2020 ESG PERFORMANCE
## 2020 ESG Performance

### NXP's ESG Performance

<table>
<thead>
<tr>
<th>Revenue by Country (USD millions)</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greater China (including Asia Pacific)</td>
<td>5,124</td>
</tr>
<tr>
<td>EMEA (Europe, the Middle East and Africa)</td>
<td>1,538</td>
</tr>
<tr>
<td>Americas</td>
<td>977</td>
</tr>
<tr>
<td>Japan</td>
<td>647</td>
</tr>
<tr>
<td>South Korea</td>
<td>326</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>8,612</strong></td>
</tr>
</tbody>
</table>

### Revenue by End Market (USD millions) Unaudited

<table>
<thead>
<tr>
<th>End Market</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Automotive</td>
<td>3,825</td>
</tr>
<tr>
<td>Industrial &amp; IoT</td>
<td>1,836</td>
</tr>
<tr>
<td>Mobile</td>
<td>1,248</td>
</tr>
<tr>
<td>Communications Infrastructure &amp; Other</td>
<td>1,703</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>8,612</strong></td>
</tr>
</tbody>
</table>

### Environmental Product Stewardship Portfolio

<table>
<thead>
<tr>
<th>Portfolio</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent of RoHS Compliant Product Portfolio</td>
<td>92.5%</td>
</tr>
<tr>
<td>Percent of RoHS Compliant with Exemptions Product Portfolio</td>
<td>0.3%</td>
</tr>
<tr>
<td>Percent of REACH Compliant Product Portfolio</td>
<td>93%</td>
</tr>
<tr>
<td>Percent of Halogen-Free Product Portfolio</td>
<td>94%</td>
</tr>
<tr>
<td>Percent of Pb and Halogen-Free Product Portfolio</td>
<td>84%</td>
</tr>
<tr>
<td>Percent of Conflict-Free Minerals Product Portfolio</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Environment

#### Overview

- ISO 14001 Certified Sites: 100% (9 manufacturing sites)
- Number of Spills: 0
- Number of Environmental Fines: 0
- Energy Efficiency Policy: Yes
- Emissions Reduction Initiatives: Yes
- Environmental Supply Chain Management: Yes
- Environmental Quality Management Policy: Yes
- Sustainable Packaging: Yes
- Waste Reduction Policy: Yes
- Water Policy: Yes
- Climate Change Policy: Yes
- Climate Change Opportunities Discussed: Yes
- Risks of Climate Change Discussed: Yes

#### Greenhouse Gas (GHG) Emissions

<table>
<thead>
<tr>
<th>GHG Scope</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHG Scope 1 (Tons CO₂e)</td>
<td>329,101</td>
</tr>
<tr>
<td>GHG Industrial and Non-industrial Scope 2 (Tons CO₂e)</td>
<td>619,380</td>
</tr>
<tr>
<td>GHG Industrial Scope 2 Market-Based (Tons CO₂e)</td>
<td>600,652</td>
</tr>
<tr>
<td>GHG Scope 3 (Tons CO₂e)</td>
<td>12,819</td>
</tr>
<tr>
<td>Business Travel (Tons CO₂e)</td>
<td>1,258</td>
</tr>
<tr>
<td>Product Transportation (Tons CO₂e)</td>
<td>11,561</td>
</tr>
<tr>
<td>N₂O Emissions (Tons CO₂e)</td>
<td>9,425</td>
</tr>
<tr>
<td>SF₆ Emissions (Tons CO₂e)</td>
<td>14,700</td>
</tr>
<tr>
<td>HFC Emissions (Tons CO₂e)</td>
<td>526</td>
</tr>
<tr>
<td>PFC Emissions (Tons CO₂e)</td>
<td>195,180</td>
</tr>
<tr>
<td>HTF Emissions (Tons CO₂e)</td>
<td>82,100</td>
</tr>
<tr>
<td>NOx Emissions (Tons CO₂e)</td>
<td>37,203</td>
</tr>
<tr>
<td>SOx Emissions (Tons CO₂e)</td>
<td>1,181</td>
</tr>
<tr>
<td>VOC Emissions (Tons CO₂e)</td>
<td>112,188</td>
</tr>
</tbody>
</table>

#### Energy

- Electricity Used (kWh): 1,527,376,925
- Percent of Renewable Energy: 27%
- Amount of kWh through Renewable Energy Certificates: 0
- Purchased Renewable Energy (kWh) - Nijmegen: 134,697,109
- Purchased Renewable Energy (kWh) - Oak Hill, Austin, TX: 1,440,000
- Amount of kWh through Power Purchase Agreement: 136,137,109
- Natural Gas (m³): 21,134,687
- Diesel (kg): 48,835
- Other Fossil Fuel (GJ): 32,879

#### Water

- Water Withdrawal (m³): 10,619,711
- Municipal Water Withdrawal (m³): 9,927,988
- Extracted Water Withdrawal (m³): 691,723
- Water Recycled (m³): 8,772,461
- Percent of Water Recycled: 47%
- Water Discharged (m³): Approximately 5% due to water evaporation, the remaining is water discharge.

#### Waste Management

<table>
<thead>
<tr>
<th>Waste Type</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Waste (kg)</td>
<td>16,637,833</td>
</tr>
<tr>
<td>Hazardous Waste (kg)</td>
<td>2,791,866</td>
</tr>
<tr>
<td>Hazardous Waste Sent to Landfill (kg)</td>
<td>1,290,831</td>
</tr>
<tr>
<td>Non-Hazardous Waste (kg)</td>
<td>2,384,769</td>
</tr>
<tr>
<td>Non-Hazardous Waste Sent to Landfill (kg)</td>
<td>2,194,599</td>
</tr>
<tr>
<td>Total Waste Sent to Landfill (kg)</td>
<td>3,485,430</td>
</tr>
<tr>
<td>Percent of Recycled Waste (kg)</td>
<td>69%</td>
</tr>
</tbody>
</table>
2020 ESG PERFORMANCE

NXP's ESG Performance 2020

Social

Overview
Equal Opportunity Policy ................................................................. Yes
Fair Remuneration Policy ................................................................. Yes
Employee Sustainability Training .................................................... Yes
Health and Safety Policy ................................................................. Yes
ISO 45001 Certified Sites ................................................................. 100% (9 manufacturing sites)
Human Rights Policy ................................................................. Yes
Policy Against Child Labor .............................................................. Yes
UN Global Compact Signatory ......................................................... Yes
Responsible Business Alliance (RBA) Full Member ......................... Yes
SDGs Target Policy ........................................................................ Yes
Flexible Work Schedule & Location ................................................ Yes
Employee Engagement Survey ...................................................... Yes
Public Policy Condemning Workplace Sexual Harassment .............. Yes
Frequency of Employee Sexual-Harassment Training ................. At least every 2 years, but in some cases more frequently subject to applicable law

Employees
Number of Employees (HC) ......................................................... 27,730
Percent of Employees in Americas (HC) ..................................... 19%
Percent of Employees in APAC (HC) ............................................ 60%
Percent of Employees in EMEA (HC) .......................................... 21%
Percent of Employees in R&D (HC) .............................................. 32%
Percent of Part-Time Employees (HC) ......................................... 0.66%
Number of Joint Venture Employees (HC) ............................... 1,454
Number of Contingent Labor Employees (HC) ......................... 4,296
Percent of IDL Voluntary Turnover (HC) ..................................... 5%
Percent of DL Voluntary Turnover (HC) ....................................... 10%

NXP's ESG Performance 2020

Diversity
Percent of Female Representation (HC) ..................................... 36%
Percent of Female Individual Contributor (HC) ......................... 38%
Percent of Female People Management (HC) ......................... 16%
Percent of Female Executive Management (HC) ..................... 13%
Percent of Female IDL New Hires (HC) ...................................... 23%
Percent of Female DL New Hires (HC) ........................................ 56%
Percent of Female IDL Voluntary Turnover (HC) ................. 21%
Percent of Female DL Voluntary Turnover (HC) ....................... 63%
Conduct Gender Based Compensation Review ......................... Yes
Strategy for Recruiting Women ..................................................... Yes
Action Plan to Increase Women in Leadership ......................... Yes
Employee Groups for Women ......................................................... Yes

Employee Training
Hours of Online Training .......................................................... 374,717

Health and Safety
Number of Accidents - Employees ............................................. 23
Number of Accidents - Contractors ............................................ 8
Severity Rate - Employees ......................................................... 2.26
Recordable Incident Rate (TCIR) - Employees .......................... 0.08
Number of Fatalities - Employees ............................................... 0

Supply Chain
Supply Chain Management ......................................................... Yes
Number of Social Responsibility Supplier Audits ......................... 4
## Governance

### Overview
- Business Ethics Code of Conduct: Yes
- Anti-Bribery Policy: Yes
- Employee Protection / Whistle Blower Policy: Yes
- Consumer Data Protection Policy: Yes

### Board Structure
- Number of Board of Directors: 10
- Unitary or Two Tier Board System: Unitary
- Number of Employee Representatives on Board of Directors: 0
- Classified Board System: No
- Number of Board of Directors with Financial, Audit and Accounting Expertise: 8
- Number of Corporate Executive Officers on Board of Directors: 1
- Percent of Corporate Executive Officers on Board of Directors: 10%

### Board Independence
- Number of Non-Executive Board of Directors: 9
- Percent of Non-Executive Board of Directors: 90%
- Number of Independent Board of Directors: 9
- Percent of Independent Board of Directors: 90%
- CEO Duality: No
- Independent Chairperson: No
- Independent Lead Director: N/A
- Presiding Director: No
- Former CEO or its Equivalent on Board of Directors: No

## Board of Directors & Executive Diversity

### Number of Executives
- Number of Women on Board of Directors: 3
- Percent of Women on Board of Directors: 30%
- Female Chief Executive Officer: No
- Female Board of Directors Chairperson: No
- Number of Board of Directors with Executive Leadership: 10
- Chief Executive Officer Appointed from Within: Yes
- Number of Female Executives: 1
- Percent of Female Executives: 17%
- Age of the Youngest Board of Director: 50
- Age of the Oldest Board of Director: 79
- Age Range of Board of Directors: 29
- Average Age of Board of Directors: 64.5
- Age Limit of Board of Directors: No
- Average Tenure of Board of Directors (Years): 6.3
- Date Executive Director Appointed to the Board of Directors: May 2020

### Board Meetings
- Number of Board Meetings: 5
- Percent Board Meeting Attendance: >75%
- Percent of Independent Directors Board Meeting Attendance: >75%
- Number of Board of Directors Attending Less than 75% of Meetings: 0

### Audit Committee
- Number of Directors on the Audit Committee: 3
- Number of Independent Directors on the Audit Committee: 3
- Percent of Independent Directors on the Audit Committee: 100%
- Independent Audit Committee Chairperson: Yes
- Number of Non-Executive Directors on the Audit Committee: 3
- Number of Audit Committee Meetings: 9
- Percentage of Audit Committee Meeting Attendance: >75%
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**Compensation Committee**
- Number of Directors on the Compensation Committee: 4
- Number of Independent Directors on the Compensation Committee: 4
- Percent of Independent Directors on the Compensation Committee: 100%
- Independent Compensation Committee Chairperson: Yes
- Number of Non-Executive Directors on the Compensation Committee: 4
- Number of Compensation Committee Meetings: 8
- Percent of Compensation Committee Meeting Attendance: >75%
- Appointed Outside Compensation Advisors: Yes
- Clawback Provision for Executive Compensation: Yes

**Nominating and Governance Committee**
- Number of Directors on the Nomination Committee: 4
- Number of Independent Directors on the Nomination Committee: 4
- Percent of Independent Directors on the Nomination Committee: 100%
- Independent Nomination Committee Chairperson: Yes
- Number of Non-Executive Directors on the Nomination Committee: 4
- Number of Nomination Committee Meetings: 4
- Percent of Nomination Committee Meeting Attendance: >75%

**ESG/Sustainability Committee**
- The Nominating and Governance Committee oversees ESG/Sustainability matters.
- Non-Executive Director Responsible for ESG/Sustainability: No
- Executive Director Responsible for ESG/Sustainability: Yes
- Executive Compensation Linked to ESG/Sustainability: No
- Board of Directors Compensation Linked to ESG/Sustainability: No

**Shareholder Rights**
- Percent Ownership Required for Special Meeting: 10%
- Poison Pill Plan: No
- Blank Check Preferred Authorized: N/A
- Dual Class Unequal Voting Rights - Common Shares: No

**Other**
- Political Donations: 0