

## NIKE, Inc. Conflict Minerals Policy (May 2025)

Under Rule 13p-1 of the Securities Exchange Act issued by the U.S. Securities and Exchange Commission ("SEC"), conflict minerals are defined as tin, tungsten, tantalum, and gold ("3TG"). SEC Registrants are required to (1) determine if conflict minerals are necessary to the functionality or production of products the Registrant manufactured or contracted to be manufactured, (2) undertake reasonable efforts to determine if the conflict minerals originated in the Democratic Republic of the Congo or adjoining countries ("Covered Countries"), and finally, (3) report on the results of those procedures.

The policy of NIKE, Inc. ("NIKE") is to comply with all disclosure and reporting requirements under Rule 13p-1 of the Securities Exchange Act. NIKE conducts an annual survey of its supply chain and expects suppliers to participate fully in the activities related to NIKE's conflict minerals program. NIKE supports the responsible sourcing of 3TG from the Covered Countries using Responsible Minerals Initiative conformant smelters and refiners. In addition, NIKE encourages smelters and refiners to participate in conflict-free sourcing certification programs. Our 3TG policy is distributed to appropriate employees and covered suppliers.

Signed by:



Robert Leinwand  
EVP, Chief Legal Officer

5/22/25

Date