

CONFLICT MINERALS POLICY

PURPOSE

Nordstrom, Inc. (“Nordstrom”) is focused on ensuring that metals and other minerals contained in our Nordstrom private label products are obtained, produced, and used in an environmentally and socially responsible manner.

Nordstrom’s Conflict Minerals Policy aligns with our commitment to uphold and respect human rights throughout our supply chains. Nordstrom does not directly procure minerals from mines, or the smelters or refiners that process them, but instead influences upstream suppliers through its policies and shared value relationships. Nordstrom’s goal is to work collaboratively to source minerals consistent with our values around human rights. To support this goal, Nordstrom commits to conducting due diligence to identify and mitigate risks in our supply chain for Conflict Minerals by following the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct.

To comply with US regulations, Nordstrom is required to conduct due diligence to understand where we source gold, columbite-tantalite (tantalum), cassiterite (tin) and wolframite (tungsten) (collectively, “Conflict Minerals”) and whether those Conflict Minerals originated in the Democratic Republic of Congo (“DRC”) or adjoining countries¹ (collectively, the “Covered Countries”).

POLICY

We engage our upstream suppliers on mineral sourcing in alignment with the OECD Due Diligence Guidelines for Multinational Enterprises on Responsible Business Conduct. We require Nordstrom Private Label suppliers that source conflict minerals to:

- Establish policies, due diligence frameworks and management systems for the traceability of conflict minerals consistent with the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.
- Source Conflict Minerals from smelters and refiners validated as “Conformant” to the Responsible Minerals Initiative (RMI) list or other mutually recognized standards.
- Respond to inquiries for due diligence information, and promptly implement corrective action identified and requested by Nordstrom.

Suppliers must also satisfy any reporting requirements they have under U.S. law related to the use of these minerals in their products.

If any of these requirements are not met, Nordstrom will proactively work with the supplier to further develop their capabilities in responsible mineral due diligence to ensure alignment with Nordstrom’s supplier requirements.

We conduct an annual good faith inquiry into the origin of Conflict Minerals used in our Nordstrom private label products, which includes requesting certain information from our Nordstrom private label agents, vendors, and direct suppliers and reporting on these inquiries and due diligence efforts to the U.S. Securities and Exchange Commission (“SEC”). As these inquiries are reasonably designed to determine whether any minerals originated in the Covered

¹ Angola, Burundi, Central African Republic, Republic of Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia

NORDSTROM

Countries or are from recycled or scrap sources, our agents, vendors and suppliers are expected to participate fully, by providing complete and timely responses to Nordstrom information requests.

All reports we file with the SEC regarding Conflict Minerals are available to the public through our website.

We expect all agents and suppliers of our Nordstrom private label products to comply with this Policy. Failure to comply with this Policy may result in suspension or termination as a Nordstrom supplier. Suppliers may contact csr@nordstrom.com for questions regarding Nordstrom's due diligence and reporting requirements.