



ESG PERFORMANCE

APPENDIX A – 2021 ESG PERFORMANCE

NXP's ESG Performance	2018	2019	2020	2021
Revenue				
Revenue by Country (USD millions)				
Greater China (including Asia Pacific)	\$5,287	\$4,934	\$5,124	\$6,374
EMEA (Europe, the Middle East and Africa)	\$1,882	\$1,760	\$1,538	\$2,036
Americas	\$1,146	\$1,076	\$977	\$1,376
Japan	\$735	\$780	\$647	\$810
South Korea	\$357	\$327	\$326	\$467
Total Revenue	\$9,407	\$8,877	\$8,612	\$11,063

Revenue by End Market (USD millions) unaudited

Automotive	\$4,507	\$4,212	\$3,825	\$5,493
Industrial & IoT	\$1,813	\$1,599	\$1,836	\$2,410
Mobile	\$1,164	\$1,191	\$1,248	\$1,412
Communications Infrastructure & Other	\$1,787	\$1,875	\$1,703	\$1,748
Manufacturing Service Agreements	\$136	\$0	\$0	\$0
Total Revenue	\$9,407	\$8,877	\$8,612	\$11,063

Environment

Overview

ISO 14001 Certified Sites	100% (9 manufacturing sites)			
Number of Spills	0	0	0	0
Environmental Fines (Number)	0	0	0	0
Energy Efficiency Policy	Yes	Yes	Yes	Yes

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NXP's ESG Performance	2018	2019	2020	2021
Emissions Reduction Initiatives	Yes	Yes	Yes	Yes
Environmental Supply Chain Management	Yes	Yes	Yes	Yes
Environmental Quality Management Policy	Yes	Yes	Yes	Yes
Sustainable Packaging	Yes	Yes	Yes	Yes
Waste Reduction Policy	Yes	Yes	Yes	Yes
Water Policy	Yes	Yes	Yes	Yes
Climate Change Policy	Yes	Yes	Yes	Yes
Climate Change Opportunities Discussed	Yes	Yes	Yes	Yes
Risks of Climate Change Discussed	Yes	Yes	Yes	Yes

NXP Carbon Footprint				
Total NXP Scope 1, 2 & 3 Emissions	1,346,848	1,161,639	962,211	1,057,828
Total NXP Scope 1, 2 & 3 Emissions Normalized (Tons CO ₂ /m ²)	18.3	18	17.5	15.7
PFCs	33%	25%	20%	23%
Heat Transfer Fluids	7%	10%	9%	9%
Fossil Fuel (Natural gas, Diesel)	3%	4%	4%	4%
N ₂ O	1%	1%	1%	1%
Electricity (Manufacturing)	52%	56%	63%	61%
Electricity (Non-Manufacturing)	2%	2%	2%	2%
Product Transport	1%	1%	1%	1%
Business Travel	1%	1%	0.13%	0.05%

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NXP's ESG Performance	2018	2019	2020	2021
SCOPE 1 Emissions (tons CO₂)				
PFCs	440,506	288,566	195,181	240,370
Heat Transfer Fluids	94,749	113,810	82,100	94,628
Fossil fuel	40,534	41,862	41,756	43,992
N ₂ O	16,708	13,941	7,614	7,359
Total Scope 1 Emissions	594,499	458,866	327,370	387,446
SCOPE 2 Emissions (tons CO₂)				
Total Manufacturing	701,133	654,294	604,013	641,164
Total Non-Manufacturing	24,480	24,322	18,728	18,199
Total Scope 2 Emissions (Market Based)	725,613	678,616	622,741	659,363
SCOPE 3 Emissions (tons CO₂)				
Product Transport	14,740	11,836	11,561	11,561
Business Travel	13,998	13,008	1,258	555
Total Scope 3 Emissions	28,738	24,844	12,819	12,116
Energy				
Total Manufacturing Electricity Consumption (kWh)	1,499,683,484	1,489,284,039	1,484,299,288	1,557,781,615
Total Non-Manufacturing Electricity Consumption (kWh)	48,462,692	49,389,370	43,077,637	43,811,794
Total Normalized Electricity Consumption (Manufacturing & Non-Manufacturing) (kWh/cm ²)	2.1	2.4	2.8	2.4
Total Renewable Energy Consumption (kWh)	23%	26%	32%	31%

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Water				
Total Water Consumption m ³	10,927,872	10,732,132	10,619,711	11,598,982
Total Normalized Water Consumption (Liter/cm ²)	14.8	16.6	19.3	17.3
Recycled Water	39%	41%	47%	45%
Purchased (m ³)	10,335,515	10,061,838	9,927,988	10,891,583
Extracted (m ³)	691,723	670,294	592,357	590,829
Waste				
Total Regular Ongoing Waste (kg)	19,458,468	19,296,964	16,477,709	19,457,828
Total One-Time Only Waste (kg)	303,759	506,020	160,124	164,389
Total NXP Waste (kg)	19,941,339	20,009,539	16,637,833	19,622,217
Total Hazardous Waste (kg)	2,399,557	2,440,443	2,791,866	3,371,875
Total Non-Hazardous Waste (kg)	2,630,061	2,901,165	2,384,769	2,724,130
Recycled	75%	74%	69%	76%
Landfill	18%	19%	21%	18%
Incineration	6%	7%	10%	6%
E-scrap Reclaim (kg)	813,814	642,995	606,138	776,624

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Environmental Stewardship Product Portfolio				
RoHS Compliant			93%	92%
RoHS Compliant with Exemptions			7%	6%
REACH Compliant			93%	82%
Halogen Free			94%	94%
Lead-Free and Halogen-Free			84%	89%
Conflict Free Minerals	100%	100%	100%	100%
Social				
Overview				
Equal Opportunity Policy	Yes	Yes	Yes	Yes
Fair Remuneration Policy	Yes	Yes	Yes	Yes
Team Member Sustainability Training	Yes	Yes	Yes	Yes
Health and Safety Policy	Yes	Yes	Yes	Yes
ISO 45001 Certified Sites	100% (9 manufacturing sites)			
Human Rights Policy	Yes	Yes	Yes	Yes
Policy Against Child Labor	Yes	Yes	Yes	Yes
UN Global Compact Signatory	Yes	Yes	Yes	Yes
Responsible Business Alliance (RBA) Full Member	Yes	Yes	Yes	Yes
SDGs Target Policy	Yes	Yes	Yes	Yes
Flexible Work Schedule & Location	Yes	Yes	Yes	Yes
Team Member Engagement Survey	Yes	Yes	Yes	Yes
Public Policy Condemning Workplace Sexual Harassment	Yes	Yes	Yes	Yes
Frequency of Team Member Sexual-Harassment Training (years)	At least every 2 years, but in some cases more frequently subject to applicable law			

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Workforce Footprint (HC)						
Extended Workforce - Total			35,308	34,817	33,480	36,223
Employees			27,978	27,759	27,730	29,861
			79%	80%	83%	82%
Joint Venture			1,677	1,651	1,454	1,487
			5%	5%	4%	4%
Contingent Labor			5,653	5,407	4,296	4,875
			16%	16%	13%	13%
Employees	Americas		20%	20%	19%	18%
	APAC		59%	59%	60%	61%
	EMEA		21%	21%	21%	20%
Joint Venture	Americas		— %	— %	— %	— %
	APAC		91%	91%	99%	100%
	EMEA		9%	9%	1%	— %
Contingent Labor	Americas		21%	20%	20%	18%
	APAC		51%	54%	53%	59%
	EMEA		28%	26%	27%	23%
Contingent Labor by Type						
External Temp			29%	24%	33%	31%
Contractor			71%	76%	67%	69%

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<i>Employee Type by Region</i>						
IDL	Americas		28%	27%	24%	22%
	APAC		41%	42%	44%	46%
	EMEA		31%	31%	32%	32%
DL	Americas		7%	7%	12%	12%
	APAC		89%	90%	84%	84%
	EMEA		3%	3%	4%	4%
<i>Employee by Role</i>						
Individual Contributor (DL)			37%	36%	38%	41%
Individual Contributor (IDL)			52%	53%	51%	50%
People Manager (IDL)			11%	11%	10%	9%
Executive (IDL)			0.5%	0.6%	0.5%	0.5%
<i>R&D Employee by Region</i>						
Americas			25%	25%	23%	21%
APAC			33%	35%	36%	39%
EMEA			42%	40%	41%	40%
R&D % of Total NXP Footprint			30%	32%	32%	31%
<i>Employment Type (HC)</i>						
Full Time			99.4%	99.4%	99.3%	99.5%
Part Time			0.6%	0.6%	0.7%	0.5%

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NXP's ESG Performance		2018	2019	2020	2021
FT Employment Type by Gender	Women	36%	37%	36%	37%
	Men	64%	63%	64%	63%
PT Employment Type by Gender	Women	17%	21%	21%	19%
	Men	83%	79%	79%	81%

Employee by Gender (HC)					
Women		36%	37%	36%	37%
Men		64%	63%	64%	63%

Employee Gender by Region¹⁶

Women	Americas	12%	12%	11%	11%
	APAC	79%	79%	79%	80%
	EMEA	9%	9%	9%	9%
Men	Americas	25%	25%	24%	22%
	APAC	47%	48%	48%	51%
	EMEA	28%	28%	28%	27%

¹⁶The sums may not add up to 100% due to rounding of the figures

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NXP's ESG Performance		2018	2019	2020	2021
Employee Gender by Role					
Executive	Women	10%	14%	13%	13%
	Men	90%	86%	87%	87%
People Manager	Women	17%	16%	16%	16%
	Men	83%	84%	84%	84%
Individual Contributor	Women	39%	39%	38%	39%
	Men	61%	61%	62%	61%
IDL	Women	22%	22%	23%	24%
	Men	78%	78%	77%	76%
DL	Women	62%	62%	58%	56%
	Men	38%	38%	42%	44%
R&D	Women	15%	16%	16%	17%
	Men	85%	84%	84%	83%
United States Race and Ethnicity (HC)					
White (Not Hispanic or Latino)		56%	52%	52%	51%
Asian (Not Hispanic or Latino)		20%	21%	21%	20%
Hispanic or Latino		14%	13%	14%	15%
Black or African American (Not Hispanic or Latino)		4%	4%	4%	5%
Native American or Alaska Native (Not Hispanic or Latino)		0.5%	0.4%	0.5%	0.6%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)		0.2%	0.2%	0.2%	0.2%

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NXP's ESG Performance		2018	2019	2020	2021
United States Race and Ethnicity (HC) <i>Continued</i>					
Two or More Races (Not Hispanic or Latino)		0.6%	0.5%	0.6%	0.9%
Undeclared		5%	8%	8%	7%
United States Employee Race and Ethnicity by Role ¹⁷					
Executive	White (Not Hispanic or Latino)	69%	68%	68%	63%
	Asian (Not Hispanic or Latino)	12%	9%	9%	10%
	Hispanic or Latino	6%	6%	6%	6%
	Black or African American (Not Hispanic or Latino)	5%	5%	5%	6%
	Native American or Alaska Native (Not Hispanic or Latino)	— %	— %	— %	— %
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	— %	— %	— %	— %
	Two or More Races (Not Hispanic or Latino)	— %	— %	— %	1%
	Undeclared	8%	13%	12%	14%
People Manager	White (Not Hispanic or Latino)	66%	59%	60%	59%
	Asian (Not Hispanic or Latino)	17%	19%	19%	18%
	Hispanic or Latino	8%	8%	9%	9%
	Black or African American (Not Hispanic or Latino)	4%	3%	3%	3%
	Native American or Alaska Native (Not Hispanic or Latino)	0.2%	0.3%	0.3%	0.2%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	— %	— %	— %	— %
	Two or More Races (Not Hispanic or Latino)	0.3%	0.1%	0.2%	0.5%
	Undeclared	4%	10%	9%	9%

¹⁷ In 2019, approximately 600 (HC) employees were reclassified from IDL to DL

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Individual Contributor (IDL)	White (Not Hispanic or Latino)	57%	53%	51%	51%
	Asian (Not Hispanic or Latino)	23%	23%	27%	27%
	Hispanic or Latino	12%	11%	9%	10%
	Black or African American (Not Hispanic or Latino)	3%	3%	2%	3%
	Native American or Alaska Native (Not Hispanic or Latino)	0.5%	0.4%	0.3%	0.4%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0.1%	0.4%	0.1%	0.1%
	Two or More Races (Not Hispanic or Latino)	1%	1%	1%	1%
	Undeclared	5%	9%	9%	9%
Individual Contributor (DL)	White (Not Hispanic or Latino)	39%	38%	50%	47%
	Asian (Not Hispanic or Latino)	12%	13%	10%	10%
	Hispanic or Latino	32%	32%	28%	27%
	Black or African American (Not Hispanic or Latino)	12%	12%	8%	10%
	Native American or Alaska Native (Not Hispanic or Latino)	1%	1%	1%	1%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	1%	1%	1%	1%
	Two or More Races (Not Hispanic or Latino)	1%	1%	1%	1%
	Undeclared	3%	3%	3%	3%

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NXP's ESG Performance		2018	2019	2020	2021
Employee by Age (HC) ¹⁸					
< 30		12%	15%	19%	22%
>30 - <50		63%	61%	59%	57%
51+		25%	23%	22%	21%
Employee Age by Role					
< 30	Executive < 30	— %	— %	— %	— %
	People Manager < 30	0.1%	0.1%	0.1%	0.1%
	Individual Contributor < 30	11.8%	15.4%	19.3%	22.3%
>30 - <50	Executive >30 - <50	0.2%	0.2%	0.2%	0.2%
	People Manager >30 - <50	7.4%	7.2%	6%	5.7%
	Individual Contributor >30 - <50	55.8%	54%	52.7%	51.1%
51+	Executive 51+	0.40%	0.4%	0.4%	0.3%
	People Manager 51+	4.1%	3.8%	3.2%	3.1%
	Individual Contributor 51+	20.4%	19%	18.2%	17.3%
Employee Attrition (HC)					
Voluntary Turnover					
Global Employee Voluntary Turnover		8.5%	7.8%	6.9%	12.1%
Americas (IDL & DL)		5.8%	5.8%	5.6%	9.1%
APAC (IDL & DL)		10.8%	9.7%	8.9%	15.7%
EMEA (IDL & DL)		4.6%	4.2%	2.5%	4.3%

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NXP's ESG Performance		2018	2019	2020	2021
Global IDL Employee Voluntary Turnover		6.7%	5.9%	5.1%	7.9%
	Americas (IDL)	6%	5.6%	6.2%	8.6%
	APAC (IDL)	8.6%	7.3%	6.1%	9.9%
	EMEA (IDL)	4.7%	4.3%	2.7%	4.5%
Global DL Employee Voluntary Turnover		11.6%	11%	9.8%	18.4%
	Americas (DL)	4.5%	6.9%	3.6%	10.5%
	APAC (DL)	12.5%	11.7%	11.2%	20.3%
	EMEA (DL)	1.3%	1.9%	0.7%	2.1%
	Women	24%	22%	21%	23%
	Men	76%	78%	79%	77%
IDL Voluntary Turnover	<30	27%	24%	22%	28%
	>30 - <50	55%	59%	60%	55%
	51+	18%	17%	18%	16%
	Women	60%	59%	63%	55%
	Men	40%	41%	37%	45%
DL Voluntary Turnover	<30	51%	52%	45%	53%
	>30 - <50	41%	37%	44%	38%
	51+	8%	11%	11%	9%

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NXP's ESG Performance			2018	2019	2020	2021
<i>Involuntary Turnover</i>						
Global Employee Involuntary Turnover			2%	4%	3%	3.8%
	Americas (IDL & DL)		3%	6%	5%	4.6%
	APAC (IDL & DL)		2%	4%	4%	4.1%
	EMEA (IDL & DL)		2%	3%	5%	2.2%
Employee Hiring (HC)						
IDL	Americas		27%	21%	19%	19%
	APAC		47%	47%	56%	56%
	EMEA		26%	31%	25%	25%
DL ¹⁹	Americas		8%	2.50%	2%	11%
	APAC		92%	97%	97%	89%
	EMEA		0.2%	0.5%	0.1%	0.6%
<i>Employee Hiring by Type</i>						
IDL	Women		24%	23%	23%	27%
	Men		76%	77%	77%	73%
IDL NCG	Women		27%	31%	32%	30%
	Men		73%	69%	68%	70%
DL	Women		61%	66%	56%	53%
	Men		39%	34%	44%	47%

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NXP's ESG Performance	2018	2019	2020	2021
<i>United States Hiring by Race and Ethnicity</i>				
White (Not Hispanic or Latino)	43%	22%	47%	42%
Asian (Not Hispanic or Latino)	22%	37%	32%	18%
Hispanic or Latino	17%	6%	10%	17%
Black or African American (Not Hispanic or Latino)	7%	2%	2%	11%
Native American or Alaska Native (Not Hispanic or Latino)	0.4%	— %	0.4%	1%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0.4%	— %	— %	0.4%
Two or More Races (Not Hispanic or Latino)	1.1%	0.8%	0.4%	3%
Undeclared	9%	32%	9%	7%
<i>United States New College Graduate Hiring by Race and Ethnicity</i>				
White (Not Hispanic or Latino)	29%	35%	29%	33%
Asian (Not Hispanic or Latino)	42%	39%	43%	44%
Hispanic or Latino	10%	9%	11%	10%
Black or African American (Not Hispanic or Latino)	4%	3%	2%	4%
Native American or Alaska Native (Not Hispanic or Latino)	— %	— %	— %	— %
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	— %	— %	— %	— %
Two or More Races (Not Hispanic or Latino)	2%	4%	2%	7%
Undeclared	13%	10%	14%	3%

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NXP's ESG Performance		2018	2019	2020	2021
<i>Hiring by Age²⁰</i>					
<30	IDL	28%	40%	44%	49%
	DL	63%	66%	61%	66%
>30 - <50	IDL	61%	50%	45%	44%
	DL	35%	34%	39%	32%
51+	IDL	11%	10%	11%	6%
	DL	1%	0.40%	1%	2%
<i>Hiring R&D by Region</i>					
Americas		18%	15%	13%	11%
APAC		39%	42%	38%	61%
EMEA		43%	43%	49%	29%
<i>IDL Talent Hiring²¹</i>					
University		20%	45%	35%	24%
Global NXP Intern Conversion Rate		19%	30%	30%	40%
Global Employee Promotion Rate		6%	7%	7%	8%
IDL		7%	8%	8%	11%
DL		5%	5%	4%	4%

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NXP's ESG Performance		2018	2019	2020	2021
Training (HC)					
Total NXP Online Training Hours ²²				374,717	89,591
Global Online Courses Completed by Executives					123
Global Online Courses Completed by People Managers					2,197
Global Online Courses Completed by Individual Contributor (IDL & DL)					6,532
Global Online Learning Courses Completed by Employees (Total Courses per Employee)					8,852
Total Online Training (Avg. Hours)	IDL			20	7
	DL			1.5	0.2
Online Training by Gender	Women			10	2
	Men			14	3
Health and Safety					
Occupational Illness and Injuries		35	35	23	25
Total - Injury Count NXP Contractors				8	7
NXP (Severity Rate)		2.14	4.64	2.26	1.47
NXP (TCIR)		0.12	0.12	0.08	0.08
Fatalities - Employees		0	0	0	0
Supply Chain					
Supply Chain Management - Social Responsibility		Yes	Yes	Yes	Yes
Total Number of Audits		23	17	4	8

²² 2020 data is overstated due to system timeout limitation

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Governance				
Overview				
Business Ethics Code of Conduct	Yes	Yes	Yes	Yes
Anti-Bribery Ethics Policy	Yes	Yes	Yes	Yes
Employee Protection / Whistle Blower Policy	Yes	Yes	Yes	Yes
Consumer Data Protection Policy	Yes	Yes	Yes	Yes
Board Structure				
Size of the Board	11	9	10	12
Unitary or Two-Tier Board System	Unitary	Unitary	Unitary	Unitary
# Employee Representatives on Board	0	0	0	0
Classified Board System	No	No	No	No
Number of Directors with Financial, Audit and Accounting Expertise	8	8	8	9
# Corporate Executive Officers on the Board	1	1	1	1
% Corporate Executive Officers on the Board	9%	10%	10%	8%
Board Independence				
# Non-executive Directors on the Board	10	8	9	11
% Non-executive Directors on the Board	1	89%	90%	92%
# Independent Directors	10	8	9	11
% Independent Directors	1	89%	90%	92%
CEO Duality	No	No	No	No
Independent Chairperson	Yes	Yes	Yes	Yes

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Independent Lead Director	N/A	N/A	N/A	N/A
Presiding Director	No	No	No	No
Former CEO or its Equivalent on Board	No	No	No	No

Board & Executive Diversity				
# Women on Board	1	1	3	4
% Women on Board	10%	10%	30%	33%
Female Chief Executive Officer or Equivalent	No	No	No	No
Female Chairperson or Equivalent	No	No	No	No
# Directors with Executive Leadership	11	9	10	12
CEO or Equivalent Appointed from Within	No	No	Yes	Yes
# Female Executives	0	0	1	1
% Female Executives	— %	— %	17%	17%
Age of the Youngest Director	51	58	50	51
Age of the Oldest Director	75	76	79	79
Board of Directors Age Range	24	18	29	28
Board Average Age	62	65	64.5	63
Board Age Limit	No	No	No	No
Average Board Tenure (Years)	6.3	7.2	5	5
Date Executive Director Appointed to the Board of Directors	January-09	January-09	May-20	May-20

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Board Meetings				
# Board Meetings	12	5	5	5
Board Meeting Attendance	>75%	>75%	>75%	>75%
Independent Directors Board Meeting Attendance	>75%	>75%	>75%	>75%
# Directors Attending Less than 75% of Meetings	2	1	0	0
Audit Committee				
Size of Audit Committee	4	3	3	3
# Independent Directors on Audit Committee	4	3	3	3
% Independent Directors on Audit Committee	100%	100%	100%	100%
Independent Audit Committee Chairperson	Yes	Yes	Yes	Yes
# Non-executive Directors on Audit Committee	4	3	3	3
Audit Committee Meetings	8	9	9	10
Audit Committee Meeting Attendance	>75%	>75%	>75%	>75%
Compensation Committee				
The Nominating and Compensation Committee (NCC) was split into the Compensation Committee (CC) and Nominating and Governance Committee (NGC) in September 2019.				
Size of Compensation Committee		4	4	5
# Independent Directors on Compensation Committee		4	4	5
% Independent Directors on Compensation Committee		100%	100%	100%
Independent Compensation Committee Chairperson		Yes	Yes	Yes
# Non-executive Directors on Compensation Committee		4	4	5

APPENDIX A – 2021 ESG PERFORMANCE

NXP's ESG Performance	2018	2019	2020	2021
# Compensation Committee Meetings		6	8	7
Compensation Committee Meeting Attendance		>75%	>75%	>75%
Outside Compensation Advisors Appointed		Yes	Yes	Yes
Claw Back Provision for Executive Compensation			Yes	Yes

Nominating and Governance Committee

The Nominating and Compensation Committee (NCC) was split into the Compensation Committee (CC) and Nominating and Governance Committee (NGC) in September 2019.

Size of Nomination Committee		4	4	5
# Independent Director on Nomination Committee		4	4	5
% Independent Director on Nomination Committee		100%	100%	100%
Independent Nomination Committee Chairperson		Yes	Yes	Yes
# Non-executive Directors on Nomination Committee		4	4	4
# Nomination Committee Meetings		2	4	4
Nomination Committee Meeting Attendance		>75%	>75%	>75%

ESG/Sustainability Committee

The Nominating and Governance Committee oversees ESG/Sustainability Matters

Non-executive Director with Responsibility for ESG	No	No
Executive Director with Responsibility for ESG	Yes	Yes
Executive Compensation Linked to ESG	No	No
Board Compensation Linked to ESG	No	No

APPENDIX A – 2021 ESG PERFORMANCE

NXP's ESG Performance	2018	2019	2020	2021
Shareholder Rights				
Ownership Required for Special Meeting	10%	10%	10%	10%
Poison Pill	No	No	No	No
Blank Check Preferred Authorized			No	No
Dual Class Unequal Voting Rights - Common Shares	No	No	No	No
Board & Exec Activities				
Political Donations			0	0



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