Fairbuds XL & Fairbuds	Tier 1	HONSENN TECHNOLOGY CO. LTD.	1	Manufacturer: 2nd Horizontal Road 70 Zhuan Yao industrial zone WenTang village Dongcheng District, Dongguan City, Guangdong Province, China	China	http://www.honsennaudio.com/	Assembly
Fairphone 5	Tier 3	Yuhang	1	Manufacturer: Fuhai Road, Handian Town, Zouping City, Binzhou City, Shandong, China	China	No	Aluminum alloy supplier
Fairbuds XL	Tier 3	Huihuang	1	Manufacturer: E17, Asia Metal Resource Recycling Industrial Base, Longfu town Sihui, Guangdong, China	China	No	Aluminum alloy supplier
Fairphone 5	Tier 2	Huizhou Speed Wireless Technology Co.,Ltd	1	Manufacturer: No.138 Huize Avenue, Dongjiang High-tech Industrial Park,Zhongkai High-tech Zone, Huizhou city, Guangdong Province China	China	www.speed-hz.com	Antenna
Fairbuds	Tier 2	Shenzhen Zhongruibang Technology Co. , Ltd.	1	Manufacturer: Xili Street Shuguang Community TCL International E City, Nanshan District, Shenzhen City"	China	/	Antenna
Fairphone 4	Tier 2	SHANGHAI BEIZHE COMMUNICATION TECHENOLOGY CO.,LTD	1	Manufacturer: 105, Building 1, 2899 South Lianhua Road, Minhang District, Shanghai	China	www.szyosong.com	Antenna
Fairphone 4 & Fairphone 5	Tier 2	DONGGUAN KAYO BATTERY CO.,LTD.	1	Manufacturer: NO.2 , ShaJingTou ten Lane,Matigang Village,DaLingShan Town,DongGuan City,GuangDong	China	www.kayobattery.com	Battery

Product	Tier	Manufacturer Name	Number of sites	Address: Manufacturer or Headquarters	Manufacturer country	Website	Product Supplied
Fairbuds XL & Fairbuds	Tier 2	Zhuhai Greaton Electronic Technology Co.,Ltd	1	Manufacturer: 2nd Floor, Building a3, Xinqing Fifth Road, Doumen District, Zhuhai City	China	http://www.lideapower.com	Battery
Fairbuds	Tier 2	Dongguan Lidea Electronics Co.,Ltd	1	Manufacturer: No. 393 Yangxin Road, Yangyong Village, Dalang Town, Dongguan City	China	http://www.lideapower.com	Battery
Fairphone 5	Tier 3	Lifun	1	Manufacturer: J Block, TY Science & Technology Park, No 128, Pioneer Road, Tianyuan District. Zhuzhou City, Hunan Province, P.R. China, Post Code 412007"	China	http://lifuntech.com/en-US	Battery cell
Fairphone 4	Tier 3	ATL	1	Manufacturer: 1 West Industrial Road, Songshan Lake Dongguan, Guangdong, China	China	www.atlbattery.com	Battery cell
Fairphone 4 & Fairphone 5	Tier 3	Yuliang	1	Manufacturer: Shabu No.2 Industrial Zone,Dalang Town,Dongguan Guangdong,China	China	No	Battery connector
Fairbuds	Tier 2	Zhejiang Bozhong Electric Co. , Ltd.	1	Manufacturer: 12F warehouse, Building 12, Tiangong Zhigu, 52 Fuhai Road, Xiagang Town, Dongguan City, Guangdong Province	China	/	Battery holder
Fairphone 4 & Fairphone 5	Tier 2	JITS COMMUNICATION CORP., LTD	1	Manufacturer: Building 7, No.391, Shatian section, Gangkou Avenue, Shatian Town, Dongguan City, Guangdong Province	China	WWW.JITSTECH.COM	Bolt spring
Fairphone 4	Tier 2	Triple Win Precision Electronics(Jin Cheng) Co.Ltd.	1	Manufacturer: No.1216LanHua Road.Jin Cheng Economic&Technology Development Zone,ShanXi,China. 048000.	China	www.rayprustech.com	Camera
Fairphone 5	Tier 2	Kunshan Q Tech Microelectronics Co.,Ltd.	2	Manufacturer: NO.89 Laisi Road,Hi-Tech Development Zone, KunShan, Jiangsu Province NO.3 Taihong Road, Hi-tech Industrial Development Zone KunShan,Jiangsu Province	China	http://www.qtechsmartvision.com	Camera
Fairphone 4 & Fairphone 5	Tier 2	Guangdong Fenghua Advanced Technology Holding Co.,Ltd	1	Manufacturer: Fenghua Electronic Industrial City, 18th Fenghua road, Zhaoqing City, Guangdong Province,P.R.C	China	http://www.china-fenghua.com/	Chip Resister
Fairbuds	Tier 2	Shenzhen Taike Hanze Precision Electronics Co. , Ltd.	1	Manufacturer: No.51 Zhulongtian Road, Shiyan Street, Baoan District, Shenzhen	China	/	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairbuds	Tier 2	Dongguan Jiacun Trading Co. , Ltd.	1	Manufacturer: Tenglong Business Center 805, Nancheng District, Dongguan City	China	/	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairphone 4 & Fairphone 5	Tier 2	Kunshan KEIRAKU Precisiong Industry Co.,Ltd	1	Manufacturer: No.1999,Hanpu Rode,Yushan Town,Kunshan City,Suzhou City,Jiangsu Province,215300	China	http://keiraku.com.cn/	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairphone 4 & Fairphone 5	Tier 2	NXP Semiconductors (Tianjin) Ltd	1	Manufacturer: No.15 Xinghua Road, Xiqing Economic Development Area, Tianjin City 300385	China	https://www.nxp.com/	Connectors, Clips, Spring Contacts, Cables,fasteners

Product	Tier	Manufacturer Name	Number of sites	Address: Manufacturer or Headquarters	Manufacturer country	Website	Product Supplied
Fairbuds XL & Fairbuds	Tier 2	Dongguan Huixin Electronic Technology Co., LTD	1	Manufacturer: No. 3 Floor, Building B, Building B, No. 6 Longshan Garden, Dapi Takahashi Road, Daping Town, Dongguan City	China	/	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairbuds XL	Tier 2	Dongguan Haoxin Wire and Cable Technology Co., LTD	1	Manufacturer: 2 Baobo Road, Dongkeng Town, Dongguan City, Guangdong Province	China		Connectors, Clips, Spring Contacts, Cables,fasteners
Fairphone 5	Tier 2	HONGRIDA TECHNOLOGY COMPANY LIMITED	1	Manufacturer: West of QingSong Road YuShan Town KunShan City JiangSu PR.China	China	www.hongrida.com	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairphone 5	Tier 2	"Hirose HRS"	3	Manufacturer: 2-21-2 Agamae,Miyakoshi,Iwateken Japan~~3-87,Ookawara,Koriyama,Fukushima Japan~~36-14 Toudai,Ichinosekishi,Iwateken Japan	JAPAN	https://www.hirose.com	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairphone 4 & Fairphone 5	Tier 2	Yuliang Hongzheng Eleectron science Co.,LTD.	1	Manufacturer: Shabu No.2 Industrial Zone,Dalang Town,Dongguan Guangdong,China	china	http://www.dgyuliang.net/	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairphone 4 & Fairphone 5	Tier 2	Electric Connector Technology Co.□Ltd.	1	Manufacturer: 1-3/F,8-A Block□Jinxiu Industrial Park , Xitian Community , Gongming Subdistrict ,Guangming New District ,Shenzhen ,Guangdong Province ,P.R. China	China	http://www.ectsz.com	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairbuds XL	Tier 2	Shenzhen Xinlinda Circuit Technology Co. , Ltd	1	Manufacturer: No. 179, Xinhe Avenue, Buyong Community, Shajing Street, Baoan District, Shenzhen	China	/	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairbuds	Tier 2	Shenzhen Keyu Shengda Technology Co. , Ltd.	1	Manufacturer: Shenzhen Qianhai Shenzhen-hong Kong Cooperation Zone Nanshan Street Guiwan Zone 2 units Qianhai excellent financial center	China	http://www.keysida.com	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairbuds	Tier 2	Dongguan Xinqi Precision Electronics Co. , Ltd.	1	Manufacturer: No. 88, Daxing Road, Yangwu, Dalingshan, China"	China	http://www.xqjmdz.com	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairbuds XL	Tier 2	Xinmingtai electronics (Huizhou) limited	1	Manufacturer: Huicheng District, Huizhou City, Hedi Road No. 1, Fangzhi City Times garden	China	http://www.jiamingtai.net	Connectors, Clips, Spring Contacts, Cables,fasteners
Fairphone 4	Tier 3	AUO	1	Manufacturer: 6 Longteng Road, Kunshan Economic and Technological Development Zone, Jiangsu Province, China	China	www.auo.com	Display (screen)
Fairphone 4 & Fairphone 5	Tier 2	Dongguan Chitwing Technology Co., Ltd	1	Manufacturer: No.166, Chang 'an Xinmin Road, Chang 'an Town, Dongguan City, Guangdong Province	China	http://www.chitwing.com	Display-frame
Fairphone 5	Tier 2	BOE Vision Technologhy	1	Manufacturer: No.1188, HEZUO Road, Chengdu, SICHUAN	China	https://www.boe.com/	Display, Touch Screen
Fairphone 4	Tier 2	TLCM	1	Manufacturer: No. 93-7, Xintang Road, Rentian Community, Fuhai Street, Baoan District, Shenzhen, Guangdong, China	China	http://www.djnlcd.com/	Display, Touch Screen
Fairphone 4 & Fairphone 5	Tier 3	Corning	1	Headquarters: One Riverfront Plaza Corning, New York 14831, United States	United States	No	Display, Touch Screen (Touch Screen Glass Material)

Product	Tier	Manufacturer Name	Number of sites	Address: Manufacturer or Headquarters	Manufacturer country	Website	Product Supplied
Fairphone 4 & Fairphone 5	Tier 2	Hefei Bayu Electronic Technology Co., LTD	1	Manufacturer: 906 Xinghui Road, Kunshan City, Suzhou City, Jiangsu Province	China	No	Electromechanical, MEMS
Fairbuds	Tier 2	Lianzhonglian (Dongguan) Technology Co. , Ltd.	1	Manufacturer: Room 402, Building 2, Factory Building 6, Sima Industrial Road, Changping Town, Dongguang City , Guangdong Province.	China	http://welink-tec.cn	Electromechanical, MEMS
Fairphone 4 & Fairphone 5	Tier 2	Zhejiang Baolong M&E Co.,Ltd.	1	Manufacturer: No.388 Ningkang East Road,Chengdong street,Yueqing City,Whenzhou City,Zhejiang Province,China	China	http://www.baolong.com/	Electromechanical, MEMS
Fairphone 4 & Fairphone 5	Tier 3	AAC Technology (Nanning) Co., Ltd.	1	Manufacturer: Shenguan collagen think tank 3# factory, 9# factory, 13# factory, No.13, Guokai Avenue East, Jiangnan District, Nanning, China	China	No	Electromechanical, MEMS
Fairphone 4 & Fairphone 5	Tier 3	Tianjia	1	Manufacturer: 171 Yu Yin Road, YaoBei village, Hong Qiao, Yue Qing, ZheJiang, China	China	No	Electromechanical, MEMS
Fairphone 4 & Fairphone 5	Tier 2	"Tottori Production Div. PT. KDS INDONESIA"	1	Manufacturer: 7-3-21Wakabadai minami, Tottori 689-1112 Japan	Japan	https://www.kds.info/	Electromechanical, MEMS
Fairphone 4 & Fairphone 5	Tier 2	STMicroelectronics R&D (Shenzhen) Co., Ltd.	1	Manufacturer: No.16 Taohua Road, Futian Free Trade Zone, Fubao Street, Futian District, Shenzhen, Guangdong, China	China	https://www.st.com/content/st_com/zh.html	Electromechanical, MEMS
Fairphone 4 & Fairphone 5	Tier 2	Shenzhen Hongneng Circuit Technology Co., Ltd	1	Manufacturer: Huayu industrial Sancun street,Doumen District,Zhuhai China	China	No	Flexible Printed Circuits
Fairbuds	Tier 2	Shenzhen e-schindler Electronic Technology Co. , Ltd.	1	Manufacturer: Fuhai Street Qiaotou Community Fuqiao fifth industrial zone, Bao'an District, Shenzhen City	China	http://www.0755fpc.com	Flexible Printed Circuits
Fairbuds XL	Tier 2	Shenzhen Qili Multilayer Circuit Board Co. , Ltd.	1	Manufacturer: 118 Shajing Road, Baoan District, Shenzhen	China	/	Flexible Printed Circuits
Fairbuds XL & Fairbuds	Tier 2	Shenzhen Qili Multilayer Circuit Board Co. , Ltd.	1	Manufacturer: Building 3, West Industrial Zone, Heyi Community, Shajing Street, Baoan District, Shenzhen	China	/	Flexible Printed Circuits
Fairphone 4	Tier 2	Tripod	1	Manufacturer: No.1, Middle Section, Mianzhou Avenue, Xiantao City, Hubei Province	China	https://www.tripod-tech.com/	Flexible Printed Circuits
Fairphone 5	Tier 2	Kinwong Electronic Technology (Zhuhai) Co.,Ltd	1	Manufacturer: No.801,Nanshui Avenue,Nanshui Town,Jinwan District,Zhuhai,Guangdong	China	www.kinwong.com	Flexible Printed Circuits
Fairbuds XL	Tier 2	Dongguan Jinping Electronic Co. , Ltd.	1	Manufacturer: Room 110, No. 75, Shijie Xinfeng West Road, Shijie Town, Dongguan City, Guangdong Province	China	/	Flexible Printed Circuits

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Fairbuds	Tier 2	Shenzhen Lizhi Hongyuan Electronics Co. , Ltd.	1	Manufacturer: South divider, 4F, building 61, Langkou Industrial Zone, Dalang Street, Shuncheng District, Longhua New District"	China	/	Flexible Printed Circuits
Fairbuds XL	Tier 2	Dongguan Law Fung Electronic Technology Limited	1	Manufacturer: No. 60, Zengbu New City Industrial Zone, Chashan Town, Dongguan City	China	/	Headband & Earcap
Fairphone 4 & Fairphone 5	Tier 3	Chaohu Yunhai Magnesium	1	Manufacturer: Intersection of Yunhua Avenue and Wanjiashan Road, Xiage Town, Chaohu City, Anhui, China	China	No	Magnesium alloy supplier
Fairphone 5	Tier 3	YongZhen JingPing	1	Manufacturer: 8-25 rare earth street, high-tech industrial base, rare earth high-tech zone, baotou, inner mongolia autonomous region	China	www.yzjpcc.com	Magnet
Fairbuds XL & Fairbuds	Tier 2	Star technology	1	Manufacturer: No. 9, Shanghenglang Fourth Industrial Zone, Tongsheng Community, Dalang Street, Longhua District, Shenzhen	China	/	Module
Fairphone 4	Tier 2	Guangzhou Huitian New Material Co., Ltd.	1	Manufacturer: No. 16, Yanjiang Avenue, Huadu District, Guangzhou, Guangdong Province	China	http://www.huitian.net.cn/	Packaging , Labels, Adhesive
Fairphone 4	Tier 2	HAD PIN TECHNOLOGY	1	Manufacturer: ALuotang Factory A, Shuikou Street Office, Huicheng District, Huizhou City	China	http://www.haopin168.com/	Packaging , Labels, Adhesive
Fairphone 4 & Fairphone 5	Tier 2	Dongguan Tiannai Packaging Products CO. LTD.	1	Manufacturer: Longling Industrial Park, Yuancheng District, Heyuan City, Guangdong Province	China	www.hkideal-ltd.com	Packaging , Labels, Adhesive
Fairphone 4 & Fairphone 5	Tier 2	GuangDong JiaYa Industrial co.,LTD.	1	Manufacturer: No.9.Zone ZhongKai High-Technology Development Zone HuiZhou GuangDong China	China	www.jiaya.com	Packaging , Labels, Adhesive
Fairphone 5	Tier 2	Litop (Shenzhen) printing Co.,Ltd	1	Manufacturer: Room 101.201, Building 1, Building A46, Fucheng'ao Industrial Zone, Fucheng'ao Community, Pinghu Street, Longgang District, Shenzhen	China	no	Packaging , Labels, Adhesive
Fairphone 4 & Fairphone 5	Tier 2	Huizhou Hairunxin New Material Technology Co., Ltd	1	Manufacturer: A1,Building 18, Alex Industrial Park, No. 19, Huifeng East 1st Road, Huitai industrial Zone, Huizhou City, Guangdong province	China	no	Packaging , Labels, Adhesive
Fairphone 4 & Fairphone 5	Tier 2	Huizhou Hengwei paper Packaging Co., LTD	1	Manufacturer: Lianxi Industrial Zone, Zhenlong Town, Huiyang District, Huizhou City, Guangdong Province	China	No	Packaging , Labels, Adhesive
Fairphone 4	Tier 2	Shenzhen Baolijia Plastic Co., LTD	1	Manufacturer: Building A28, Pinghu Fucheng Ao Industrial Zone, Longgang District, Shenzhen	China	No	Packaging , Labels, Adhesive
Fairphone 4 & Fairphone 5	Tier 2	Samsung Electro_ Mechanics	3	1 Samsung Electronics-ro, Hwaseong-si, Gyeonggi-do 114 Samseong-ro, Godeok-myeon, Pyeongtaek-si, Gyeonggi-do 158, Baebang-ro, Baebang-eup, Asan-si, Chungcheongnam-do	Korean	https://www.samsung.com	Passives

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Fairbuds XL & Fairbuds	Tier 2	Guangdong Yuhong Electronic Technology Co. , Ltd.	1	Manufacturer: Huqiu District, Suzhou City Zhuyuan Road and Huangpu Street intersection near northeast	China	http://www.yageo.com	Passives
Fairphone 5	Tier 2	TAIPAQ Electronics(Si-hong)Co.,Ltd.	1	Manufacturer: The South HangZhou Road and The East JianShe Road□Economic Development Zone□Sihong County□SuqianCity□Jiangsu Province□P,R,China	China	http://www.taitech.com.hk	Passives
Fairphone 4 & Fairphone 5	Tier 2	EYANG TECHNOLOGY DEVELOPMENT CO.,LTD.	1	Manufacturer: 101C, EYANG Building, No.13 Gaoxin North 4th Rd, Songpingshan Community, Xili Subdistrict, Nanshan District, Shenzhen, Guangdong Province, China	China	www.szeyang.com	Passives
Fairphone 4 & Fairphone 5	Tier 2	RF360	1	Manufacturer: 166 Kallang Way, Singapore/Wuxi	Singapore	rffe.qualcomm.com	Passives
Fairphone 4 & Fairphone 5	Tier 2	SHENZHEN MICROGATE TECHNOLOGY CO.,LTD	1	Manufacturer: Microgate Technology Building, No.16 , Science&Technology Road , Pingshan District , Shenzhen China	China	www.szmicrogate.com	Passives
Fairphone 4 & Fairphone 5	Tier 2	GUANGDONG VIIYONG ELECTRONIC TECHNOLOGY CO., LTD.	1	Manufacturer: Viiyong Hi-Tech Park, No.1 Chuangye 2nd Road, Shuangdong Sub-district, Luoding, Guangdong, P. R. China	China	http://www.viiyong.com	Passives
Fairphone 4 & Fairphone 5	Tier 2	Shenzhen Sunlord Electronics Co., Ltd.	1	Manufacturer: Sunlord Industrial Park, Guanlan Da Fu Yuan, GuanGuang Road, Longhua, Shenzhen	China	http://www.sunlordinc.com/category.aspx?NodeID=398	Passives
Fairphone 4 & Fairphone 5	Tier 2	Guangdong Fenghua Advanced Technology Holding Co.,Ltd	1	Manufacturer: Fenghua Electronic Industrial City, 18th Fenghua road, Zhaoqing City, Guangdong Province,P.R.C	China	www.china-fenghua.com	Passives
Fairphone 4 & Fairphone 5	Tier 2	MODA-INNOCHIPS CO., LTD.	1	Manufacturer: 42-7, Dongsan-ro 27beon-gil, Danwon-gu, Ansan-si, Gyeonggi-do, Korea	Korea	http://www.innochips.co.kr/	Passives
Fairphone 4 & Fairphone 5	Tier 2	WAKAYAMA TAIYO YUDEN CO., LTD.	1	Manufacturer: 4026-22, Inanbara, Inami-cho, Hidaka-gun, Wakayama 649-1532, Japan	JAPAN	www.yuden.co.jp/	Passives
Fairphone 4 & Fairphone 5	Tier 2	DONG GUAN YUAN JUN METAL&PLASTIC CO., LTD	1	Manufacturer: Room 101, Building 2, No.7 ,No.1Industrial Street, tangbiantou, Dongcheng Street, Dongguan City, GD Pro	China	No	Plastics
Fairbuds XL & Fairbuds	Tier 2	MoldTek Metal&Plastic CO.,LTD	1	Manufacturer: 2nd Horizontal Road 70 Zhuan Yao industrial zone WenTang village Dongcheng District, Dongguan City, Guangdong Province, China	China	https://www.grp-jb.com/group-detail/moldtek/	Plastics
Fairbuds XL & Fairbuds	Tier 2	Dongguan Jifeng Electronic Materials Co. , Ltd.	1	Manufacturer: No. 325 West Lake Middle Road, Shilong Town, Dongguan City	China	/	Plastics
Fairbuds XL	Tier 2	Dongguan Jifeng Electronic Materials Co. , Ltd.	1	Manufacturer: No. 25, Xinfeng West Road, Shizhen Town, Dongguan City	China	/	Plastics

Product	Tier	Manufacturer Name	Number of sites	Address: Manufacturer or Headquarters	Manufacturer country	Website	Product Supplied
Fairbuds XL & Fairbuds	Tier 2	Dongguan Bailang Silicone Rubber Products Co. , Ltd.	1	Manufacturer: Dongguan hundred Wolf silicone rubber products Co., LTD	China	/	Plastics
Fairbuds XL	Tier 2	Dongguan Bailang Silicone Rubber Products Co. , Ltd.	1	Manufacturer: No. 63, Shapu Second Industrial Zone, Dalang Town, Dongguan City	China	/	Plastics
Fairbuds	Tier 2	Dongguan bullet silicone rubber products Co., LTD	1	Manufacturer: No.19 North Xiangxi Yanhe Road, Shipai Town, Dongguan City, Guangdong Province	China	/	Plastics
Fairbuds	Tier 2	Pan Da Plastic Products Co. , Ltd. . Dongguan	1	Manufacturer: No. 8 South Fourth Street, Qiaotou East Road, Qiaotou Town, Dongguan City, Guangdong Province	China	/	Plastics
Fairphone 5	Tier 2	Shoulder Electronics Corporation Limited	1	Manufacturer: No.115,Gaoyun road,Binhu Economic and Technology Development Area□Wuxi□Jiangsu□China	China	www.shoulder.cn	Plastics
Fairphone 4 & Fairphone 5	Tier 3	Sabic	1	Headquarters: PO Box 5101, Riyadh 11422, Saudi Arabia	Saudi Arabia	No	Plastics material
Fairphone 4 & Fairphone 5	Tier 3	Covestro	1	Headquarters: Leverkusen Kaiser-Wilhelm-Allee 60 51373 Leverkusen, Germany	Germany	No	Plastics material
Fairphone 4 & Fairphone 5	Tier 3	Mocom	1	Headquarters: Mühlenhagen 35, DE - 20539 Hamburg, Germany	Germany	No	Plastics material
Fairbuds XL	Tier 3	Global Green Material	1	Manufacturer: No. 525, Sec. Yongxing, Fanghan Rd., Fangyuan Township 528011 Changhua,Taiwan, TW	Taiwan	www.globalgreenmaterial.com	Plastics material
Fairphone 4 & Fairphone 5	Tier 2	Xiangjian Precision Industry (Shenzhen) co.,Ltd	1	Manufacturer: Building 42, Datian Yangxifang Industrial Zone, Dongfang Community, Songgang Street, Bao'an District, Shenzhen City, Guangdong Province	China	www.szxjj.net	Precision spring
Fairphone 5	Tier 2	Hui zhou shi long qiao new material co.,ltd.	1	Manufacturer: 5/F, building B, NO.108 west huifeng third road, chenjiang street, zhongkai high-tech zone, huizhou	China	https://www.moqieydt.com/com/loq8899/	Rubber,ingredients,adhesive tape
Fairphone 4 & Fairphone 5	Tier 2	3M	1	Manufacturer: No. 9, Nanxiang 2nd Road, Science City, High-tech Development Zone, Guangzhou	China	https://www.3m.com.cn	Screws,Fasteners, Glue
Fairbuds XL & Fairbuds	Tier 2	Dongguan Yu Yeung Hardware Products Co. Ltd.	1	Manufacturer: Chaolang Village Industrial zone, Chashan Town, Dongguan City	China	/	Screws,fasteners, Glue
Fairphone 4	Tier 2	ams	1	Manufacturer: Hana AYT/Bangkok	Thailand	https://ams.com/zh/ams-start	Semiconductors - Integrated Circuits, Discretes

Product	Tier	Manufacturer Name	Number of sites	Address: Manufacturer or Headquarters	Manufacturer country	Website	Product Supplied
Fairphone 4	Tier 2	Asahi Kasei Microdevices Corporation	1	Manufacturer: 2-1-3 ASAHI-MACHI, NOBEOKA-CITY, MIYAZAKI	JAPAN	https://www.akm.com/cn/zh-cn/	Semiconductors - Integrated Circuits, Discretes
Fairphone 5	Tier 2	SENSORTEK	1	Headquarters: 6F., NO.608,Ruiguang Rd., Neihu Dist., Taipei City 114, Taiwan, R.O.C.	Taiwan	https://www.sensortek.com.tw/	Semiconductors - Integrated Circuits, Discretes
Fairphone 4 & Fairphone 5	Tier 2	ATX	1	Manufacturer: NO.188, Su Hong Xi Road, SIP, Suzhou, Jiangsu, China 215021.	China	http://www.atxsemicon.com/ASEN_website/	Semiconductors - Integrated Circuits, Discretes
Fairphone 4 & Fairphone 5	Tier 2	TFME	1	Manufacturer: NO.288, Chongchuan Road, Nantong , Jiangsu , China.	China	https://www.tfme.com/	Semiconductors - Integrated Circuits, Discretes
Fairphone 4 & Fairphone 5	Tier 2	Carsem	1	Manufacturer: JALAN LAPANGAN TERBANG 31350 IPOH, PERAK DARUL RIDZUAN, MALAYSIA	Malasya	https://www.carsem.com.cn/szcccweb/	Semiconductors - Integrated Circuits, Discretes
Fairphone 4 & Fairphone 5	Tier 2	Pixelworks Semiconductor Technology (Shanghai) CO., LTD.	1	Manufacturer: Unit 1701-1706 No.1 Sandhill Plaza 2290 Zuchongzhi Road, Pudong New District, Shanghai, 201210, China	China	www.pixelworks.com	Semiconductors - Integrated Circuits, Discretes
Fairphone 4 & Fairphone 5	Tier 2	SG Micro Corp	2	Manufacturer: 288 Chongchuan Road, Chongchuan District, Nantong City, Jiangsu Province No.8, Kexin Road, Gaoxin West District, Chengdu City, Sichuan Province	China	https://cn.sg-micro.com/	Semiconductors - Integrated Circuits, Discretes
Fairphone 4 & Fairphone 5	Tier 2	NXP	1	No. 10, Jing 5th Rd., Nanzi Dist., R.O.C., Kaohsiung City 81170, Taiwan	Taiwan	https://www.nxp.com.cn/	Semiconductors - Integrated Circuits, Discretes
Fairphone 4 & Fairphone 5	Tier 2	Murata Electronics (Thailand), Ltd.	1	Manufacturer: Wuxi export Processing Zone B line Chuang 1 road No. 6	China	https://corporate.murata.com/zh-cn/	Semiconductors - Integrated Circuits, Discretes
Fairphone 5	Tier 2	ABLIC	1	Headquarters: 1-9-3 Higashinbashi, Minato Ward, Tokyo, Japan	Japan	www.ablic.com https://www.ablic.com/en/semicon/corp/csr/eco/	Semiconductors - Integrated Circuits, Discretes
Fairphone 4 & Fairphone 5	Tier 2	Walsin Technology Corp	1	Manufacturer: No.7 , South 4th Road, K.E.P.Z Kaohsiung, 80681, Taiwan, R.O.C	China	http://www.passivecomponent.com	Semiconductors - Integrated Circuits, Discretes
Fairphone 4 & Fairphone 5	Tier 2	HuaTian Technology (Kunshan) Electronics Co., Ltd	1	Manufacturer: NO.112 Longteng Road□Economic and Technological Development Zone Kunshan	China	No	Semiconductors - Integrated Circuits, Discretes
Fairphone 4 & Fairphone 5	Tier 2	Shang Hai Prisemi Electronics Co.,Ltd	1	Manufacturer: 10-11F, building D, Jixian IC Innovation Center, No.565 Shengxia Road, Zhangjiang Town, Shanghai	China	http://www.prisemi.com/	Semiconductors - Integrated Circuits, Discretes,

Product	Tier	Manufacturer Name	Number of sites	Address: Manufacturer or Headquarters	Manufacturer country	Website	Product Supplied
Fairphone 4 & Fairphone 5	Tier 2	Tianjin WISOL Electronics Co.,Ltd	1	Manufacturer: D1-1/3,D2-2 International Industrial City XEDA Tianjin China	China	www.wisol.co.kr	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairphone 5	Tier 2	Jiangsu Amicc Opto-electronics Technology Co., Ltd.	1	Manufacturer: No.98, Wunan Middle Road, Wujin District, Changzhou, Jiangsu	China	http://www.amicc.com/	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairphone 4 & Fairphone 5	Tier 2	Shanghai awinic technology co.,ltd	1	Headquarters: 15F., Block B,No.908 Xiuwen Road, Minhang District,Shanghai	China	https://www.awinic.com/	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairphone 4 & Fairphone 5	Tier 2	OBO PRO 2	1	Manufacturer: No.15,Dianchang Road,Bixi street,Changshu City,Jiangsu Province	China	www.obopro2.com	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairphone 4 & Fairphone 5	Tier 2	Qualcomm CDMA Technologies Asia-Pacific Pte. Ltd	1	Headquarters: 5775 Morehouse DriveSan Diego, CA 92121-1714United States	America	https://www.qualcomm.com/	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairphone 4 & Fairphone 5	Tier 2	JCET Group Co.,Ltd.	1	Manufacturer: 275 Binjiang Zhong Lu, Jiangyin City, Jiangsu Province, China	China	https://www.jcetglobal.com/	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairphone 5	Tier 2	ETA Semiconductor Limited	1	Manufacturer: 999 Shiji Avenue, Chengbei Industrial Park, Chuzhou City, Anhui Province	China	http://www.eta-semi.com/	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairphone 5	Tier 2	AMOTECH	1	Manufacturer: 380, Namdongseo-ro, Namdong-gu, Incheon, Republic of Korea	Korea	https://global.amotech.co.kr/wp/	Semiconductors - Integrated Circuits, Discretes
Fairbuds XL & Fairbuds	Tier 2	Dongguan Daxing light Glue Products Factory	1	Manufacturer: Shijie Town, Dongguan City, Shuinan Jiaren Industrial Zone, second floor	China	/	Semiconductors - Integrated Circuits, Discretes
Fairbuds	Tier 2	Shenzhen Qixin Microelectronics Co. , Ltd.	1	Manufacturer: No. 8288, Longgang Avenue, Heao community, Yuanshan Street, Longgang District, Shenzhen City"	China	/	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairbuds XL & Fairbuds	Tier 2	Dongguan Jing Zhi Zhuo Precision Hardware Products Co. , Ltd.	1	Manufacturer: No. 25 Liu Family Development Center, Liheng Road, Shi Pai Town, Dongguan City	China	/	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairbuds	Tier 2	Shenzhen Xinshan Crystal Co. , Ltd.	1	Manufacturer: Shenzhen Baoan Fuyong Peace Community Yonghe Road double Gold Hui industrial city	China	http://www.xinshanjt.com	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairphone 4 & Fairphone 5	Tier 2	SAMSUNG Electro_ Mechanics	3	Manufacturer: 1 Samsung Electronics-ro, Hwaseong-si, Gyeonggi-do 114 Samseong-ro, Godeok-myeon, Pyeongtaek-si, Gyeonggi-do 158, Baebang-ro, Baebang-eup, Asan-si, Chungcheongnam-do	Korean	https://www.samsung.com	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairbuds	Tier 2	Dongguan Chuang Tong Electronics Limited	1	Manufacturer: Room 326, Building 1, No. 66, Datangtou East Street, Zhushan, Dongcheng Street, Dongguan City, Guangdong Province	China	/	Semiconductors - Integrated Circuits, Discretes, LEDs

Product	Tier	Manufacturer Name	Number of sites	Address: Manufacturer or Headquarters	Manufacturer country	Website	Product Supplied
Fairbuds XL	Tier 2	Dongguan Audio Pin Electronic Technology Co., LTD	1	Manufacturer: No.29, Lane 3, Bazhisong Road, Qishi Town, Dongguan City, Guangdong Province	China	/	Semiconductors - Integrated Circuits, Discretes, LEDs
Fairphone 5	Tier 3	Winjoy	1	Manufacturer: No.27 Shengxing Road, Hangzhou Bay Shangyu Economic and Technological Development Area, Zhejiang Province	China	https://en.chinawinjoy.com/	Shields - alloy material
Fairbuds	Tier 2	Inst new magnetic materials, Baotou	1	Manufacturer: Inner Mongolia 19 Aratankhan Street, Baotou Rare Earth high-tech zone"	China	/	Shields, Metal Parts, Screws
Fairbuds XL	Tier 2	Dongguan Huiyi Precision Metal Products Co., LTD	1	Manufacturer: 15 Luobian Road, Hengli Town, Dongguan City, Guangdong Province	China	/	Shields, Metal Parts, Screws
Fairbuds XL & Fairbuds	Tier 2	Dongguan Yixun Hardware Technology Co., LTD	1	Manufacturer: No. 2, Xinfeng Road, Tielukeng, Qishi Town, Dongguan City, Guangdong Province	China	/	Shields, Metal Parts, Screws
Fairphone 4	Tier 2	Dongguan Chengguang Precision Industry Co., Ltd.	1	Manufacturer: No.272,Kangle South Road, Houjie Town, Dongguan City, Guangdong Province	China	www.avy.com.tw	Shields, Metal Parts, Screws
Fairphone 4	Tier 2	Shenzhen Baizhuo Technology Co., LTD	1	Manufacturer: 101, No. 3, Gegongling Industrial Zone, Liulian Community, Pingdi Street, Longgang District, Shenzhen City, Guangdong Province	China	No	Shields, Metal Parts, Screws
Fairphone 4 & Fairphone 5	Tier 2	Qorvo	3	Manufacturer: No. 6868 Dongfanghong East Road, Dezhou Economic & Technological Development Area, Dezhou City, Shandong Province 253084, P. R. China No.17 Tongji Middle Road, the Industrial Park of Beijing Economic and Technological Development Area 100176 Beijing P.R. China (HQ: 7628 Thorndike RoadGreensboro, NC 27409United States of America)	China	www.qorvo.com	Shields, Metal Parts, Screws
Fairphone 5	Tier 2	DONGGUAN XIANG JIANG XIN PRECISION TECHNOLOGY CO.,LTD	1	Manufacturer: Building 7, No. 3, Xingyuan Road, Fenggang Town, Dongguan City	China	No	Shields, Metal Parts, Screws
Fairphone 4	Tier 3	Kam Kiu Aluminum Extrusion Co., Ltd	1	Manufacturer: Shiqiao Industrial Zone, Dajiang Country, Taishan City, Guangdong, China	China	No	Shields, Metal Parts, Screws & Aluminum alloy supplier
Fairphone 4 & Fairphone 5	Tier 2	Alpha assembly Solutions (Shenzhen) co., Ltd.	1	Manufacturer: Tang Xia Yong community, Yanluo Street, Baoan District, Shenzhen	China	www.macdermidalpha.com	Solder Paste
Fairphone 4 & Fairphone 5 & Fairbuds XL	Tier 3	Alpha	1	Manufacturer: No.266, Guangtian Road,Tangxiayong Village, Songgang Town,Shenzhen"	China	No	Solder paste

7.8.2: List of smelters and refiners

All the details shared here are accurate to the best of our knowledge at the time of publication. Inclusion on the list does not imply that these smelters and refiners are fairer than their competitors, or that Fairphone has a direct relationship with these companies and is influencing their business practices. We will update the information yearly and are currently collecting smelter and refiner information related to our other focus materials, and will publish it in a future edition of this document.

The Responsible Minerals Assurance Programme (RMAP) by Responsible Minerals Initiative (RMI) audits smelters and refiners on their due diligence practices with regards to minerals from high-risk and conflict-affected areas. The annex will show for each smelter or refiner one of the following statuses:

Audit-passed
Smelters or refiners that are verified to be in compliance with RMI standards or one of the cross- recognized certification programs (more information at: RMI Minerals Due Diligence Standards).

Audit not passed
Smelters or refiners that have been audited and found not conformant. They are following up with RMI to become conformant, or still require further outreach to join certification program(s).

Engaged in auditing process
Smelters or refiners that are engaged in the program with a scheduled or in-progress RMI assessment, who are not yet conformant.

In communication with RMI about audit
Facilities that have not been audited yet and are in communication with the RMI and/or member company.

Not engaged in auditing process
Outreach needed by RMI member companies to contact entities and encourage their participation to undergo an RMI assessment.

Unable to Proceed
Facilities that were not able to continue the due diligence process after a period of 6 months or more, for example due to geopolitical reasons.

Not Applicable
Smelters or refiners that are not eligible for an RMI assessment, which may be if the facility is not a smelter or refiner, is not yet operational, operations have been suspended, or it is not clear if the facility is a smelter or refiner.

Gold

Smelter ID	Standard Smelter Name	Country Location	Audit Status
CID000015	Advanced Chemical Company	UNITED STATES OF AMERICA	Audit Passed
CID000019	Aida Chemical Industries Co., Ltd.	JAPAN	Audit Passed
CID000035	Agosi AG	GERMANY	Audit Passed
CID000041	Almalyk Mining and Metallurgical Complex (AMMC)	UZBEKISTAN	Audit Passed
CID000058	AngloGold Ashanti Corrego do Sitio Mineracao	BRAZIL	Audit Passed
CID000077	Argor-Heraeus S.A.	SWITZERLAND	Audit Passed
CID000082	ASAHI METALFINE, Inc.	JAPAN	Audit Passed
CID000090	Asaka Riken Co., Ltd.	JAPAN	Audit Passed
CID000113	Aurubis AG	GERMANY	Audit Passed
CID000128	Bangko Sentral ng Pilipinas (Central Bank of the Philippines)	PHILIPPINES	Audit Passed
CID000157	Boliden Ronnskar	SWEDEN	Audit Passed
CID000176	C. Hafner GmbH + Co. KG	GERMANY	Audit Passed
CID000185	CCR Refinery - Glencore Canada Corporation	CANADA	Audit Passed
CID000189	Cendres + Metaux S.A.	SWITZERLAND	Audit Not Passed
CID000233	Chimet S.p.A.	ITALY	Audit Passed
CID000264	Chugai Mining	JAPAN	Audit Passed
CID000359	DSC (Do Sung Corporation)	KOREA, REPUBLIC OF	Audit Passed
CID000401	Dowa	JAPAN	Audit Passed
CID000425	Eco-System Recycling Co., Ltd. East Plant	JAPAN	Audit Passed
CID000689	LT Metal Ltd.	KOREA, REPUBLIC OF	Audit Passed
CID000694	Heimerle + Meule GmbH	GERMANY	Audit Passed
CID000707	Heraeus Metals Hong Kong Ltd.	CHINA	Audit Passed
CID000711	Heraeus Germany GmbH Co. KG	GERMANY	Audit Passed
CID000801	Inner Mongolia Qiankun Gold and Silver Refinery Share Co., Ltd.	CHINA	Audit Passed
CID000807	Ishifuku Metal Industry Co., Ltd.	JAPAN	Audit Passed
CID000814	Istanbul Gold Refinery	TURKEY	Audit Passed
CID000823	Japan Mint	JAPAN	Audit Passed
CID000855	Jiangxi Copper Co., Ltd.	CHINA	Audit Passed
CID000920	Asahi Refining USA Inc.	UNITED STATES OF AMERICA	Audit Passed
CID000924	Asahi Refining Canada Ltd.	CANADA	Audit Passed
CID000937	JX Nippon Mining & Metals Co., Ltd.	JAPAN	Audit Passed
CID000957	Kazzinc	KAZAKHSTAN	Audit Passed
CID000969	Kennecott Utah Copper LLC	UNITED STATES OF AMERICA	Audit Passed
CID000981	Kojima Chemicals Co., Ltd.	JAPAN	Audit Passed
CID001078	LS MnM Inc.	KOREA, REPUBLIC OF	Audit Passed
CID001113	Materion	UNITED STATES OF AMERICA	Audit Passed

Smelter ID	Standard Smelter Name	Country Location	Audit Status
CID001119	Matsuda Sangyo Co., Ltd.	JAPAN	Audit Passed
CID001147	Metalor Technologies (Suzhou) Ltd.	CHINA	Audit Passed
CID001149	Metalor Technologies (Hong Kong) Ltd.	CHINA	Audit Passed
CID001152	Metalor Technologies (Singapore) Pte., Ltd.	SINGAPORE	Audit Passed
CID001153	Metalor Technologies S.A.	SWITZERLAND	Audit Passed
CID001157	Metalor USA Refining Corporation	UNITED STATES OF AMERICA	Audit Passed
CID001161	Metalurgica Met-Mex Penoles S.A. De C.V.	MEXICO	Audit Passed
CID001188	Mitsubishi Materials Corporation	JAPAN	Audit Passed
CID001193	Mitsui Mining and Smelting Co., Ltd.	JAPAN	Audit Passed
CID001220	Nadir Metal Rafineri San. Ve Tic. A.S.	TURKEY	Audit Passed
CID001236	Navoi Mining and Metallurgical Combinat	UZBEKISTAN	Audit Passed
CID001259	Nihon Material Co., Ltd.	JAPAN	Audit Passed
CID001325	Ohura Precious Metal Industry Co., Ltd.	JAPAN	Audit Passed
CID001352	MKS PAMP SA	SWITZERLAND	Audit Passed
CID001397	PT Aneka Tambang (Persero) Tbk	INDONESIA	Audit Passed
CID001498	PX Precinox S.A.	SWITZERLAND	Audit Passed
CID001512	Rand Refinery (Pty) Ltd.	SOUTH AFRICA	Audit Passed
CID001534	Royal Canadian Mint	CANADA	Audit Passed
CID001555	Samduck Precious Metals	KOREA, REPUBLIC OF	Audit Not Passed
CID001585	SEMPSA Joyeria Plateria S.A.	SPAIN	Audit Passed
CID001619	Shandong Tiancheng Biological Gold Industrial Co., Ltd.	CHINA	Not Engaged in the auditing process
CID001622	Shandong Zhaojin Gold & Silver Refinery Co., Ltd.	CHINA	Audit Passed
CID001736	Sichuan Tianze Precious Metals Co., Ltd.	CHINA	Audit Passed
CID001761	Solar Applied Materials Technology Corp.	TAIWAN, PROVINCE OF CHINA	Audit Passed
CID001798	Sumitomo Metal Mining Co., Ltd.	JAPAN	Audit Passed
CID001875	Tanaka Kikinzoku Kogyo K.K.	JAPAN	Audit Passed
CID001909	Great Wall Precious Metals Co., Ltd. of CBPM	CHINA	Not Engaged in the auditing process
CID001916	Shandong Gold Smelting Co., Ltd.	CHINA	Audit Passed
CID001938	Tokuriki Honten Co., Ltd.	JAPAN	Audit Passed
CID001955	Torecom	KOREA, REPUBLIC OF	Audit Passed
CID001980	Umicore S.A. Business Unit Precious Metals Refining	BELGIUM	Audit Passed
CID001993	United Precious Metal Refining, Inc.	UNITED STATES OF AMERICA	Audit Passed
CID002003	Valcambi S.A.	SWITZERLAND	Audit Passed
CID002030	Western Australian Mint (T/a The Perth Mint)	AUSTRALIA	Audit Passed
CID002100	Yamakin Co., Ltd.	JAPAN	Audit Passed
CID002129	Yokohama Metal Co., Ltd.	JAPAN	Audit Passed
CID002224	Zhongyuan Gold Smelter of Zhongjin Gold Corporation	CHINA	Audit Passed
CID002243	Gold Refinery of Zijin Mining Group Co., Ltd.	CHINA	Audit Passed

Smelter ID	Standard Smelter Name	Country Location	Audit Status
CID002290	SAFINA A.S.	CZECHIA	Audit Passed
CID002314	Umicore Precious Metals Thailand	THAILAND	Audit Not Passed
CID002459	Geib Refining Corp.	UNITED STATES OF AMERICA	Not Applicable
CID002509	MMTC-PAMP India Pvt., Ltd.	INDIA	Audit Passed
CID002511	KGHM Polska Miedz Spolka Akcyjna	POLAND	Audit Passed
CID002516	Singway Technology Co., Ltd.	TAIWAN, PROVINCE OF CHINA	Audit Not Passed
CID002560	Al Etihad Gold Refinery DMCC	UNITED ARAB EMIRATES	Audit Not Passed
CID002561	Emirates Gold DMCC	UNITED ARAB EMIRATES	Audit Not Passed
CID002580	T.C.A S.p.A	ITALY	Audit Passed
CID002582	REMONDIS PMR B.V.	NETHERLANDS	Audit Passed
CID002605	Korea Zinc Co., Ltd.	KOREA, REPUBLIC OF	Audit Passed
CID002606	Marsam Metals	BRAZIL	Audit Not Passed
CID002615	TOO Tau-Ken-Altyn	KAZAKHSTAN	Audit Passed
CID002708	Abington Reldan Metals, LLC	UNITED STATES OF AMERICA	Audit Passed
CID002761	SAAMP	FRANCE	Audit Not Passed
CID002762	L'Orfebre S.A.	ANDORRA	Audit Passed
CID002763	8853 S.p.A.	ITALY	Audit Not Passed
CID002765	Italpreziosi	ITALY	Audit Passed
CID002778	WIELAND Edelmetalle GmbH	GERMANY	Audit Passed
CID002779	Ogussa Osterreichische Gold- und Silber-Scheideanstalt GmbH	AUSTRIA	Audit Passed
CID002863	Bangalore Refinery	INDIA	Engaged in auditing process
CID002918	SungEel HiMetal Co., Ltd.	KOREA, REPUBLIC OF	Audit Passed
CID002919	Planta Recuperadora de Metales SpA	CHILE	Audit Passed
CID002920	ABC Refinery Pty Ltd.	AUSTRALIA	Not Engaged in the auditing process
CID002973	Safimet S.p.A	ITALY	Audit Not Passed
CID003189	NH Recytech Company	KOREA, REPUBLIC OF	Audit Passed
CID003424	Eco-System Recycling Co., Ltd. North Plant	JAPAN	Audit Passed
CID003425	Eco-System Recycling Co., Ltd. West Plant	JAPAN	Audit Passed
CID003575	Metal Concentrators SA (Pty) Ltd.	SOUTH AFRICA	Audit Passed
CID003615	WEEEREFINING	FRANCE	Audit Passed
CID003641	Gold by Gold Colombia	COLOMBIA	Audit Passed
CID004010	Coimpa Industrial LTDA	BRAZIL	Audit Passed
CID001947	Tongling Nonferrous Metals Group Co., Ltd.	CHINA	Not Engaged in the auditing process

Tantalum

Smelter ID	Standard Smelter Name	Country Location	Audit Status
CID000211	Changsha South Tantalum Niobium Co., Ltd.	CHINA	Audit Passed
CID000460	F&X Electro-Materials Ltd.	CHINA	Audit Passed
CID000616	XIMEI RESOURCES (GUANGDONG) LIMITED	CHINA	Audit Passed
CID000914	JiuJiang JinXin Nonferrous Metals Co., Ltd.	CHINA	Audit Passed
CID000917	Jiujiang Tanbre Co., Ltd.	CHINA	Audit Passed
CID001076	AMG Brasil	BRAZIL	Audit Passed
CID001163	Metallurgical Products India Pvt., Ltd.	INDIA	Audit Passed
CID001175	Mineracao Taboca S.A.	BRAZIL	Audit Passed
CID001192	Mitsui Mining and Smelting Co., Ltd.	JAPAN	Audit Passed
CID001200	NPM Silmet AS	ESTONIA	Audit Passed
CID001277	Ningxia Orient Tantalum Industry Co., Ltd.	CHINA	Audit Passed
CID001508	QuantumClean	UNITED STATES OF AMERICA	Audit Passed
CID001522	Yanling Jincheng Tantalum & Niobium Co., Ltd.	CHINA	Audit Passed
CID001769	Solikamsk Magnesium Works OAO	RUSSIAN FEDERATION	Unable to Proceed
CID001869	Taki Chemical Co., Ltd.	JAPAN	Audit Passed
CID001891	Telex Metals	UNITED STATES OF AMERICA	Audit Passed
CID001969	Ulba Metallurgical Plant JSC	KAZAKHSTAN	Audit Passed
CID002492	Hengyang King Xing Lifeng New Materials Co., Ltd.	CHINA	Audit Passed
CID002504	D Block Metals, LLC	UNITED STATES OF AMERICA	Audit Passed
CID002505	FIR Metals & Resource Ltd.	CHINA	Audit Passed
CID002506	Jiujiang Zhongao Tantalum & Niobium Co., Ltd.	CHINA	Audit Passed
CID002508	XinXing HaoRong Electronic Material Co., Ltd.	CHINA	Audit Passed
CID002512	Jiangxi Dinghai Tantalum & Niobium Co., Ltd.	CHINA	Audit Passed
CID002539	KEMET de Mexico	MEXICO	Audit Passed
CID002544	TANIOBIS Co., Ltd.	THAILAND	Audit Passed
CID002545	TANIOBIS GmbH	GERMANY	Audit Passed
CID002547	QSIL Metals Hermsdorf GmbH	GERMANY	Audit Passed
CID002548	Materion Newton Inc.	UNITED STATES OF AMERICA	Audit Passed
CID002549	TANIOBIS Japan Co., Ltd.	JAPAN	Audit Passed
CID002550	TANIOBIS Smelting GmbH & Co. KG	GERMANY	Audit Passed
CID002557	Global Advanced Metals Boyertown	UNITED STATES OF AMERICA	Audit Passed
CID002558	Global Advanced Metals Aizu	JAPAN	Audit Passed
CID002707	Resind Industria e Comercio Ltda.	BRAZIL	Audit Passed
CID002842	Jiangxi Tuohong New Raw Material	CHINA	Audit Passed
CID003583	RFH Yancheng Jinye New Material Technology Co., Ltd.	CHINA	Audit Passed
CID003926	5D Production OU	ESTONIA	Not Engaged in the auditing process

Tin

Smelter ID	Standard Smelter Name	Country Location	Audit Status
CID000228	Chenzhou Yunxiang Mining and Metallurgy Co., Ltd.	CHINA	Audit Passed
CID000292	Alpha Assembly Solutions Inc	UNITED STATES OF AMERICA	Audit Passed
CID000309	PT Aries Kencana Sejahtera	INDONESIA	Audit Passed
CID000313	PT Premium Tin Indonesia	INDONESIA	Audit Passed
CID000402	Dowa	JAPAN	Audit Passed
CID000438	EM Vinto	BOLIVIA	Audit Passed
CID000448	Estanho de Rondonia S.A.	BRAZIL	Audit Passed
CID000468	Fenix Metals	POLAND	Audit Passed
CID000538	Gejiu Non-Ferrous Metal Processing Co., Ltd.	CHINA	Audit Passed
CID000555	Gejiu Zili Mining And Metallurgy Co., Ltd.	CHINA	Audit Not Passed
CID001070	China Tin Group Co., Ltd.	CHINA	Audit Passed
CID001105	Malaysia Smelting Corporation (MSC)	MALAYSIA	Audit Passed
CID001142	Metallic Resources, Inc.	UNITED STATES OF AMERICA	Audit Passed
CID001173	Mineracao Taboca S.A.	BRAZIL	Audit Passed
CID001182	Minsur	PERU	Audit Passed
CID001191	Mitsubishi Materials Corporation	JAPAN	Audit Passed
CID001231	Jiangxi New Nanshan Technology Ltd.	CHINA	Audit Passed
CID001314	O.M. Manufacturing (Thailand) Co., Ltd.	THAILAND	Audit Passed
CID001337	Operaciones Metalurgicas S.A.	BOLIVIA	Audit Passed
CID001399	PT Artha Cipta Langgeng	INDONESIA	Audit Passed
CID001402	PT Babel Inti Perkasa	INDONESIA	Audit Passed
CID001406	PT Babel Surya Alam Lestari	INDONESIA	Audit Passed
CID001421	PT Belitung Industri Sejahtera	INDONESIA	Audit Passed
CID001428	PT Bukit Timah	INDONESIA	Audit Passed
CID001453	PT Mitra Stania Prima	INDONESIA	Audit Passed
CID001458	PT Prima Timah Utama	INDONESIA	Audit Passed
CID001460	PT Refined Bangka Tin	INDONESIA	Audit Passed
CID001463	PT Sariwiguna Binasentosa	INDONESIA	Audit Passed
CID001468	PT Stanindo Inti Perkasa	INDONESIA	Audit Passed
CID001477	PT Timah Tbk Kundur	INDONESIA	Audit Passed
CID001482	PT Timah Tbk Mentok	INDONESIA	Audit Passed
CID001486	PT Timah Nusantara	INDONESIA	Audit Passed
CID001490	PT Tinindo Inter Nusa	INDONESIA	Audit Passed
CID001493	PT Tommy Utama	INDONESIA	Audit Passed
CID001539	Rui Da Hung	TAIWAN, PROVINCE OF CHINA	Audit Passed
CID001898	Thaisarco	THAILAND	Audit Passed

Smelter ID	Standard Smelter Name	Country Location	Audit Status
CID001908	Gejiu Yunxin Nonferrous Electrolysis Co., Ltd.	CHINA	Audit Not Passed
CID002036	White Solder Metalurgia e Mineracao Ltda.	BRAZIL	Audit Passed
CID002158	Yunnan Chengfeng Non-ferrous Metals Co., Ltd.	CHINA	Audit Passed
CID002180	Tin Smelting Branch of Yunnan Tin Co., Ltd.	CHINA	Audit Passed
CID002455	CV Venus Inti Perkasa	INDONESIA	Audit Passed
CID002468	Magnu's Minerais Metais e Ligas Ltda.	BRAZIL	Audit Passed
CID002503	PT ATD Makmur Mandiri Jaya	INDONESIA	Audit Passed
CID002517	O.M. Manufacturing Philippines, Inc.	PHILIPPINES	Audit Passed
CID002570	CV Ayi Jaya	INDONESIA	Audit Passed
CID002593	PT Rajehan Ariq	INDONESIA	Audit Passed
CID002696	PT Cipta Persada Mulia	INDONESIA	Audit Passed
CID002706	Resind Industria e Comercio Ltda.	BRAZIL	Audit Passed
CID002756	Super Ligas	BRAZIL	Audit Passed
CID002773	Aurubis Beerse	BELGIUM	Audit Passed
CID002774	Aurubis Berango	SPAIN	Audit Passed
CID002776	PT Bangka Prima Tin	INDONESIA	Audit Passed
CID002816	PT Sukses Inti Makmur (SIM)	INDONESIA	Audit Passed
CID002834	Thai Nguyen Mining and Metallurgy Co., Ltd.	VIET NAM	Not Applicable
CID002835	PT Menara Cipta Mulia	INDONESIA	Audit Passed
CID002844	HuiChang Hill Tin Industry Co., Ltd.	CHINA	Audit Passed
CID002858	Modeltech Sdn Bhd	MALAYSIA	Audit Not Passed
CID003116	Guangdong Hanhe Non-Ferrous Metal Co., Ltd.	CHINA	Audit Passed
CID003190	Chifeng Dajingzi Tin Industry Co., Ltd.	CHINA	Audit Passed
CID003205	PT Bangka Serumpun	INDONESIA	Audit Passed
CID003325	Tin Technology & Refining	UNITED STATES OF AMERICA	Audit Passed
CID003379	Ma'anshan Weitai Tin Co., Ltd.	CHINA	Audit Not Passed
CID003381	PT Rajawali Rimba Perkasa	INDONESIA	Audit Passed
CID003387	Luna Smelter, Ltd.	RWANDA	Audit Passed
CID003397	Yunnan Yunfan Non-ferrous Metals Co., Ltd.	CHINA	Audit Passed
CID003409	Precious Minerals and Smelting Limited	INDIA	Engaged in auditing process
CID003449	PT Mitra Sukses Globalindo	INDONESIA	Audit Passed
CID003486	CRM Fundicao De Metais E Comercio De Equipamentos Eletronicos Do Brasil Ltda	BRAZIL	Audit Passed
CID003524	CRM Synergies	SPAIN	Audit Passed
CID003582	Fabrica Auricchio Industria e Comercio Ltda.	BRAZIL	Audit Passed
CID003831	DS Myanmar	MYANMAR	Audit Passed
CID003868	PT Putera Sarana Shakti (PT PSS)	INDONESIA	Audit Passed
CID004065	Mining Minerals Resources SARL	CONGO, DEMOCRATIC REPUBLIC OF THE	Audit Passed

Tungsten

Smelter ID	Standard Smelter Name	Country Location	Audit Status
CID000004	A.L.M.T. Corp.	JAPAN	Audit Passed
CID000105	Kennametal Huntsville	UNITED STATES OF AMERICA	Audit Passed
CID000218	Guangdong Xianglu Tungsten Co., Ltd.	CHINA	Audit Passed
CID000258	Chongyi Zhangyuan Tungsten Co., Ltd.	CHINA	Audit Passed
CID000568	Global Tungsten & Powders LLC	UNITED STATES OF AMERICA	Audit Passed
CID000766	Hunan Chenzhou Mining Co., Ltd.	CHINA	Audit Passed
CID000769	Hunan Jintai New Material Co., Ltd.	CHINA	Audit Not Passed
CID000825	Japan New Metals Co., Ltd.	JAPAN	Audit Passed
CID000875	Ganzhou Huaxing Tungsten Products Co., Ltd.	CHINA	Not Applicable
CID000966	Kennametal Fallon	UNITED STATES OF AMERICA	Audit Passed
CID002044	Wolfram Bergbau und Hutten AG	AUSTRIA	Audit Passed
CID002082	Xiamen Tungsten Co., Ltd.	CHINA	Audit Passed
CID002315	Ganzhou Jiangwu Ferrotungsten Co., Ltd.	CHINA	Audit Passed
CID002316	Jiangxi Yaosheng Tungsten Co., Ltd.	CHINA	Audit Passed
CID002317	Jiangxi Xinsheng Tungsten Industry Co., Ltd.	CHINA	Audit Passed
CID002318	Jiangxi Tonggu Non-ferrous Metallurgical & Chemical Co., Ltd.	CHINA	Audit Passed
CID002319	Malipo Haiyu Tungsten Co., Ltd.	CHINA	Audit Passed
CID002320	Xiamen Tungsten (H.C.) Co., Ltd.	CHINA	Audit Passed
CID002321	Jiangxi Gan Bei Tungsten Co., Ltd.	CHINA	Audit Passed
CID002494	Ganzhou Seadragon W & Mo Co., Ltd.	CHINA	Audit Passed
CID002502	Asia Tungsten Products Vietnam Ltd.	VIET NAM	Audit Passed
CID002513	Hunan Shizhuyuan Nonferrous Metals Co., Ltd. Chenzhou Tungsten Products Branch	CHINA	Audit Passed
CID002541	H.C. Starck Tungsten GmbH	GERMANY	Audit Passed
CID002542	TANIOBIS Smelting GmbH & Co. KG	GERMANY	Audit Passed
CID002543	Masan High-Tech Materials	VIET NAM	Audit Passed
CID002551	Jiangwu H.C. Starck Tungsten Products Co., Ltd.	CHINA	Audit Passed
CID002589	Niagara Refining LLC	UNITED STATES OF AMERICA	Audit Passed
CID002641	China Molybdenum Tungsten Co., Ltd.	CHINA	Audit Passed
CID002645	Ganzhou Haichuang Tungsten Co., Ltd.	CHINA	Not Applicable
CID002827	Philippine Chuangxin Industrial Co., Inc.	PHILIPPINES	Audit Passed
CID002830	Xinfeng Huarui Tungsten & Molybdenum New Material Co., Ltd.	CHINA	Not Applicable
CID003401	Fujian Ganmin RareMetal Co., Ltd.	CHINA	Not Applicable
CID003407	Lianyou Metals Co., Ltd.	TAIWAN, PROVINCE OF CHINA	Audit Passed
CID003417	Hubei Green Tungsten Co., Ltd.	CHINA	Audit Passed
CID003468	Cronimet Brasil Ltda	BRAZIL	Audit Passed
CID003609	Fujian Xinlu Tungsten Co., Ltd.	CHINA	Audit Passed
CID003993	Tungsten Vietnam Joint Stock Company	VIET NAM	Audit Passed

Cobalt

Smelter ID	Standard Smelter Name	Country Location	Audit Status
CID003255	Quzhou Huayou Cobalt New Material Co., Ltd.	CHINA	Audit Passed
CID003225	Zhejiang Huayou Cobalt Company Limited	CHINA	Audit Passed
CID003377	Jiangxi Jiangwu Cobalt Industrial Co., Ltd.	CHINA	Audit Passed
CID003927	Anhui Hanrui New Material Co., Ltd.	CHINA	Audit Passed
CID003264	Chemaf Etoile	CONGO, DEMOCRATIC REPUBLIC OF THE	Audit Passed
CID003481	Chizhou CN New Materials and Technology Co., Ltd.	CHINA	Audit Not Passed
CID003280	Compagnie de Tifnout Tiranimine	MOROCCO	Audit Passed
CID003473	Uranus Chemicals	TAIWAN, PROVINCE OF CHINA	Audit Passed
CID003415	Cosmo Chemical, Ltd.	KOREA, REPUBLIC OF	Audit Passed
CID003232	Dynatec Madagascar Company	MADAGASCAR	Audit Passed
CID003974	Fujian Evergreen New Energy Technology Co.	CHINA	Audit Passed
CID003384	Ganzhou Highpower Technology Co., Ltd.	CHINA	Audit Passed
CID003212	Ganzhou Tengyuan Cobalt New Material Co., Ltd.	CHINA	Audit Passed
CID003209	Gem (Jiangsu) Cobalt Industry Co., Ltd.	CHINA	Audit Passed
CID003940	Guangdong Fangyuan New Materials Group Co., Ltd.	CHINA	Engaged in auditing process
CID003291	Guangdong Jiana Energy Technology Co., Ltd.	CHINA	Audit Passed
CID003213	Guangxi Yinyi Advanced Material Co., Ltd.	CHINA	Audit Passed
CID003610	Guizhou CNGR Resource Recycling Industry Development Co., Ltd.	CHINA	Audit Passed
CID003577	Harima Refinery, Sumitomo Metal Mining	JAPAN	Audit Passed
CID003411	Hunan CNGR New Energy Science & Technology Co., Ltd.	CHINA	Audit Passed
CID003404	Hunan Yacheng New Energy Co., Ltd.	CHINA	Audit Passed
CID003293	Jiangsu Xiongfeng Technology Co., Ltd.	CHINA	Audit Passed
CID004003	Jiangxi Miracle Golden Tiger Cobalt Co. Ltd.	CHINA	Audit Passed
CID003378	Jingmen GEM Co., Ltd.	CHINA	Audit Passed
CID003261	Kamoto Copper Company	CONGO, DEMOCRATIC REPUBLIC OF THE	Audit Passed
CID003275	La Compagnie de Traitement des Rejets de Kingamyambo S.A. (Metalkol S.A.)	CONGO, DEMOCRATIC REPUBLIC OF THE	Audit Passed
CID003210	Lanzhou Jinchuan Advanced Materials Technology Co., Ltd.	CHINA	Audit Passed
CID003534	Mechema Taiwan Plant 2	TAIWAN, PROVINCE OF CHINA	Audit Passed
CID003279	Mine de Bou-Azzer	MOROCCO	Audit Passed
CID003406	Murrin Murrin Nickel Cobalt Plant	AUSTRALIA	Audit Passed
CID003278	Niihama Nickel Refinery, Sumitomo Metal Mining	JAPAN	Audit Passed
CID003465	Ningbo Hubang New Material Co., Ltd.	CHINA	Audit Passed
CID003390	NORILSK NICKEL HARJAVALTA OY	FINLAND	Audit Passed
CID003239	Port Colborne Refinery	CANADA	Audit Passed
CID003266	Societe pour le Traitment du Terril de Lubumbashi (STL)	CONGO, DEMOCRATIC REPUBLIC OF THE	Audit Passed
CID003338	SungEel HiTech Co., Ltd.	KOREA, REPUBLIC OF	Audit Passed
CID003429	Tenke Fungurume Mining SA	CONGO, DEMOCRATIC REPUBLIC OF THE	Audit Passed

Smelter ID	Standard Smelter Name	Country Location	Audit Status
CID003215	Tianjin Maolian Science & Technology Co., Ltd.	CHINA	Audit Passed
CID003226	Umicore Finland Oy	FINLAND	Audit Passed
CID003228	Umicore Olen	BELGIUM	Audit Passed
CID003526	Zhejiang Greatpower Cobalt Materials Co., Ltd.	CHINA	Audit Passed
CID003398	Zhejiang New Era Zhongneng Technology Co., Ltd.	CHINA	Audit Passed
CID003211	Zhuhai Kelixin Metal Materials Co., Ltd.	CHINA	Audit Passed
CID003403	Glencore Nikkelverk Refinery	NORWAY	Communication Suspended
CID003470	Hunan Jinxin New Material Holding Co., Ltd.	CHINA	Audit Not Passed
CID003426	SOCIETE MINIERE DU KATANGA (Kipushi Plant)	CONGO, DEMOCRATIC REPUBLIC OF THE	Not Applicable
CID003875	Vital Materials Plant	CHINA	Not Engaged in the auditing process
CID003702	Zhejiang Power New Energy Materials Co., Ltd.	CHINA	Audit Passed
CID003233	JSC Kolskaya Mining and Metallurgical Company (Kola MMC)	RUSSIAN FEDERATION	Unable to Proceed

Mica

Smelter ID	Standard Smelter Name	Country Location	Audit Status
CID003512	Yamaguchi Mica	JAPAN	Audit Passed
CID003591	Imerys Mica Kings Mountain, Inc.	UNITED STATES OF AMERICA	Not Engaged in the auditing process

Independent Limited Assurance Report

ERM Certification and Verification Services Limited ("ERM CVS") was engaged by Fairphone B.V. ("Fairphone") to provide limited assurance in relation to the Selected Information set out below and presented in Fairphone's 2024 Impact Report (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement	Whether the following Selected Information for 2024 are fairly presented on page 11 of the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Selected Information	**Fair to planet** • GHG emissions reduced across Scope 1, 2 and 3 from the base year 2022 [%] • GHG emissions avoided [metric tons of CO2e] **Fair to people** • People with fairer conditions [number of people] **Fair materials** • % of device's total weight that is considered fair materials, by weight – Fairphone 5 [%] • % of device's total weight that is considered fair materials, by weight – Fairbuds XL [%] • % of device's total weight that is considered fair materials, by weight – Fairbuds [%] **Fair factories** • Number of targeted direct and indirect suppliers that demonstrate improvements or a high level of maturity – Fairphone 5 [number of] • Number of targeted direct and indirect suppliers that demonstrate improvements or a high level of maturity – Fairbuds XL [number of] • Number of targeted direct and indirect suppliers that demonstrate improvements or a high level of maturity – Fairbuds [number of] **Circular products** • Expected lifetime of the Fairphone 5 [years] • Expected lifetime of the Fairphone 4 [years] • Expected lifetime of the Fairphone 3 [years] • Electronic waste neutral products vs electronic products placed on the market, by weight [%]
Reporting period	1 January 2024 – 31 December 2024
Reporting criteria	• Fairphone's Basis of Reporting disclosed in Chapter 7.2 of the Report • The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) • GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) • The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011)
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'. The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	Fairphone is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information. ERM CVS' responsibility is to provide a conclusion to Fairphone on the agreed assurance scope based on our engagement terms with Fairphone, the assurance activities performed and exercising our professional judgement.

OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data included in the consolidated 2024 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings. continued

OTHER MATTERS

Our assurance activities related to the following metrics:

Electronic waste neutral products vs electronic products placed on the market, by weight [%]

- Our testing of the products sold values used in the calculation of this metric was limited to reviewing the consistency of the values to Fairphone's internal financial reporting systems, as Fairphone have reported these sales values are sourced from systems that are used in assembling audited financial statements. We did not independently assure any products sold values used in the calculation of this metric.

THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Fairphone in any respect.

OTHER MATTERS (continued)

GHG emissions reduced across Scope 1, 2 and 3 from the base year 2022 [%]

- Scope 3 Category 1. Purchased Goods and Services: Our testing of the financial values used in the calculation of GHG emissions for this Category was limited to reviewing the consistency of the values to Fairphone's internal financial reporting systems, as Fairphone have reported these values are sourced from systems that are used in assembling audited financial statements. We did not independently assure any financial values used in the calculation of GHG emissions.
- Scope 3 Category 11. Use of Sold Product: Our testing of the products sold values used in the calculation of GHG emissions for this Category was limited to reviewing the consistency of the values to Fairphone's internal financial reporting systems, as Fairphone have reported these values are sourced from systems that are used in assembling audited financial statements. We did not independently assure any products sold values used in the calculation of GHG emissions.

ERMCVS

17 April 2025
London, United Kingdom

ERM Certification and Verification Services Limited
www.ermcvs.com | post@ermcvs.com

Colophon

Fairphone's Impact Report 2024

The one that lasts

Publication date
April 2025

Report Lead
Monique Lempers, Chief Impact Officer, Fairphone

Source Material Impact Innovation Team, Fairphone
Copy Fairphone Topic Experts; edited by Kuriakose Vaisian, Fairphone
Editorial design Clarify
Art Direction Sharon van der Hagen, Fairphone
Executive Editor Margot Houdée, Fairphone

For additional information and interview requests, please contact:
Ioiana Luncheon
ioiana@fairphone.com
Tel: +31 (0)6 21 26 28 15