Corporate Sustainability Report

NXP Sustainability

2024

Table of Contents

Introduction

Presenting our Corporate Sustainability Report and 2024 performance

Introduction: A Letter From Our CEO

At NXP, it's our belief that we can make the future brighter through collaborative innovation. We gain inspiration from the innovative spirit of our team members, our customers and our partners, and we take a collaborative approach to facing global challenges as we strive for a sustainable future.

The global landscape continues to change and pose significant challenges. We view this ongoing evolution as an opportunity, giving us the chance to innovate our business and continue our long-standing track record of developing smarter, more sustainable solutions while anticipating the world's changing needs.

We build solutions — not just products — that enhance the capabilities of people, organizations and the world at large. In 2024, we introduced the NCJ37x battery passport and tire-tracking technology to improve fuel efficiency and reduce CO_2 emissions in vehicles. We also announced the latest addition to our i.MX RT crossover microcontrollers (MCUs), which deliver an optimized combination of high performance and power efficiency for the new era of edge AI computing. Furthermore, we are creating smarter and more sustainable commercial buildings with Honeywell, using our i.MX solutions.

Below are just a few examples of the smarter and more sustainable solutions from 2024.

2024 Innovations
Automotive – Tracking tires, using UCODE tags and SubGHz technology, to simplify refurbishment, improve fuel economy and lower CO_2 emissions.
Smart City – Enhancing supply-chain and logistics management by using energy-efficient SubGHz technology and UCODE and NFC tags to drive real-time product data.
Industrial – Using our energy management solutions to cut e-waste and CO_2 emissions in the Internet of Things (IoT), gaming and telecom, enabling package reuse with UCODE and increasing medication safety with NFC.
Mobile – Making wireless charging smarter and more efficient with NFC, so devices can use the best charging profile while also helping to extend battery life.

Kurt Sievers

President and CEO
NXP Semiconductors

Introduction: A Letter From Our CEO

NXP's vision is to help bring the future forward while reducing our impact on the environment. Our ongoing efforts to improve energy efficiency by achieving carbon neutrality in our operations by 2035 is another testament to that. We are committed to making quantifiable annual gains in other important areas, too. Here are just a few examples:

2024 Achievements

Energy Efficiency and Emissions – This past year, we decreased our absolute Scope 1 and 2 emissions by 39% compared to our baseline year of 2021. This accomplishment was due in part from emission reduction initiatives at our sites such as replacing HTFs with refrigerants that have a lower environmental impact and replacing equipment with more sustainable and efficient alternatives.

Ethics and Compliance – We continue to implement the practices outlined in our Anti-Bribery and Anti-Corruption (ABAC) Policy and conduct annual ethics training related to several topics, including data privacy, artificial intelligence and speaking up in NXP. In our 2024 Winning Culture Survey, 96% of team members feel strongly favorable that NXP is committed to ethical business practices.

Health and Safety – We began an internal effort to increase safety awareness at all of our manufacturing sites via various programs which recognize team members who have fully embraced the safety-oriented mindset. We ended the year achieving an all-time low total case incident rate (TCIR) of 0.07.

People – We continue to make progress toward our global inclusion aspirations, and concluded 2024 with strong representation of women in R&D positions, R&D hiring, and indirect and direct labor hiring. We also continue to provide learning, development and growth opportunities for our team members.

Supplier Management – In 2024, we launched a vendor-collaboration portal to improve communication with suppliers and completed updates to our Supplier Code of Conduct and Auditable Standards on Social Responsibility. Furthermore, we maintained a record of 100% certified conflict-free smelters of 3TG minerals (tin, tungsten, tantalum, and gold), and mapped our supply chains for additional minerals, such as cobalt and copper, to ensure responsible mineral procurement.

Team Member Engagement – As a part of our commitment to listen to and address feedback, we conducted our annual Winning Culture Survey and are proud to report that 69% of (indirect labor) team members are viewed as highly engaged. We also continued our partnership with the Great Place to Work organization and received Great Place to Work certification in 13 additional participating countries.

This Report serves as a call to action for continuous improvement. Through collaboration, innovation and ownership, we will continue to drive meaningful change to build a brighter tomorrow, together.

Best regards,
Kurt Sievers

President and CEO
NXP Semiconductors

Introduction: A Letter From Our Chief Sustainability Officer

As we venture further into a rapidly evolving world, NXP remains committed to shaping a future where people and the planet thrive together.

Our sustainability principles guide us toward a brighter future, with transparency and accountability being fundamental to our approach. As our 2024 accomplishments demonstrate, continuous progress is attainable, one step at a time.

In 2024, we achieved a major milestone by completing the Science Based Targets initiative (SBTi) validation process for Scopes 1, 2 and 3 greenhouse gas (GHG) emission reduction targets, further demonstrating our commitment to transparency, accountability and proactive climate action. By adopting science-based targets, we're not only defining NXP's contribution to global carbon reduction goals, but ensuring that sustainability remains integral to our business strategy.

We made strong progress toward our emission-related targets as well as our other sustainability goals. We achieved a 39% decrease in Scope 1 and 2 emissions compared to our 2021 baseline and have increased our water recycling rate to 55% and our waste recycling rate to 89%.

Other ways we continued our sustainability progress in 2024 included:

As a part of our Biodiversity Policy, which contains various commitments to help NXP and our partners contribute to the protection of biodiversity, NXP has developed a methodology based on the Taskforce on Nature-Related Financial Disclosures (TNFD) that identifies and assesses biodiversity impacts and dependencies of our operations. As part of this project, we launched a pilot assessment at our Nijmegen site in the Netherlands and plan to apply the learnings at other NXP global sites in 2025.

To make progress towards our aspiration of carbon neutrality in our manufacturing operations, we are working to shift energy consumption to more efficient power sources where possible. To do this, we are continually finding regional opportunities for additional renewable energy supply and, when feasible, installing solar panels for on-site renewable energy generation. To date, we have completed renewable electricity installations at four of our manufacturing sites and achieved 44% renewable electricity in 2024.

In 2024, to enhance our commitment to human rights and fair labor practices, NXP conducted a living-wage gap analysis. We concluded that the vast majority of our full-time regular employees globally were paid at or above the living wage as defined by Fair Wage Network. We will continue to evaluate our living-wage performance annually.

Looking Ahead

Through collaboration and perseverance, we aim to put words to actions and achieve our aspirational goals.

Our work is far from over, but I am inspired by our global team members who work every day to enable a smarter, safer and more sustainable world through innovation. We will continue to take the steps that make meaningful change in our industry.

Small changes today can have a big impact tomorrow. Together, we can make the future brighter.

Best regards,
Jennifer Wuamett

Jennifer Wuamett

Executive Vice President,
General Counsel,
Corporate Secretary and
Chief Sustainability Officer
NXP Semiconductors

Introduction: 2024 Highlights

Environmental

Validated Scope 1, 2 and 3 emission reduction targets with **SBTi**

39% decrease in Scope 1 and 2 emissions compared to 2021

44% renewable electricity use

Completed **Solar Installations** at 4 sites

55% water recycled

89% waste recycled

Social

Certified as a **Great Place to Work** in 17 countries

90% of team members are proud to work at NXP

Expanded targeted **Development Programs** for all team members

Turnover rate remains **Below** competitive benchmarks

243 engineers received "My First Patent Awards"

Achieved an all-time low total case incident rate (TCIR) of **0.07**

Governance

Completed the **Living Wage** gap analysis for all NXP team members

50% of Board directors have sustainability experience

100% of suppliers signed the Supplier Code of Conduct statement

100% certified conflict-free 3TG smelters

Reviewed and updated the NXP **Supplier Code of Conduct**

96% of team members feel NXP is committed to ethical practices

Introduction: About This Report

This Corporate Sustainability Report reflects our commitment to transparency and sustainable business practices. It explores the sustainability aspects of our products, impacts, activities and actions.

Approach

The structure of this Report is informed by a number of global voluntary sustainability reporting frameworks. We developed this Report with reference to the Global Reporting Initiative (GRI) Standards. This report also aligns with other leading reporting frameworks, such as the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD). We also report annually with our Communication on Progress to the United Nations Global Compact (UNGC).

Data presented in this Report covers the 2024 calendar year (January 1 to December 31), unless otherwise stated.

Additional Disclosures

We provide additional sustainability information in three documents: our Form 10-K, our Proxy Statement and our Statutory Annual Report, which is prepared in accordance with Dutch law and the International Finance Reporting Standards. These three documents are available on our Annual General Meeting website.

NXP is also a signatory to the United Nations Global Compact (UNGC), the world's largest corporate-sustainability initiative. In 2024, we maintained our active status by completing the Communication on Process questionnaire on corporate action and performance related to the Ten Principles of the UN Global Compact and the Sustainable Development Goals. Our UN Global Compact Communication on Progress can be found on the UN Global Compact website.

Scope

The information and data in this Report covers our worldwide locations and joint ventures for which we have operational control. Environmental data includes owned, controlled and leased manufacturing sites, which accounts for the majority of our environmental footprint. Some environmental data includes non-manufacturing sites, which is specified in the relevant section. Our reporting reflects the current size and scope of NXP's business lines, which have evolved over the years. For more information, visit our NXP History webpage.

Anticipated Sustainability Regulation

NXP is within the scope of emerging sustainability reporting regulatory requirements including the current EU Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy Regulation. We are closely monitoring the developments on the CSRD and EU Taxonomy evolution as well as other emerging sustainability requirements, such as those related to the California State and US Securities and Exchange Commission (SEC) Climate disclosure rules. NXP is preparing to be compliant by the respective reporting deadlines for the impacted external reports.

Contact Us

We value everyone's input and invite you to join us on our ongoing sustainability journey. We post updates on our work at our Smarter World blog, our Sustainability website and our Sustainability Stories magazine website, or you can contact our team directly at csr@nxp.com.

Introduction: Stakeholder Engagement

Stakeholder engagement and feedback is a critical part of our sustainability strategy because it helps us inform our processes, culture and expectations. In 2024, we continued to interact with our internal and external stakeholder groups (see following table) through various activities.

Stakeholder Engagement Process

	Stakeholder Group	Engagement Style	Purpose of Engagement	How Outcomes are Accounted For
External Stakeholders	**Civil Society Organizations / Non-Governmental Organizations**	Dialogue, multi-stakeholder projects and conferences.	Align business and civil society's expectations on sustainability and environmental due diligence and collaborate to support affected stakeholders.	Update our policies and actions to include best practices that serve affected stakeholders.
	Customers	Conferences, customer product launches, trade shows and dedicated sustainability- or business-review meetings. Customer-satisfaction survey and review of customer sustainability documentation.	Understand and align with customer expectations. Collaborate to create more sustainable products.	Comply with customer requirements and reduce the need for customer audits through alignment.
	Governments / Public Sector	Multi-stakeholder projects, meetings and conferences. Industry-association meetings.	Provide business/industry understanding on how relevant regulations will impact NXP and our stakeholders, so we can respond appropriately.	Update processes and disclosures and reporting processes to comply with regulatory requirements.
	Industry Associations	Workgroup and meeting participation or leadership.	Share best practices among peers and stay aligned with industry expectations.	Update NXP's operations and plans with relevant industry codes and standards.
	Shareholders / Investors	Shareholder meetings, investor calls and conferences.	Align with investor expectations and priorities to add value to their initiatives and NXP activities.	Compile and share feedback with relevant teams when improvements and updated disclosures are needed.
	Suppliers	NXP conducts supplier due-diligence audits, surveys and review meetings.	Increase sustainability impact, including greenhouse-gas (GHG) emissions and performance, by encouraging cooperation throughout the supply chain.	Conduct supplier due-diligence audits, complete corrective action closures and coordinate initiatives. Scope 3 reduction activities.
Internal Stakeholders	**NXP Team Members**	Engage with team members through a variety of tools, including quarterly Pulse meetings, surveys, Employee Resources Groups (ERGs), town hall-style meetings, Innovation Summit and World Tour.	Highlight and celebrate innovation within NXP, gain insights into the priorities, concerns and suggestions of our NXP team members in order to help foster a culture of success and innovation and to be recognized as a good employer and responsible social citizen.	Compile and summarize feedback from team-members for review by leadership. Implement improvements based on identified needs and priorities.
	NXP Sustainability Subject Matter Experts (SMEs)	Regular meetings, working groups, surveys and projects.	Utilize the expertise of sustainability practitioners within NXP to improve our overall Sustainability Program.	Incorporate suggestions from sustainability SMEs as feasible and escalate to Sustainability Management Board as needed.

Introduction: Stakeholder Engagement

The list below gives examples of some of the industry associations and other external stakeholder organizations we engaged with in 2024.

Organization	Engagement Status
European Partnership for Responsible Minerals (EPRM)	Active membership participation
European Semiconductor Industry Association (ESIA)	Active membership and governance participation
Global Business Initiative (GBI) on Human Rights	Active membership participation
Organisation for Economic Co-operation and Development (OECD)	Active participation in the Responsible Business Conduct Group and participant in the Responsible Minerals Implementation Programme Multi-Stakeholder Group
Responsible Business Alliance (RBA)	Active membership and governance participation
Responsible Labor Initiative (RLI)	Active membership and governance participation
Responsible Mineral Initiative (RMI)	Active membership and governance participation
Semiconductor Industry Association (SIA)	Active member of several working groups
Semiconductor PFAS Consortium	Active member of several working groups
International Labour Organization (ILO)	Business consultation partner
International Organization for Migration (IOM)	Business consultation partner
SEMI Semiconductor Climate Consortium (SEMI SCC)	Active engagement and founding member
UN Global Compact (UNGC)	Active member participation
Dignity in Work for All (Previously Verité Southeast Asia)	Conducted third-party audits on social responsibility, supported by consultation and collaboration, to review NXP's Social Responsibility program
World Semiconductor Council (WSC)	Active membership and governance participation

Sustainability Strategy

Sustainability at NXP

Sustainability Strategy: Approach

Overview

NXP has been committed to corporate responsibility and sustainability within our organization and throughout our stakeholder community since our founding in 2006. As we continue to evolve our sustainability programs, we're emphasizing two aims: expanding the ways our technologies contribute to a more sustainable world and ensuring our sustainability initiatives are effectively integrated into our business.

Our sustainability strategy and activities are inspired by widely recognized international frameworks, including the UN Sustainable Development Goals (SDGs). We set out to create a working environment that is safe and healthy, to use resources in a way that is both effective and efficient and, when it comes to the impacts of our activities, to be both accountable and transparent. At the same time, we work to exceed the expectations of our stakeholders and use our experience to help shape industry best practices.

Our company continues to build on its history of sustainable innovation and technologies that improve efficiency and advance global sustainability. We are excited by the progress we've already made and look to the future with a sense of optimism, while keeping in mind the ways that rapid technological change can create new challenges. It is our deeply held belief that we can continue to shape the future and inspire people, while also ensuring our sustained success as an organization.

Policy

We work diligently to ensure that we approach our business responsibly and deliver long-term value for our stakeholders. Our Sustainability Policy influences the way we manage our company and the way we interact with society at large.

We have a long-standing commitment to operational sustainability, underscored by a history of continuous performance improvements. Below, we outline our sustainability mission and the key components of our longer-term sustainability strategy.

Sustainability Focus Areas

We regularly assess whether we are prioritizing the most material[1] sustainability topics. Our assessment process includes inputs from external and internal stakeholders as well as industry-relevant sustainability standards, ESG rating reports, peer disclosures, research papers and other relevant documents.

Sustainability Mission: Advancing a More Sustainable World	
Strategy	**Guiding Principles**
Innovate advancements that enable a better, safer, more secure and more sustainable world.	Push boundaries and explore new approaches to develop innovative and sustainable products and solutions.
Optimize our use of resources and impacts associated with our operations.	Pursue continual improvements to use resources efficiently and responsibly.
Leverage our global team to actively drive our business strategy and impact on the world.	Respect human rights and promote an ethical, safe and healthy work environment. Foster an environment of trust and respect, where team members collaborate to drive innovation.
Collaborate with our stakeholders on global sustainability initiatives. Build trust through transparency in our business practices and operations.	Proactively assess risk and build resilience through robust governance systems, including appropriate goals and processes.

[1] The terms "materiality" and "material" in this Report and other sustainability-focused disclosures differ from the same terms used in disclosures for securities or other laws.

Sustainability Strategy: Aspirations

Our sustainability aspiration is to enable a better, safer, more secure and more sustainable world through innovation. That aspiration has given rise to a series of global goals that inform our efforts and enable us to gauge our performance, celebrate our accomplishments and address opportunities for improvement. Our aspirations include the following:

Innovation

Design and develop manufacturing technologies that **positively impact** the planet and society

Develop higher-performing, **more energy-efficient products**

Environment[2]

Ensure **efficient and responsible** use of natural resources

35% reduction in Scope 1 and 2 emissions by 2027 and 55% by 2030; Carbon neutrality by 2035[3]

35% reduction in Scope 3 by 2033

50% renewable electricity by 2027[4]

60% wastewater recycled by 2027

90% waste recycled by 2027

People

Foster an inclusive environment and **improve representation of women** in our global workforce

Zero tolerance of forced labor and human-rights abuses

Zero workplace injuries

Governance

Work with our supply-chain partners to **reduce their environmental footprint**

Integrate sustainability into our business strategy

[2] For more details on our climate-related goals, see the Climate section of the Environment, Health and Safety chapter of this Report.
[3] NXP's approach is to reduce its Scope 1 and Scope 2 emissions by 2035 by prioritizing the implementation of technically and socio-economically feasible solutions. We intend to offset any remaining Scope 1 and Scope 2 emissions. This carbon neutrality goal is not aligned with SBTi.
[4] We aim to achieve our renewable electricity goal through the use of unbundled renewable energy certificates, power purchase agreements and, in select cases, self-generation. This goal is not aligned with SBTi.

Sustainability Strategy: Aspirations

Progress Toward Our Global Sustainability Aspirations

	Aspirations	Progress in 2024
Innovation	Design and develop manufacturing technologies that positively impact the planet and society	We improved our product portfolio assessment process to better understand how our products enable sustainable solutions and identified opportunities to maximize positive impact.
	Develop higher-performing, more energy-efficient products	We strove to continuously increase the energy efficiency and performance of our products with the goal of reducing our use of raw materials and lowering our greenhouse-gas (GHG) emissions.
Environment[5]	Ensure efficient and responsible use of natural resources[6]	We decreased our absolute Scope 1 and 2 emissions by 39% compared to our baseline year of 2021.
	35% reduction in Scope 1 and 2 emissions by 2027 and 55% by 2030; Carbon neutrality by 2035	We decreased our absolute Scope 1 and 2 emissions by 39% compared to our baseline year of 2021.
	35% reduction in Scope 3 by 2033	We decreased our Scope 3 emissions by 47% compared to our baseline year of 2022.
	50% renewable electricity by 2027[7]	We used 44% renewable electricity, an increase of 13 percentage points compared to our baseline year of 2021.
	60% wastewater recycled by 2027	We recycled 55% of wastewater, an increase of 7 percentage points compared to our baseline year of 2021.
	90% waste recycled by 2027	We recycled 89% of waste, an increase of 13 percentage points compared to our baseline year of 2021.
People	Foster an inclusive environment and improve representation of women in our global workforce	Women made up 36% of our global workforce, the same percentage as 2023.
	Zero tolerance of forced labor and human-rights abuses	We updated the NXP Supplier Code of Conduct and Auditable Standards on Social Responsibility to reflect evolving industry and stakeholder expectations and prepare for further regulatory changes.
	Zero workplace injuries	We maintained a low Total Case Incident Rate (TCIR) of 0.07 and remain well below semiconductor-industry averages.
Governance	Work with our supply-chain partners to reduce their environmental footprint	We continued to survey our top-tier suppliers to gauge their environmental footprints, and include their performance in our supplier rating to derive action plans.
	Integrate sustainability into our business strategy	We continued to drive the company-wide Sustainability Program involving all functions and with clear roles and responsibilities, embedding sustainability in all the relevant areas of our business, including decision making.

[5] Lower factory loading caused 2024 emissions to be significantly lower than expected.
[6] NXP's approach is to reduce its Scope 1 and Scope 2 emissions by 2035 by prioritizing the implementation of technically and socio-economically feasible solutions. We intend to offset any remaining Scope 1 and Scope 2 emissions. This carbon neutrality goal is not aligned with SBTi.
[7] We aim to achieve our renewable electricity goal through the use of unbundled renewable energy certificates, power purchase agreements and, in select cases, self-generation. This goal is not aligned with SBTi.

Sustainability Strategy: Aspirations

2024 Annual Incentive Plan Sustainability Goals

We have, since 2022, connected our sustainability efforts to employee remuneration by adding a sustainability component to our short-term Annual Incentive Plan (AIP). The sustainability component of the AIP contains multiple aspirations that support year-on-year progress toward our long-term environmental and people-related aspirations. The target weighting of the sustainability component is set at 20% of our AIP. The following table lists the goals identified in our 2024 annual sustainability scorecard. It explains why we chose each goal and describes the progress we've made toward meeting each one within the past twelve months.

2024 Sustainability Scorecard Goal	Why Chosen	2024 Performance
Retention Retain global team members at a high level worldwide by year-end 2024 based on voluntary attrition rates	NXP promotes stability and continuity of our talent by measuring team member retention. This continuity leads to increased innovation, productivity and efficiency and reflects a positive work culture.	The retention rate of our global team members was at our pre-established stretch goal.
Team Member Engagement Achieve an IDL team member engagement index ≥75th percentile of technology benchmark	Engaging our team members is a key aspect of how NXP creates long-term value for our stakeholders. We use results from our global Winning Culture Survey to assess the level of team member engagement and compare that with an external technology benchmark.	Our 2024 IDL team-member engagement index was between the 75th and 90th percentile of the technology benchmark.
Women in the Workforce Increase representation of women in our overall indirect labor ("IDL") population by year-end 2024	Women are underrepresented in our broader industry and within NXP and we therefore established an aspiration for 2024 to improve the representation of women in our overall IDL population by year-end 2024.	As of year-end 2024, the representation of women in our IDL was below our 2024 aspiration.
Energy Efficiency Reduce carbon emissions by end of 2024 corrected for loading (using a baseline factory utilization rate of 85%)	Our roadmap to carbon neutrality includes annual emission-reduction targets that put NXP on a path to improve energy efficiency and reduce emissions in line with our stated mid-term and long-term goals.	As of year-end, we reduced carbon emissions by 5%.
Water Efficiency Recycle water in manufacturing	Water is an important part of our production processes. In order to conserve and withdraw less water, we have focused on increasing our water recycling rate.	As of year-end, we recycled water at our pre-established stretch goal.
Scope 3 Emissions Program Calculate emissions of sold products in a harmonized manner	We understand that our impact extends beyond our direct operations and recognize the importance of addressing emissions along the entire value chain.	As of year-end, we calculated emissions of our sold products below our pre-established goal.

Sustainability Strategy: Governance

Our sustainability strategy is aligned with and incorporated into the company's long-term business strategy. NXP's Board of Directors has ultimate oversight responsibility for sustainability matters. The full Board focuses on significant sustainability matters, with Board Committees undertaking oversight of sustainability issues relevant to their responsibilities. NXP has had third-party consultants with sustainability expertise present to the Board of Directors to help the Board make business decisions that best align with sustainable development.

Sustainability Program oversight is delegated to the Nominating, Governance and Sustainability Committee, which oversees integration of a broad set of sustainability considerations into business functions. Specific aspects of sustainability oversight are delegated to the Audit and Human Resources Compensation Committees for sustainability matters within their core areas of expertise.

- **Nominating, Governance and Sustainability Committee** – Oversight of policies and practices relating to significant sustainability issues
  - Oversee policies and practices related to sustainability initiatives
  - Review sustainability initiatives and goals including progress toward achieving those goals
  - Review and approve the annual Corporate Sustainability Report as well as other sustainability-related reports requiring Board-level oversight
  - Review stakeholder feedback related to sustainability on an annual basis

- **Audit Committee** – Oversight of financial disclosure processes and controls, and internal and external assurance over sustainability reporting
  - Oversee disclosure controls and procedures over sustainability disclosures and any assurance being provided by independent auditors
  - Ensure NXP prepares appropriately for legislative and regulatory developments affecting sustainability reporting in financial reports

- **Human Resources and Compensation Committee** – Oversight of human-capital policies and programs, including the alignment of sustainability goals to incentive-pay programs
  - Oversee alignment of sustainability strategy with compensation programs
  - Assist the Nominating, Governance and Sustainability Committee in setting strategic sustainability aspirations
  - Incorporate sustainability goals into compensation programs and design such programs

The Nominating, Governance and Sustainability Committee receives quarterly updates from representatives of the Sustainability Management Board and, in turn, reports on these efforts in plenary meetings of NXP's Board of Directors.

The CEO and the NXP Management Team, together with and under the supervision of NXP's Board of Directors, are responsible for implementation of NXP's sustainability strategy, policies and aspirations.

NXP's Sustainability Management Board, which is comprised of Management Team members and other senior leaders, oversees the implementation of sustainability strategy and policy and ensures appropriate resourcing. The Sustainability Management Board is chaired by our General Counsel and Chief Sustainability Officer and supported by our Chief Financial Officer, Chief Strategy Officer, Chief Technology Officer, Chief People Officer and Chief Operations and Manufacturing Officer. The Sustainability Management Board meets regularly to ensure our sustainability performance is in line with our strategy and aspirations.

Sustainability Strategy: Governance

NXP Sustainability Governance Model

Board of Directors
Ultimate Sustainability Oversight

↓

Management Team Sustainability Management Board
Chaired by Chief Sustainability Officer

↓

NXP Sustainability Program

Program Pillars

- Sustainable Manufacturing
- People
- Strategic Business Model
- Reporting
- Customers
- Brand and Reputation
- Governance

Our Business

Advancing a better, safer and more sustainable world

Our Business: Overview

Together, we pioneer solutions

We anticipate tomorrow's needs — navigating a changing world by bringing together technology's brightest minds. Together we are building a more sustainable future.

+60	~33,100	+30	$12.61 B	~9,500
Years of Combined Experience and Expertise	Team Members	Countries Worldwide	2024 Revenue	Patent Families Owned

NXP Semiconductors N.V. (NASDAQ: NXPI), headquartered in Eindhoven, the Netherlands, is the trusted partner for innovative solutions in the automotive, industrial and IoT, mobile and communications infrastructure markets.

We believe that technology enables a brighter tomorrow — making the connected world better, safer and more secure. We drive breakthroughs that enable the sustainable development of key industries and more energy-efficient technologies. Whether we reduce the amount of energy consumed by electric vehicles or smart homes, or address global challenges like food security, patient monitoring and resource efficiency, our collective efforts contribute to a more sustainable future. We work with customers and partners to enable practical solutions for the automotive, industrial & IoT, mobile and communications infrastructure markets.

Our Business: Overview

End Markets

Automotive

We provide the foundation for vehicles that can sense, think, connect and act with confidence, so drivers enjoy more convenience, safety and comfort while on the road. Our solutions bring innovation, scalability and sustainability to every system. Together, we make it easier for automakers to create intelligent, future-ready vehicles that redefine mobility.

Industrial and IoT

We power optimal performance across industries by automating intelligence and increasing security at the edge of the network. Connected devices and advanced manufacturing demand flexible, scalable and sustainable solutions. Our broad range of secure, connected solutions simplify edge processing and protect interactions with the cloud. We also enable machine learning, so devices can be equipped to sense, think and act.

Mobile

Our consumer solutions showcase innovative technologies designed to enhance both home automation and wearables that are easily integrated into our lives. We support advanced solutions for seamless connectivity and security, transforming activities at home, in the office and on the go into a smarter, more efficient experience.

Communications Infrastructure

We deliver real-time responsiveness at the speed of 5G, whenever and wherever data happens. Our solutions power the 5G-connected, edge-computing infrastructure that supports adaptive communication networks worldwide, leveraging differentiated processing and RF power technologies.

NXP's Unrivaled Technology Portfolio for the Secure Edge

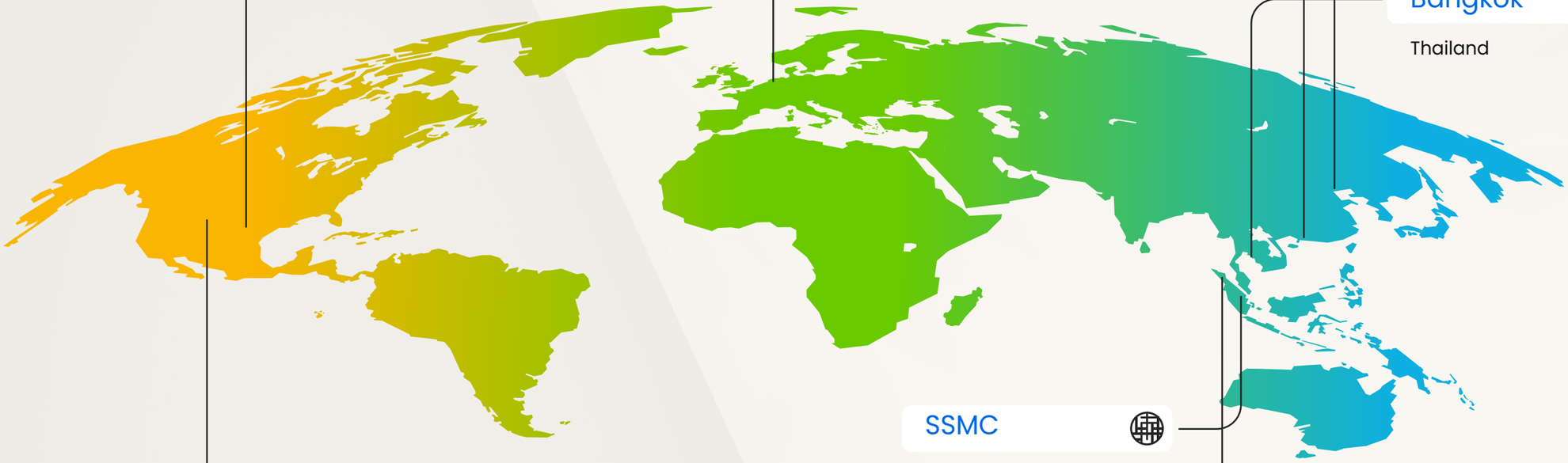
Sense	Think	Connect	Act
Everything **Aware**	Everything **Smart**	Everything **Connected**	Everything **Efficient**

Everything safe and secure

Easy–to–implement, scalable system solutions

While this describes NXP today, we are also focused on the future. As part of our daily operations, we explore the challenges ahead and evaluate opportunities to help advance our world by making it better, safer and more sustainable.

Our Business: Overview



ATMC
Austin, Texas, US
Copper Technologies

Oak Hill
Austin, Texas, US
Aluminium Technologies

Chandler, GaN
Chandler, Arizona, US
Aluminium Technologies

Nijmegen
Netherlands
Aluminium Technologies

SSMC
Singapore
Aluminium Technologies

Kuala Lumpur
Malaysia

Tianjin
Mainland China

Kaohsiung
Taiwan

Bangkok
Thailand

Wafer Manufacturing Sites

Assembly and Test Sites

Our Business: Total Quality

LRQA Certified **ISO 9001**	**ANAB** ANSI National Accreditation Board Accredited **ISO/IEC 17021-1** Management Systems Certification Body	**LRQA** Certified **IATF 16949-2016**

We are committed to operating according to stringent, internationally recognized requirements for quality and reliability. All our manufacturing sites are ISO 9001 certified and our sites that manufacture automotive products are IATF 16949 certified. See the Quality Certifications website for more details.

Our Total Quality Mindset aligns our thinking and approach, flowing from top management to every NXP team member. This drives us toward predicting and preventing quality issues, driving root-cause solutions and providing the response and support our customers need when quality concerns arise.

Total Quality Vision
First–time–right development, designs and qualifications
Deliver zero defects to our customers
Provide flawless customer support

We believe Total Quality is a critical component of how we operate. We demonstrate our commitment to Total Quality by continuing our journey toward zero defects and exceptional customer support. This includes bringing innovative products to market on time while improving our responsiveness to customers, lowering our quality incident rate and enhancing our quality standards.

We recognize that incorporating these objectives enables NXP to use our quality and reliability to drive corporate growth. Ultimately, our goal is to exceed customer expectations.

Our Business: Sustainable Product Solutions

Product Portfolio

In 2024, we continued to improve our Sustainable Portfolio framework to assess how our products enable sustainable solutions for our customers and demonstrate NXP's commitment to designing and manufacturing environmentally friendly products. The products are classified and assessed based on their contribution to environmental sustainability, which will help shape our strategy for future portfolio choices and investments. We strive to align this activity with the upcoming requirements to classify environmentally sustainable activities under the EU Taxonomy Regulation.

2024 Product Solutions

We understand that smart, innovative technologies can help enable a more sustainable future. We develop solutions aimed at major global needs – from energy efficiency and greener mobility to food security. This section highlights some of the ways we've addressed these global needs, by introducing innovations across key markets.

Automotive – Battery passport and tire tracking

Our NCJ37x battery passport and tire-tracking technologies drive sustainability by maximizing resource efficiency and reducing waste. The battery passport tracks components, ensures transparent lifecycle data and supports informed decisions, promoting a circular economy. Tire tracking, using UCODE tags and SubGHz technology, monitors tire pressure and temperature, enabling refurbishment, improving fuel efficiency and reducing CO_2 emissions.

Smart Home – Smarter and more sustainable buildings with Honeywell

NXP's i.MX chipsets technology drive smarter, more sustainable buildings by enhancing energy efficiency and safety. AI-powered analytics in Honeywell's systems optimize energy use by predicting needs and automating adjustments to heating, cooling and lighting. Ultra Wideband (UWB) solutions also enable precise energy-saving controls, efficient evacuations and vital sign monitoring, while boosting sustainability and safety.

Smart City – Smart supply chain / logistics management

NXP's SubGHz technology and UCODE and NFC tags drive real-time data on product location, condition and movement across vast distances — all with minimal energy use. Logistics companies can refine routes, cut idle times and slash fuel consumption by avoiding unnecessary delays, resulting in a significant reduction in carbon emissions.

Industrial and IoT – UCODE and NFC tags

Our energy-management solutions cut e-waste and CO_2 emissions in IoT, gaming and telecom. UCODE tags reduce single-use packaging by enabling reuse, while NFC tags improve medication safety, adherence and supply-chain integrity.

Mobile – i.MX RT

Our i.MX RT crossover microprocessors balance high performance with power efficiency and offer as much as three weeks of battery life on a single charge. Wireless charging through NFC makes battery recharging intuitive and efficient, and at the same time marks the arrival of sleeker, more streamlined and more sustainable devices. Devices can adjust and control the characteristics of the charge pad, so each charge uses the most efficient profile while also helping to extend battery life.

Learn More

Like our customers, partners and other stakeholders, we view sustainability as a journey. To learn more about how our latest products and solutions help support that journey, visit www.nxp.com for updates, news and other insights.

Product Stewardship

Minimizing the environmental and social impact of each product we design and produce

Product Stewardship: Environmental Product Compliance

Our Approach

NXP aims to prevent the use of hazardous substances in our products. In addition, we ensure responsible sourcing of minerals to prevent the use of materials linked to human-rights abuses.

New Product Design

To address current and future requirements for compliance during the design phase, we established the Environmental Compliance Organization for Products (ECO-Products) as part of the management systems for introducing new products and technologies. Checklists of currently banned materials, as well as chemicals that may be problematic for particular markets, are considered early in the design phase. This translates to products that are more resilient and more marketable for our customers.

Supplier Requirements

We rely on our suppliers and their subcontractors to help us identify and verify potential substances present in the raw materials, parts and products they supply to NXP and to use appropriate methods, such as internal design controls, declarations and analytical testing, to ensure accuracy and completeness and attest that information is correct.

Suppliers must meet the requirements of the NXP ECO-Products Substance Control for Products and Packaging specification. We require suppliers to provide material content declarations and annual analytical test reports from third-party laboratories certified to the ISO/IEC 17025 standard. Also, all declarations and reports must be specific to the material's homogeneous material level.

Regulatory Compliance

Like other technology companies, NXP is subject to and complies with a host of product regulations across multiple global jurisdictions.

NXP anticipates that stakeholder interest in product responsibility combined with the arrival of new chemical substances may result in new or updated regulations and exemption lists, which makes compliance and ongoing challenge. We will maintain on-going diligence to address this challenge. See below to learn more about NXP's efforts in this area.

Regulatory Compliance Resources
Environmental Compliance Overview
EU RoHS Statement
China RoHS
REACH Statement
ELV Statement
WEEE Statement
EU Packaging Statement
California Proposition 65 Statement
Responsible Mineral Sourcing Overview and Reports
Product Content Search

Product Stewardship: Environmental Product Compliance

Substances of Concern in Products

The EU Waste Framework Directive and SCIP

As part of the EU Waste Framework Directive (2008-98/EC) and related amendments, NXP is subject to the "Substances of Concern in articles as such or in complex objects (Products) (SCIP) reporting requirement. The Directive sets stringent requirements on waste management, recycling and recovery of products manufactured in, supplied to or imported to the European Economic Area and requires companies to provide information on articles supplied to the EU market containing Substances of Very High Concern (SVHCs) above 0.1%. This information is reported in the European Chemicals Agency (ECHA) SCIP database.

At present, NXP has submitted 77 notifications, covering about 7,000 products, to the SCIP database. To follow a low-risk approach, products are notified that report SVHC on the homogeneous-material level. These products appear in the public ECHA SCIP Database.

Other Regulations

NXP also tracks and verifies compliance with other major legislation in the countries and regions where we operate. This includes China RoHS, California Proposition 65, EU Directive 94/62/EC for Packaging and Packaging Waste, EU Persistent Organic Pollutants (POP), US Toxic Substances Control Act (TSCA), US Conflict Minerals and Ozone-Depleting Substances in the Montreal Protocol. Learn more at our Environmental Certifications website.

Environmental Product Compliance Performance

EU RoHS-Compliant Products

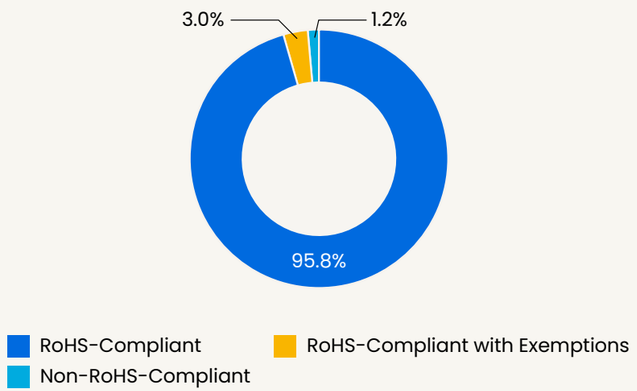
NXP's RoHS-compliant semiconductor devices contain no more than 0.1% lead (Pb) by weight per homogeneous material, unless exempt by the EU Restriction of Hazardous Substances (RoHS) Directive (2011/65/EU).

NXP's Pb-free initiative commits to the removal of lead (Pb) from our entire product portfolio without impacting technical specifications or customer manufacturing processes. For many years, the majority of our Dual In-Line Packages (DIPs), Single In-Line (SIL) packages and Quad Flat No-Lead (QFN) packages have been Pb-free. While most customers have shifted to Pb-free products, we continue to manufacture some parts that contain Pb for those who require it. Our customers who use NXP's Pb-containing components in their end products are responsible for declaring compliance status. We only sell non-RoHS-compliant products, when required by our customers, for use in legally allowed applications.

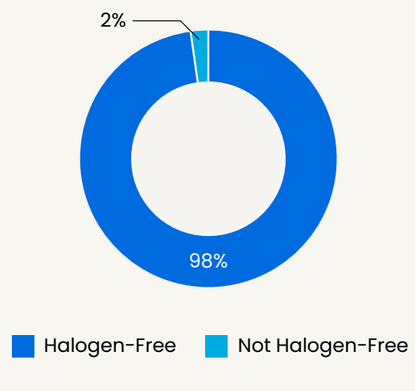
Halogen-Free Products

Our goal is to maximize the number of products that are free of halogens, a chemical category that includes chlorine, bromine and antimony. The threshold for halogen-free is set at 900 ppm at the homogeneous level[1].

2024 RoHS Product Portfolio



2024 Halogen-Free Product Portfolio



[1] A product is deemed halogen-free if it contains less than 900 ppm of chlorine or bromine compounds by weight of homogeneous material and less than 1500 ppm combined bromine and chlorine compounds. The halogens fluorine, iodine and astatine are not in scope.

Product Stewardship: Environmental Product Compliance

Pb-Free and Halogen-Free Products

We offer products that are Pb-free (also known as lead-free) and halogen-free because we believe it is important to develop eco-friendly products and integrate environmental safety aspects into the life-cycle of product development.

EU REACH Products

NXP products do not contain EU REACH SVHCs except where noted in the appendix of our current EU REACH Statement. Together with our suppliers, we identified eight SVHCs in excess of 0.1% by weight per article that may be contained in some of NXP product materials.

It was determined that some substances declared are not present in their original molecular form in the materials and cannot be released under normal or reasonably foreseeable conditions[2].

WEEE-Relevant Substances

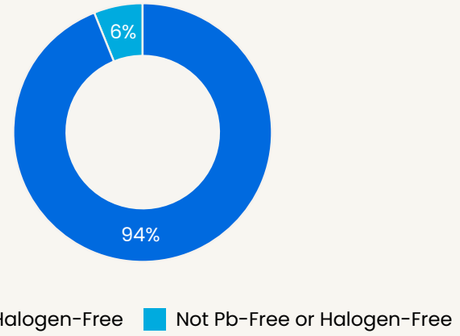
The latest Waste Electrical and Electronic Equipment (WEEE) document, Directive 2012/19/EU, applies to producers of certain electrical and electronic equipment. We are primarily a component manufacturer, so our products are generally not considered within the scope of the WEEE directive until they are incorporated into a final product.

Some NXP products use plastic encapsulations that contain brominated flame retardants, which are considered a WEEE-relevant substance. NXP products that do not contain brominated flame retardants are easily identifiable by the Halogen-free logo on our packaging label.

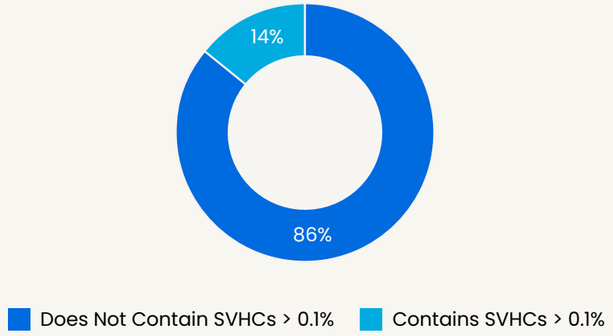
ELV-Compliant Products

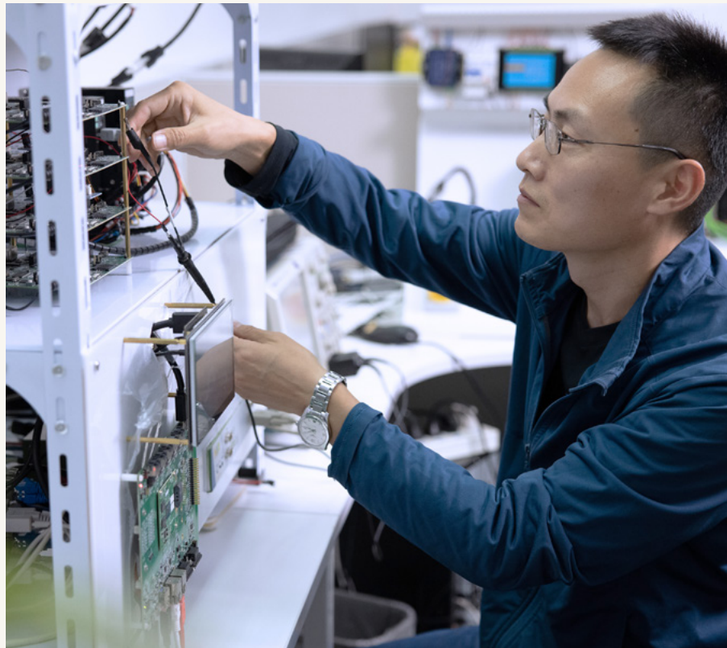
NXP declares that our semiconductor products are designed to meet the requirements of the EU End-of-Life Vehicle (ELV) Directive 2000/53/EC and its amendments. NXP's ELV-Compliant products do not contain cadmium, mercury or hexavalent chromium above the allowable limits per homogeneous level. NXP's ELV-Compliant products that contain Pb meet the criteria per exemption.

2024 Pb-Free and Halogen-Free Product Portfolio



2024 REACH SVHCs in Product Portfolio





[2] Lead monoxide and diboron trioxide in glass/ceramic base material.

Product Stewardship: Responsible Mineral Sourcing

Responsible Mineral Sourcing Goal

100%
Certified Conflict-Free for Tungsten, Tantalum, Tin and Gold (3TG) Smelters

Responsible Mineral Sourcing Performance

100%
Certified Conflict-Free 3TG Smelters[3]

Started mapping the supply chains for additional minerals, with the focus on **copper** and **cobalt**, using the Additional Minerals Reporting Template (AMRT)

NXP's responsible sourcing of minerals is an important part of our ongoing efforts to optimize resources and manage the environmental and social impacts of each product we design and produce. It is a priority that our products do not contain minerals derived from nonconformant sources that may originate in Conflict-Affected or High-Risk Areas (CAHRAs).

The four minerals commonly referred to as "conflict minerals" are tin, tungsten, tantalum and gold (3TG). While NXP does not generally use minerals in their raw form or purchase them directly from mining companies or smelters, we require our suppliers to report the smelters that source the minerals we purchase. We then validate supplier information against the list of "conflict-free" smelters, as designated by the Responsible Minerals Assurance Process (RMAP). We encourage our suppliers to direct their smelters to participate in the RMAP. We monitor information from the Responsible Minerals Initiative (RMI), which records changes in smelter status and identifies those smelters who refuse to participate in audits, so we can take appropriate action.

[3] This data point is reported annually and primarily reflects the 2023 calendar-year data. However, unlike most of the data in this Report, it does not align with the 2024 calendar year (January 1 to December 31), but aligns instead with our Conflict Minerals Specialized Disclosure Form (Form SD) and Conflict Minerals Reporting Template (CMRT) filing.

Since 2017, the systems and processes we have put in place drive our supply-chain to be Conflict-Free. All suppliers, including contractors and external manufacturers, are required to comply with NXP's Supplier Code of Conduct, which includes requirements relating to conflict minerals and responsible mineral sourcing. If a 3TG or cobalt smelter becomes Non-Conformant, NXP works proactively to resolve the issue with the smelter or will remove them from our supply chain. We are also considering expanding our awareness and education within our Global Procurement organization.

By working collaboratively with other stakeholders, we aim to create better social and economic conditions for mine workers and local mining communities. We also actively assist in supporting artisanal and small-scale miners on their journey to becoming responsible supply-chain participants with greater access to the global market.

Obtaining data on conflict minerals requires ongoing vigilance. Our due-diligence activities are based on the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs.

NXP continues to monitor global efforts to address and incorporate other minerals, including voluntary information collection and reporting processes. Our ECO-Products processes and Environment, Health and Safety (EHS) Management database support our efforts to collect 100% substance information for all of our products. The database allows us to track new minerals against our portfolio of products.

NXP has chaired the World Semiconductor Council's conflict-mineral teams since 2013 and has been a member of RMI since 2014.

As the 2021 chair of the European Partnership for Responsible Minerals (EPRM), NXP worked with various industries, members of government and institutions, supply chains and Civil Society Organizations (CSOs) to increase the proportion of responsibly produced and sourced minerals in global supply chains. We remain a strategic partner and participate in EPRM activities.

To learn more about NXP's Responsible Mineral Sourcing Policy and to access reports that include our Conflict Minerals Reporting Template (CMRT), our Extended Minerals Reporting Template (EMRT) and our Conflict Minerals Specialized Disclosure Form (Form SD), visit our Responsible Minerals Sourcing website.

Environment, Health and Safety

Optimizing and improving our environmental, health and safety performance

Environment, Health and Safety: Overview

Policies

As an environmentally responsible manufacturer committed to continuous improvement, we focus on optimizing natural-resource usage, minimizing environmental emissions, enhancing operational efficiency and promoting workplace health and safety. These objectives are supported by our comprehensive environmental management system, with key principles deeply embedded in our Sustainability Policy.

Our commitment to sustainability is also covered in our Code of Conduct, which defines our principles and high standards, as well as our Supplier Code of Conduct, ensuring that environmental considerations are deeply embedded in our business practices throughout our global supply chain. Topics related to biodiversity are covered by our Biodiversity Policy.

Certification

In accordance with criteria from the International Organization of Standardization (ISO), our Environment, Health and Safety (EHS) management system is certified to both ISO 14001 and ISO 45001 at all our manufacturing sites as well as our headquarters. All of the manufacturing sites are audited both externally for third-party certification and internally for our compliance program. Our non-manufacturing sites follow our internal procedures related to Environment, Health and Safety, and are also periodically audited based on local regulations and according to our internal standards.

Governance

Our EHS Management Board is responsible for environment, health, and safety management, including strategy, approval and resourcing. The EHS Management Board is chaired by the Chief Operations and Manufacturing Officer and supported by senior leaders in business lines and staff functions. The Board defines the development, approval, purpose, value, strategies, policies, goals and metrics used to gauge the success of each plan.

NXP's Sustainability, EHS and Sustainable Manufacturing Teams manage annual strategies, policies, goals and metrics and review progress monthly. Corporate EHS and the Global EHS Leadership Team collectively establish risk-mitigation strategies and develop and deploy standards, programs and procedures to reduce environmental, health and safety impacts and risks worldwide.

Our EHS Team performs reviews with management at all our manufacturing sites on a monthly basis, to examine data, discuss the progress of improvement projects and set expectations for the next period. In addition, each manufacturing site's EHS Team collaborates closely with the manufacturing teams to review safety metrics, investigate all incidents and conduct root-cause analyses. The corrective actions taken are communicated to all our global manufacturing sites for continuous improvement.

In addition to the internal Governance structure, the Global EHS Team coordinates with multiple regulatory agencies to ensure proper permitting, reporting and compliance to local requirements. In 2024, there were over 400 external agency inspections and reporting requirements managed by EHS in conjunction with Facilities and manufacturing. Through this engagement, we received positive feedback on our compliance with no material negative findings.

Risk Assessments, Self-Assessments and Audits

Risk Assessments

Environmental Risk Assessments

All NXP manufacturing sites conduct internal environmental risk assessments annually. To meet the requirements of ISO 14001, we evaluate potential risks associated with our manufacturing processes, including material handling as well as energy, water and waste management, to proactively identify, mitigate and manage potential environmental impacts using programs, procedures and engineering controls.

Health and Safety Risk Assessments

We conduct annual risk assessments to evaluate the in-place management system and identify any potential risks or safety hazards. Each year we consider the likelihood of a given occurrence and proactively mitigate risks and hazards through programs, procedures and engineering controls.

Environment, Health and Safety: Overview

Self-Assessments

As part of our membership in the Responsible Business Alliance (RBA), each of our eight manufacturing sites is required to complete an RBA Self-Assessment that covers environmental, health and safety management systems, among other topics. Conducting self-assessments helps us evaluate potentially significant social and environmental risks at our manufacturing sites so we can apply appropriate mitigation and controls as needed. During annual EHS self-assessments, each site completes a checklist that evaluates the Management System elements of the ISO 45001 and ISO 14001 standards. To address issues, each site creates a corrective action plan and closes out the nonconformances accordingly.

Audits

The EHS and Social Responsibility Teams use external audit firms to conduct internal EHS audits. These selected firms are experts in the standards for EHS Management Systems and NXP Social Responsibility Standards. EHS audits are typically conducted at regular intervals and audit nonconformances are categorized according to severity.

Our registrar, Lloyd's Registrar Quality Assurance (LRQA), conducts annual third-party audits to evaluate corporate EHS and, on average, two manufacturing sites as determined by LRQA. In 2024, NXP successfully completed all the required surveillance measures at three sites and our corporate headquarters, in accordance with the ISO 14001 and ISO 45001 standards. At all of the audited sites, LRQA audited a sampling of compliance and management systems. A formal report was issued and corrective actions were tracked until LRQA indicated that they have been satisfactorily closed. Larger offices and R&D sites conduct annual self-assessments and are audited by a third party approximately every five years.

We take Notices of Violations (NOVs) seriously. We work quickly to identify corrective actions and take steps to minimize the chance of reoccurrence. In 2024, we received two NOVs for minor infractions. One was related to administrative documentation for discontinuation of a radioactive element and the second was related to a required emergency preparedness procedure. We resolved the first administrative infraction quickly and are working with the local regulatory agency to ensure the second is closed as soon as possible. Neither NOV resulted in a fine to NXP. Outside of these administrative issues, we have otherwise maintained an exceptional compliance record.

Training

We offer company-wide training to ensure our global workforce is equipped with the skills and knowledge to perform their functions safely and without harming the environment. This includes job- and site-specific training, on-the-job training and specialized training that includes the prevention of stormwater pollution, management of hazardous waste and wastewater, handling of chemicals, chemical management and safety, emergency response, ergonomics, shipping of hazardous materials and other topics related to the environment, health and safety. Training and awareness includes engaging our team members in incident investigations, to identify potential improvements and assist in the implementation and ongoing improvement of management systems.

Metrics

We continuously monitor and evaluate our performance through quantitative information that encompasses environmental, health and safety topics and annually report on our performance in this Report. These metrics underscore our commitment to transparency in sharing progress with stakeholders.

Specific metrics related to greenhouse-gas (GHG) emissions, energy, water, waste, health and safety are covered in this chapter, with additional data breakouts in the Performance Tables section of the Data and Indices chapter of this Report.

Validation

NXP's data-management system tracks and calculates our environmental, health and safety performance at each manufacturing site. On a quarterly basis, the data is validated. Validation consists of the following steps:

Validation consists of the following steps:

- Check for completeness of data (sites and parameters)
- Compare data from the previous period with data from the current reporting period
- Determine whether changes in data are significant
- Seek explanations for any significant data changes
- Investigate significant events

Environment, Health and Safety: Overview

The Sustainable Manufacturing and EHS Teams at each manufacturing site meet regularly with the senior manufacturing management to review performance, evaluate the progress of improvement projects and the expectations for each project milestone and ensure reporting is reliable, accurate and complete.

If there are changes in data from prior reporting years, we restate the aggregated and underlying values. For several of our environmental data points related to emissions, energy, water and waste, we restated the numbers, not because there were material differences in the data, but because we received information after the publication of the previous Report.

Targets

The targets for environmental, health and safety topics covered in this chapter are integrated with NXP's overarching sustainability strategy, reflecting our commitment to fostering a more sustainable future. These targets exemplify our dedication to reducing environmental impacts, provide a clear pathway toward long-term sustainability ambitions and help keep us accountable in achieving these objectives. The targets are listed in the Aspirations section of the Sustainability Strategy chapter of this Report and further elaborated upon in this chapter.

Actions

NXP has implemented a proactive and targeted roadmap to achieve our goals and ambitions. The actions and strategies include adopting advanced abatement technologies, enhancing water-recycling processes and promoting waste-reduction initiatives. Additional actions and strategies for continuous improvement are detailed in this chapter. More information on our approach and guiding principles a provided in the Sustainability Strategy chapter of this Report.

NXP in Action

The Leadership in Energy and Environment Design (LEED) certification program, developed by the US Green Building Council (USGBC), is the world's most widely used rating system for green building. In November 2024, our Bangkok, Thailand site received LEED certification in the category of LEED v4 Building Design and Construction: New Construction and Major Renovations, an achievement that recognizes the building as healthy, efficient and cost-saving and demonstrates our multifaceted commitment to sustainability throughout our operations.

Environment, Health and Safety: Environment

Environmental Ambitions

Performance[1]

39%
Decrease in Absolute Scope 1 and 2 Emissions (2021 Baseline)

47%
Reduction in Scope 3 Absolute Emissions (2022 Baseline)

44%
Renewable Electricity

55%
Wastewater Recycled

89%
Waste Recycled

2024

NXP's Mid-Term Targets

35%
Reduction in Scope 1 and 2 Absolute Emissions (2021 Baseline)

50%
Renewable Electricity[3]

60%
Wastewater Recycled

90%
Waste Recycled

2027

55%
Reduction in Scope 1 and 2 Absolute Emissions (2021 Baseline) - SBTi-aligned

2030

35%
Reduction in Scope 3 Absolute Emissions (2022 Baseline) - SBTi-aligned

2033

Achieve **Carbon Neutrality** for Scope 1 and 2[2]

2035

[1] Lower factory loading caused 2024 emissions to be significantly lower than expected.
[2] NXP's approach is to reduce its Scope 1 and Scope 2 emissions by 2035 by prioritizing the implementation of technically and socio-economically feasible solutions. We intend to offset any remaining Scope 1 and Scope 2 emissions. This carbon neutrality goal is not aligned with SBTi.
[3] We aim to achieve our renewable electricity goal through the use of unbundled renewable energy certificates, power purchase agreements and, in select cases, self-generation. This goal is not aligned with SBTi.

Environment, Health and Safety: Environment - Climate - Emissions

Climate Impact

The semiconductor sector has energy-intensive processes and resource demands. At the same time, the sector, as an enabler of innovation and digital transformation, plays a critical role in addressing climate risks and unlocking solutions for a more sustainable future. Recognizing this, NXP strives to integrate climate considerations into our operations and value chain.

This chapter consolidates NXP's efforts in mitigating our climate impact and provides an overview of our strategy and initiatives to reducing greenhouse-gas (GHG) emissions and enhancing energy efficiency. From reducing operational emissions to increasing the share of renewable energy, these efforts underscore NXP's role in advancing energy-efficient solutions while supporting global decarbonization goals.

GHG Emissions Overview

As semiconductor technology evolves, manufacturing processes grow more complex. Producing smaller and faster semiconductors requires additional process steps that increase energy consumption and require specialized materials, as well as processing chemicals. That, in turn, may translate to an increase in GHG emissions. NXP focuses on optimizing the efficiency of our manufacturing processes and implementing measures to abate process emissions where possible.

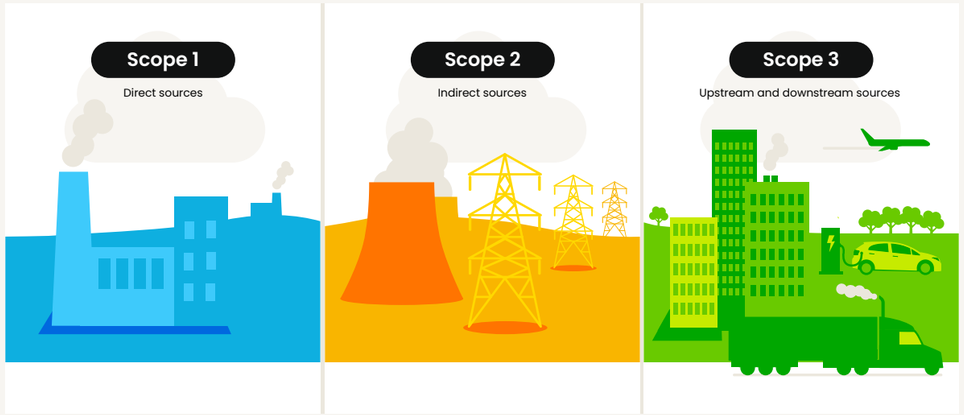
Our manufacturing sites generate Scope 1 (direct) emissions, including perfluorinated compounds (PFCs) and heat-transfer fluids (HTFs), and Scope 2 (indirect) emissions, primarily from purchased electricity. While these inputs are essential to semiconductor manufacturing and currently cannot be fully eliminated, we have established reduction targets for both Scope 1 and 2 emissions.

Beyond Scope 1 and 2 emissions, NXP assesses the company's broader impact across our value chain through the framework of Scope 3 emissions. These include, for example, indirect emissions from purchased goods and services, logistics, and the energy consumption associated with the use of our products.

NXP is taking focused steps to better understand and address Scope 3 emissions along the value chain by engaging our suppliers and exploring opportunities to reduce emissions. We are also working to design products with energy-efficiency in mind, helping our customers reduce emissions during the use phase of NXP products. These efforts support the broader goal of minimizing emissions across the entire value chain.

Emissions Reduction and Energy Efficiency

Navigating the complexities of semiconductor manufacturing — from managing diverse energy sources to addressing the use of high global warming potential (GWP) gases — is essential to delivering meaningful reductions in emissions and achieving NXP's ambitions concerning responsible energy usage. As semiconductor demand continues to rise, driving higher production volumes and increased emissions, the focused steps we take play a critical role in delivering measurable and sustained progress.



NXP has established a well-defined roadmap to reduce emissions across our operations and value chain, ensuring measurable progress toward achieving our climate related aspirations, while supporting global efforts to limit warming to maximum 1.5°C. This roadmap includes both mid- and long-term targets.

Environment, Health and Safety: Environment - Climate - Emissions

Mid-Term Targets

35% reduction in Scope 1 and 2 absolute emissions by 2027 (2021 baseline)

55% reduction in Scope 1 and 2 absolute emissions by 2030 (2021 baseline)

35% reduction in Scope 3 absolute emissions by 2033 (2022 baseline)

Long-Term Ambitions

Achieve carbon neutrality by **2035** for Scope 1 and 2[4]

SBTi Validation

In 2024, we reached a significant milestone by completing the Science Based Targets initiative (SBTi) validation process. This validation reflects our commitment to climate action. Our validated targets include:

- **55%** reduction in Scope 1 and 2 emissions by 2030 (2021 baseline) - aligned with a 1.5°C pathway
- **35%** reduction in Scope 3 emissions by 2033 (2022 baseline) - aligned with a well-below 2°C pathway

Our Approach to Carbon Reduction

To achieve our ambitious targets, we take a three-pronged approach to emissions reduction:

1 Reduce, remove or replace chemicals with high global-warming potential (GWP) in manufacturing processes

2 Lower energy consumption (both absolute and normalized) through process optimization and equipment efficiency

3 Transition to renewable energy sources to reduce Scope 2 emissions and achieve a carbon-free energy supply

[4] NXP's approach is to reduce its Scope 1 and Scope 2 emissions by 2035 by prioritizing the implementation of technically and socio-economically feasible solutions. We intend to offset any remaining Scope 1 and Scope 2 emissions. This carbon neutrality goal is not aligned with SBTi.

Key Actions for Scope 1, 2 and 3 Emissions

For Scope 1 emissions, we are focused on implementing equipment upgrades, optimizing manufacturing processes and substituting chemicals with lower global-warming potential alternatives to significantly reduce emissions at their source. This involves designing new solutions and integrating proven technologies to minimize emissions intensity.

To address Scope 2 emissions, we are driving a shift to renewable energy sources, with a goal of increasing renewable electricity use to 50% by 2027. This includes actively exploring regional opportunities for renewable energy supply, securing power purchase agreements and improving on-site generation efficiency with advanced technologies.

For Scope 3 emissions, we are focusing our efforts on the two main sources of emissions. We are reducing upstream emissions through supplier engagement and enhancing downstream product performance to minimize energy consumption during use. Additionally, we are working to identify reduction opportunities for smaller impact categories across all our value chain.

Climate Transition Plan

We are developing a Climate Transition Plan to outline our decarbonization strategy, in line with our public commitment. The plan will integrate our emissions reduction targets for Scope 1, 2 and 3 emissions and will be published no later than 2026.

Scope 1 and 2 Key Decarbonization Levers

Electricity	PFCs	HTFs
Increase percentage of renewable electricity	Replace or minimize use of GHGs	Replace with lower GWP alternatives
Optimize building operations and product-testing processes	Optimize processes	Design and purchase new equipment
Power down equipment when not in use	Reduce leakage	Phase out non-critical uses of HTFs
Use efficient lighting technologies and schedules	Install PFC-abatement equipment	

Environment, Health and Safety: Environment - Climate - Emissions

Carbon Footprint and Performance

2024 Absolute Emissions Performance[5]

Scope 1 and 2 Emissions

20%
Decrease from 2023

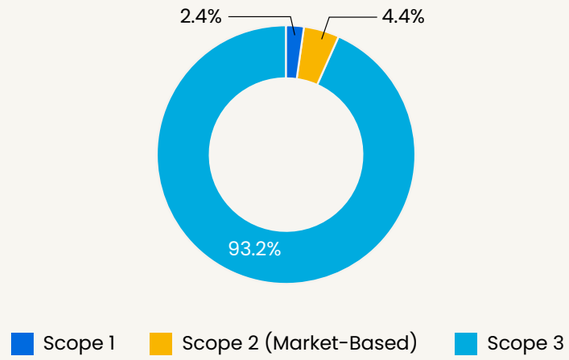
39%
Decrease from 2021 Baseline

Scope 3 Emissions

18%
Decrease from 2023

47%
Decrease from 2022 Baseline

2024 Proportion of Scope 1, 2 and 3 Emissions



We measure our carbon footprint in accordance with the GHG Protocol, a set of internationally recognized standards for quantifying and reporting GHG emissions. Our reporting encompasses all three of the protocols' defined categories: Scope 1 (direct emissions from owned or controlled sources), Scope 2 (indirect emissions, owned) and Scope 3 (upstream and downstream emissions across the value chain).

While our primary focus remains on decarbonizing Scope 1 and 2 emissions, we are also working to reduce our Scope 3 footprint, which is understandably larger, due to its value-chain impact. As a part of this commitment, we successfully validated Science-Based Targets (SBTs) for Scope 1, 2 and 3 emissions during the year.

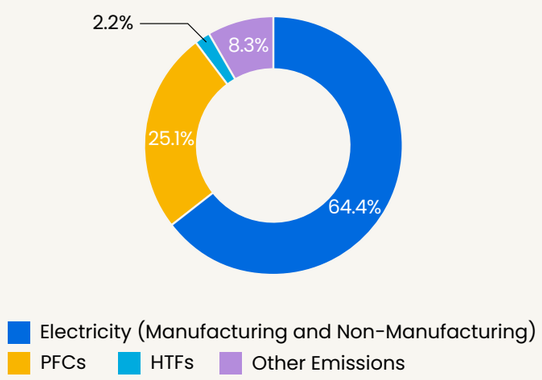
Due to a combination of factors, including increased purchases of renewable electricity, lower factory utilization and targeted emission-reduction projects, our absolute Scope 1 and 2 emissions decreased 20% compared to 2023. Over the past decade, we have made substantial progress in reducing our emissions, achieving a 54% decrease in our Scope 1 and 2 emissions since 2015.

Looking ahead, our mid-term goal is to reduce Scope 1 and 2 absolute emissions by 35% by 2027, from a 2021 baseline. So far, we have decreased our total Scope 1 and 2 emissions by 39% compared to our 2021 baseline, with 2024 being halfway to the mid-term goal. We have also reduced our Scope 3 emissions by 47% compared to our 2022 baseline. Results may continue to vary over time depending on factory loading, improvements in methodology and other factors.

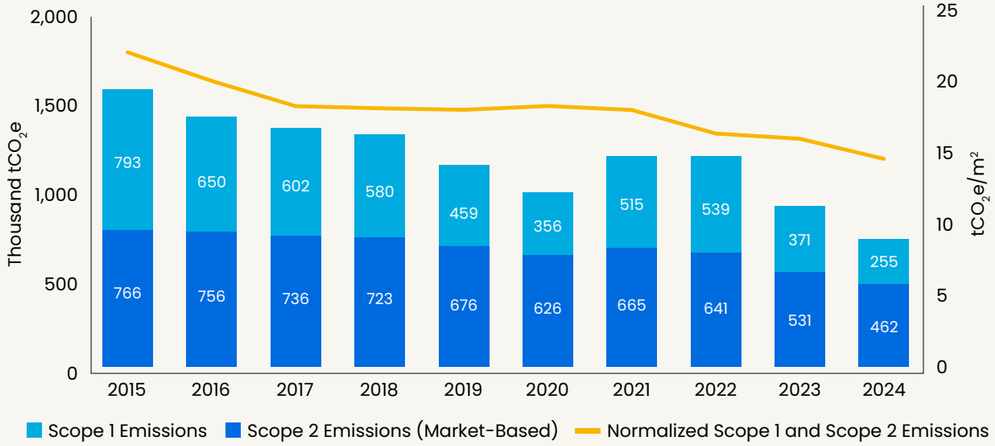
[5] Lower factory loading caused 2024 emissions to be significantly lower than expected.

Environment, Health and Safety: Environment - Climate - Emissions

2024 Scope 1 and 2 Emissions by Type



Scope 1 and 2 (Market-Based) Emissions[6]



Scope 1 Emissions

2024 Scope 1 Absolute Emissions Performance[7]

31%
Decrease from 2023

51%
Decrease from 2021 Baseline

The GHG Protocol defines Scope 1 emissions as direct emissions from company-owned and -controlled resources, including process emissions (from onsite manufacturing) and stationary combustion (fuels, heating sources, etc.). Our Scope 1 emissions only include data from manufacturing sites, given that the non-manufacturing impact is negligible.

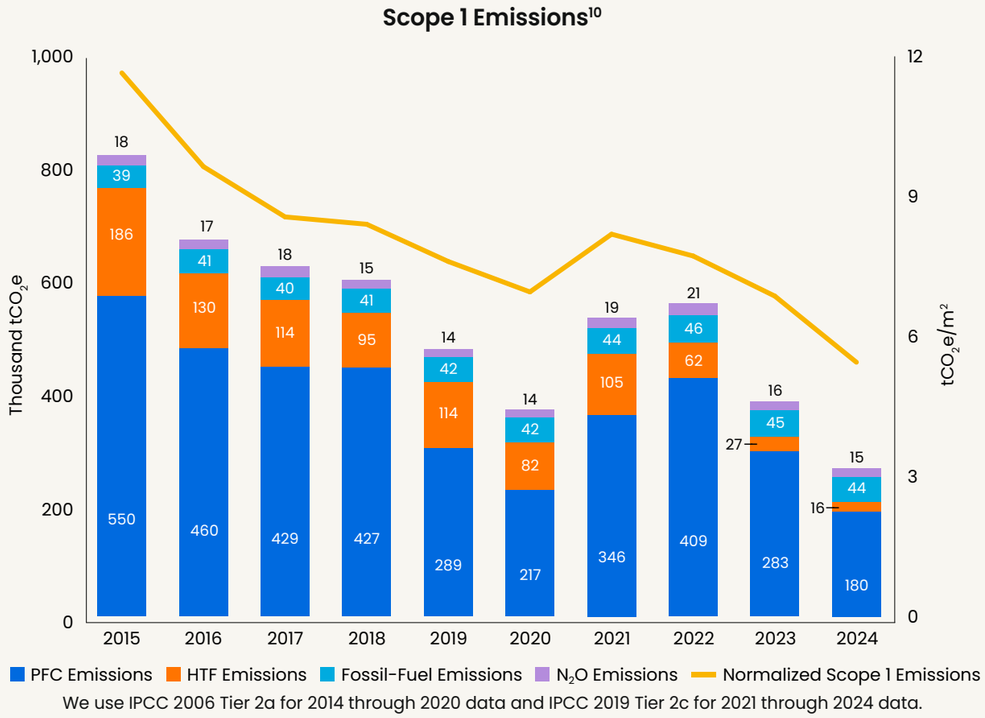
Our Scope 1 emissions include PFC emissions, HTF emissions, emissions from the consumption of fossil fuels and emissions of gases identified in the Kyoto Protocol, including Nitrous Oxide (N_2O) and Sulfur Hexafluoride (SF_6).

In 2023, NXP completed adoption of the 2019 Refinement to the 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories.[8] This updated methodology incorporates the latest scientific information, enabling more accurate and comprehensive reporting of our Scope 1 emissions, while aligning with global best practices for emissions tracking and reduction planning.[9]

In 2024, our absolute Scope 1 emissions decreased by 31% compared to 2023. Since 2015, our efforts to optimize our processes, upgrade tools and install abatement equipment, along with lower loading of our factories, have lowered our absolute Scope 1 emissions by 68%

[6] Market-based emissions reflect actual data from energy providers.
[7] Lower factory loading caused 2024 emissions to be significantly lower than expected.
[8] 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories
[9] Historically, data through 2020 was calculated using the 2006 IPCC methodology, while data from 2021 onwards has been calculated using the updated 2019 methodology for enhanced accuracy and comparability.

Environment, Health and Safety: Environment - Climate - Emissions



We use IPCC 2006 Tier 2a for 2014 through 2020 data and IPCC 2019 Tier 2c for 2021 through 2024 data.

Scope 1 Emissions by Type

PFC Emissions

2024 PFC Absolute Emissions Performance[11]

36%
Decrease from 2023

48%
Decrease from 2021 Baseline

PFCs are critical to semiconductor manufacturing. At present, there are no viable alternatives for the PFCs used in the manufacturing process to etch integrated circuitry onto silicon wafers and to clean the internal chambers of deposition equipment. We use a variety of controls to minimize the impact of PFCs on the environment.

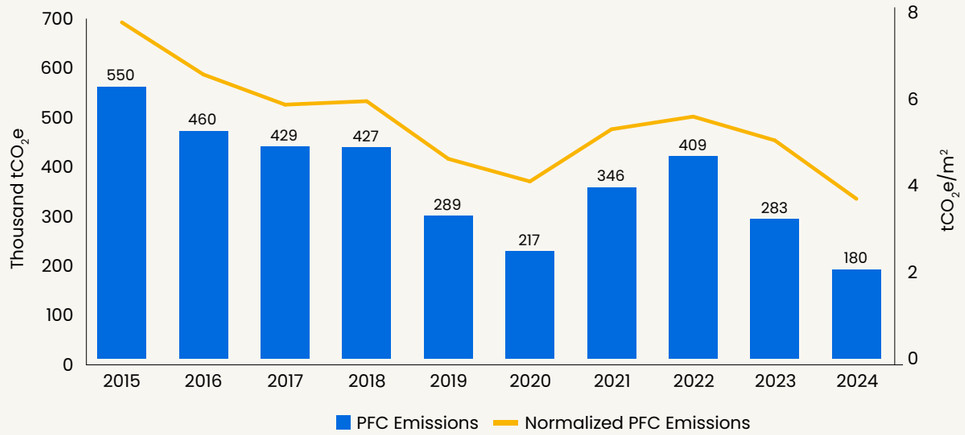
NXP is a signatory to two documents – the Memorandum of Understanding in the United States and the Memorandum of Agreement in the European Union – which seek voluntary reductions in PFC emissions. We also support the Global Semiconductor Industry PFC voluntary agreement, which is supported by all members of the World Semiconductor Council (WSC). Together, these initiatives underscore our dedication to industry collaboration in addressing environmental challenges.

Our PFC usage today is significantly lower than it was ten years ago, because we have engaged in purposeful efforts to minimize usage, where feasible, and to update to best in class technologies. Due to sustained process optimizations, tool upgrades and the installation of abatement equipment, our absolute PFC emissions decreased by 36% in 2024 compared to 2023. Since 2015, our absolute PFC emissions have decreased by 67%.

[10] The Scope 1 Chemicals List section of the Data and Indices chapter of this Report lists the chemicals included in each Scope 1 category.
[11] Lower factory loading caused 2024 emissions to be significantly lower than expected.

Environment, Health and Safety: Environment - Climate - Emissions

PFC Emissions



We use IPCC 2006 Tier 2a for 2014 through 2020 data and IPCC 2019 Tier 2c for 2021 through 2024 data.

NXP in Action

Minimizing the environmental impact of perfluorocarbons (PFCs) requires innovation at every step of the process, combining process optimizations, equipment upgrades and the deployment of advanced abatement systems. One such solution is the Burner-Washer abatement technology, which uses high-temperature chemical reactions to break down PFCs into carbon dioxide and hydrogen fluoride. The resulting acidic wastewater is then treated responsibly, producing a byproduct that can be repurposed for industrial use. To further reduce our Scope 1 emissions from PFCs, we have installed Burner-Washer systems across all four of NXP's manufacturing sites. This investment is part of our broader carbon reduction program to advance sustainable semiconductor manufacturing and meet our GHG reduction ambitions.

HTF Emissions

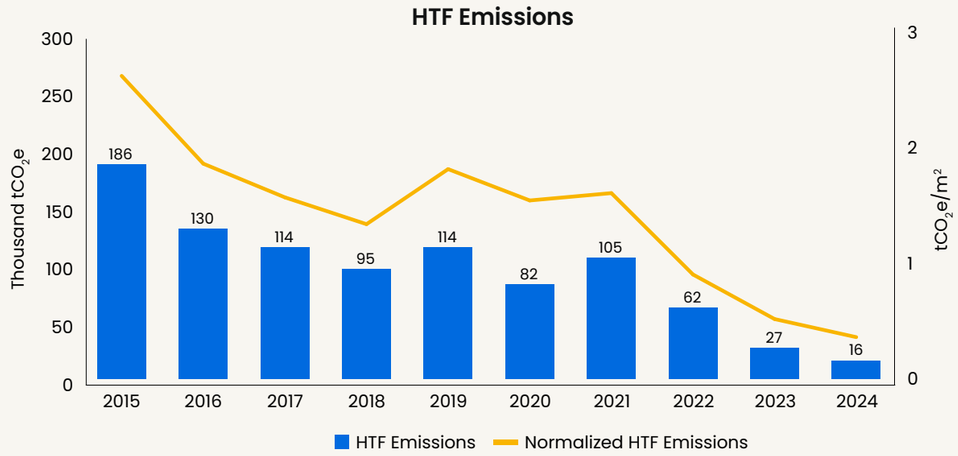
2024 HTF Absolute Emissions Performance[12]

43%
Decrease from 2023

85%
Decrease from 2021 Baseline

Heat Transfer Fluids (HTFs) are used in manufacturing processes and device testing to maintain precise and uniform temperatures throughout various process steps. The emission of these substances is classified as fugitive emissions, as they primarily result from the leaks of refrigerants rather than direct combustion or chemical reactions.

In order to reduce emissions from the use of HTFs, NXP continuously works to update old equipment with modern alternatives that use refrigerants that have a lower impact on global warming or solid-state alternatives (such as Peltier elements). Our manufacturing and EHS team members also have designed and implemented new tools to create a semi-automated, closed-loop system that collects emissions from vapor-diffusive loss and fluid drag-out. Since 2015, absolute HTF emissions have decreased by 92%. Compared to 2023, HTF emissions have decreased by 43%.



[12] Lower factory loading caused 2024 emissions to be significantly lower than expected.

Environment, Health and Safety: Environment - Climate - Emissions

Fossil-Fuel Emissions

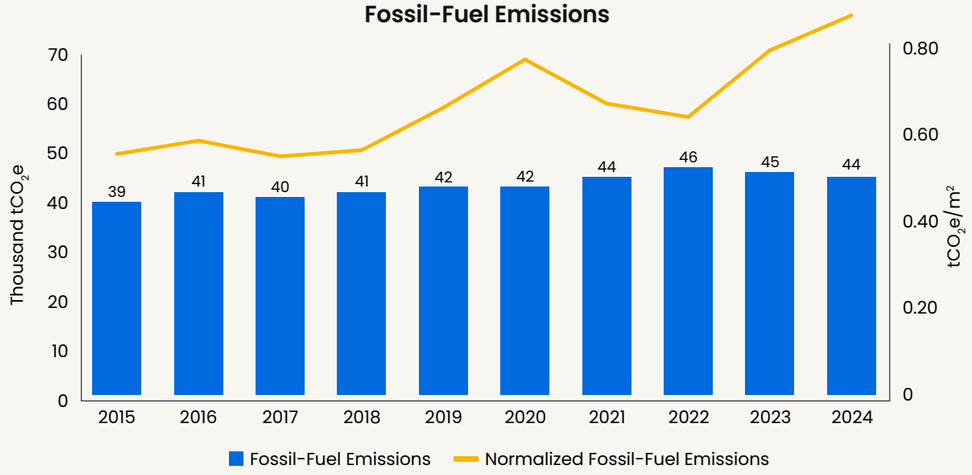
2024 Fossil-Fuel Absolute Emissions Performance[13]

3%
Decrease from 2023

1%
Decrease from 2021 Baseline

Fossil fuels are primarily used in our manufacturing operations to power equipment such as furnaces and generators, as well as to manage heating and humidity in clean rooms. The majority of our fossil-fuel consumption comes from natural gas, while diesel is used for emergency generators and other critical systems. NXP recognizes the environmental impact of the use of fossil fuels, and is committed to reducing it through energy-efficiency measures and optimized processes.

In 2024, our absolute emissions from fossil fuels decreased by 3% compared to 2023, and increased 12% compared to 2015. While our absolute emissions from fossil fuels remain relatively stable, our normalized consumption went up due to lower loading in our factories.



[13-14] Lower factory loading caused 2024 emissions to be significantly lower than expected.

N_2O Emissions

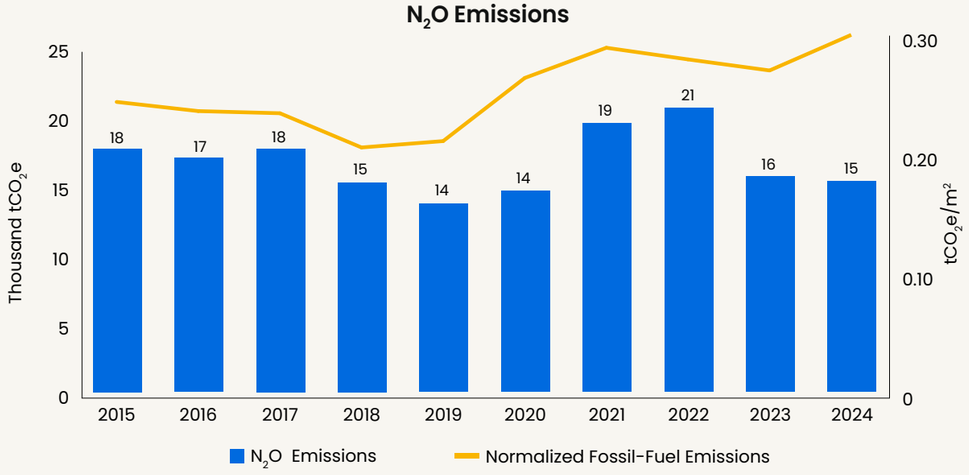
2024 N_2O Absolute Emissions Performance[14]

2%
Decrease from 2023

22%
Decrease from 2021 Baseline

N_2O is used at several points in the manufacturing process, including chemical vapor deposition of silicon dioxide, doped or undoped silicon oxynitride, diffusion, rapid thermal processing and chamber seasoning.

The transition from IPCC 2006 to IPCC 2019, completed in 2023, has affected the calculation of N_2O emissions, resulting in higher reported values and having the most pronounced impact among all greenhouse gases we report. Even so, we remain confident that we can meet our 2027 goal of 35% reduction in Scope 1 and 2 emissions, as well as our 2035 goal of carbon neutrality. In 2024, our absolute N_2O emissions decreased by 2% compared to 2023 and 14% compared to 2015. This decrease is a result of our lower factory utilization.



We use IPCC 2006 Tier 2a for 2014 through 2020 data and IPCC 2019 Tier 2c for 2021 through 2024 data.

Environment, Health and Safety: Environment - Climate - Emissions

Scope 2 Emissions

2023 Scope 2 Absolute Emissions Performance[15]

13%
Decrease from 2023

31%
Decrease from 2021 Baseline

The GHG Protocol defines Scope 2 emissions as indirect emissions from the generation of purchased energy supplied by a utility provider. At present, all of our Scope 2 energy use consists of electricity. Our Scope 2 emissions include data from both manufacturing and non-manufacturing sites.

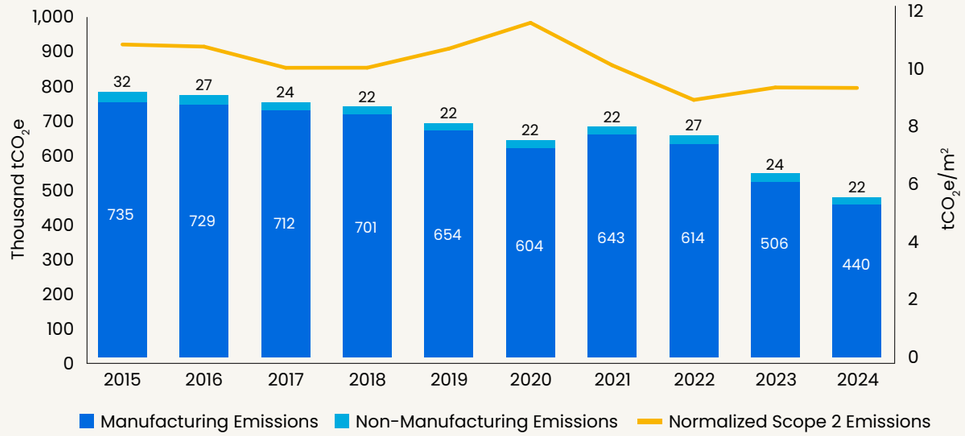
Market-Based Scope 2 Emissions

Market-based Scope 2 emissions reflect the emissions associated with the electricity purchased from energy providers, as determined by contractual instruments such as energy attribute certificates, supplier-specific emission rates, or other market-based mechanisms. This approach uses emission-factors specific to the provider, and their contracts, making it possible for us to account for the emissions reductions achieved through renewable energy purchases and green tariffs offered by our energy providers.

We presently track our Scope 2 reduction progress primarily through market-based emissions, including the methodology used to calculate NXP's targets relating to climate change, including Scope 2.

Our efforts in the past ten years to conserve electricity, obtain renewable energy and optimize our process tools have produced a continuous decrease in Scope 2 emissions, even though many of our processing steps are more complex and require more electricity to run. Since 2015, our absolute market-based Scope 2 emissions have decreased by 40%. In 2024, our absolute Scope 2 emissions decreased by 13% compared to 2023.

Scope 2 Market-Based Emissions[16]



Location-Based Scope 2 Emissions

This year, in addition to reporting our market-based Scope 2 emissions, we are introducing location-based Scope 2 emissions. We're doing this as part of our commitment to enhanced transparency, as well as to align with emerging trends and reporting requirements.

Location-based calculations consider the average emissions intensity of the electricity grids where our facilities operate, offering a complementary, if less specific, perspective to the market-based approach. This methodology highlights regional variations in electricity generation and enables an expanded understanding of our environmental impact.

In 2024, our location-based Scope 2 emissions were 753,961 tCO_2e, compared to 462,051 tCO_2e market-based emissions. As this represents our first year reporting this data, historical trends are not yet available for comparative analysis. Due to their calculation methodology, and the fact that renewable energy purchases or instruments are not considered, location-based figures are always expected to be higher than market-based emissions.

[15] Lower factory loading caused 2024 emissions to be significantly lower than expected.
[16] Market-based numbers reflect actual data from energy providers.

Environment, Health and Safety: Environment - Climate - Emissions

Scope 3 Emissions

NXP understands the importance of understanding and addressing the impact of emissions beyond our own operations and throughout our entire value chain. The GHG Protocol defines Scope 3 emissions as indirect emissions, not included in Scope 2, that occur in the value chain of the reporting company and divides the upstream and downstream emissions into 15 categories.

2023 marked a significant milestone as we conducted our first comprehensive, detailed inventory of Scope 3 emissions for all 15 categories, in alignment with the GHG Protocol. Building on this progress in 2024, we reached another significant milestone and validated our Scope 1, 2 and 3 targets with the Science Based Targets initiative (SBTi), further solidifying our commitment to decarbonization.

Cataloging Scope 3 emissions is a complex endeavor that presents distinct challenges. The process requires collaboration with numerous stakeholders both internal and external to our organization. It also entails making informed assumptions about the usage of our products in their respective end markets.

NXP embraces the challenge of measuring our Scope 3 emissions and, due to the multi-faceted nature of the process, we do not consider this assessment to be a one-time effort. We view it as an ongoing activity, where we gain more granularity into all categories over time, and focus on the ones that contribute the most to our emissions. In the coming years, we will continue to refine and improve our methodologies and assumptions.

Upstream Categories

- **Category 1** Purchased Goods and Services
- **Category 2** Capital Goods
- **Category 3** Fuel- and Energy-Related Activities not Included in Scope 1 or 2
- **Category 4** Upstream Transportation and Distribution
- **Category 5** Waste Generated in Operations
- **Category 6** Business Travel
- **Category 7** Employee Commuting
- **Category 8** Upstream Leased Assets

Downstream Categories

- **Category 9** Downstream Transportation and Distribution
- **Category 10** Processing of Sold Products
- **Category 11** Use of Sold Products
- **Category 12** End-of-life Treatment of Sold Products
- **Category 13** Downstream Leased Assets
- **Category 15** Investments

Not Applicable Categories

- **Category 14** Franchises

Environment, Health and Safety: Environment - Climate - Emissions

Scope 3 Emissions Performance

2024 Scope 3 Emissions Performance[17]

9.76
Million tCO_2e Total Scope 3 Emissions

47%
Decrease from 2022 Baseline

In 2024, our total Scope 3 emissions amounted to a total of 9,756,145 tCO_2e and accounted for 93% of our total carbon footprint. Since Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization, the fact that so much of our total carbon footprint is attributable to Scope 3 emissions underscores the importance of responsible environmental stewardship that goes beyond the strict boundaries of any given company.

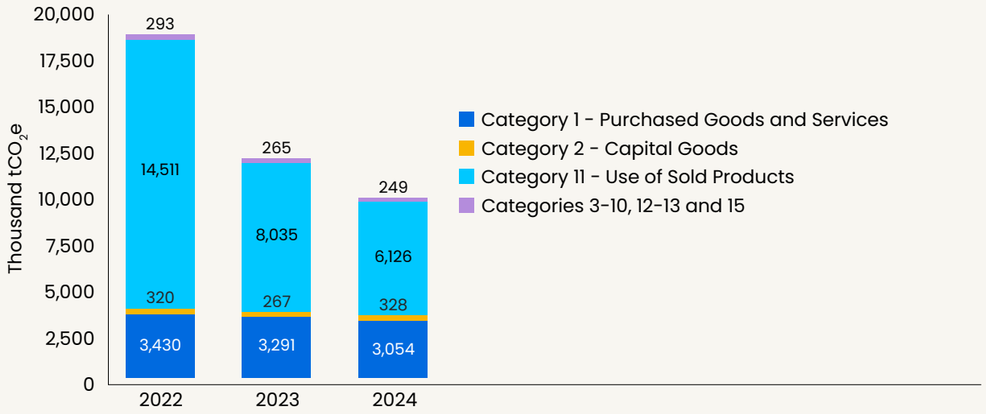
As a result of the ongoing implementation of energy-consumption reduction measures in our products, slight updates to our calculation methodologies, and lower loading in our factories, our total absolute Scope 3 emissions decreased in 2024 compared to 2022 and 2023.

Within the 15 categories defined by the GHG Protocol, three categories account for approximately 97% of NXP's total Scope 3 emissions. These are, in descending order of contribution: Category 11 - Use of Sold Products, Category 1 - Purchased Goods and Services and Category 2 - Capital Goods. The remaining 11 applicable categories collectively contribute 3% to the total Scope 3 emissions. Category 14 - Franchises is the only one considered not applicable to NXP. During the SBTi target validation process, it was determined that Category 15 - Investments, although minor, should also be considered applicable to NXP. Although not included in precious reporting, we have now included Category 15 in our Scope 3 disclosures.

[17] Lower factory loading caused 2024 emissions to be significantly lower than expected.

Environment, Health and Safety: Environment - Climate - Emissions

Scope 3 Emissions by Category[18]



Top Scope 3 Emission Categories

To account for all 15 categories defined by the GHG Protocol, we gather input from inside and outside the company. For those categories with proportionately higher impact or where data is readily available, we use activity-based calculations to determine emissions. For other categories, we use spend data or a hybrid approach to calculate emissions. We will work toward continuous improvement and strive to achieve greater granularity and accuracy in our data in the years ahead.

Three categories (1, 2 and 11) make up approximately 97% of our Scope 3 emissions and we cover them in more detail below. Information about NXP's results in the remaining categories can be found at the Performance Tables section of the Data and Indices chapter of this Report.

Category 1 – Purchased Goods and Services

- Category 1 includes emissions from the extraction, production and transportation of goods and services purchased or acquired by NXP. The main contributors are materials and semi-finished goods used in our front- and backend manufacturing processes. Emissions from this category were estimated at 3,054,065 tCO_2e for 2024, which represents 31% of our total Scope 3 footprint.

Category 2 – Capital Goods

- Category 2 includes all upstream emissions from the production of capital goods, mainly tools and equipment, purchased or acquired by NXP. Emissions from the use of these goods are accounted for either in Scope 1 or Scope 2. In 2024, emissions from production of capital goods were approximately 327,800 tCO_2e, which represents 3% of our total Scope 3 footprint.

Category 11 – Use of Sold Products

- Category 11 was the largest contributor to our Scope 3 emissions in 2024, responsible for an estimated 6,125,662 tCO_2e emissions, which represents 63% of our total Scope 3 footprint. The impact from the use of sold products is calculated for the entire life-cycle of products sold in a year, and originates from GHG emissions associated with the electricity production required to power the semiconductors manufactured by NXP. To assess product lifespans, we use industry standards such as AEC Q100 and review end-market data to evaluate product-usage patterns. The emissions associated with product usage are also heavily dependent on the application, with some devices pulling power amounts magnitudes higher than others.

[18] Category 14 is not applicable for NXP at this time.

Environment, Health and Safety: Environment - Climate - Energy

Energy

Primary sources of energy for our manufacturing, testing and office sites come from the electrical grid. We purchase renewable electricity when available and continue to purchase electricity from fossil-fuel sources in jurisdictions where reliable and abundant alternative energy sources are not available. Additionally, we completed on-site renewable electricity installations at a few select manufacturing locations to supplement the higher carbon-content energy we purchase.

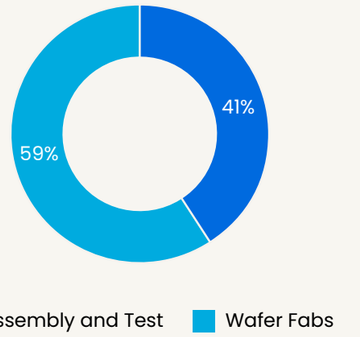
We use natural gas to power heating, cooling and humidity-management equipment critical to manufacturing and test processes and diesel fuel for emergency generators. The emissions from these fossil fuels are included in the totals of our Scope 1 emissions.

In the following content, we discuss both electricity and direct energy. The electricity subsection examines our consumption from the grid, providing a breakdown between manufacturing and non-manufacturing sites, as well as an analysis of the sources used to generate the electricity we consumed. The direct energy subsection focuses on the various sources of energy used directly in our operations and their specific applications.

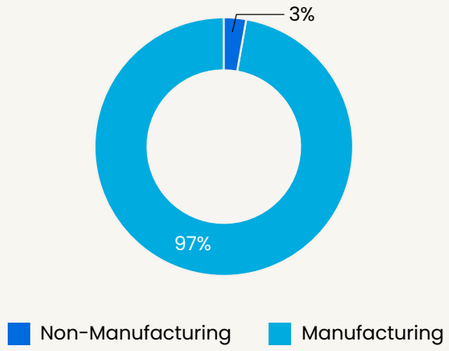
Electricity Overview

Semiconductor manufacturing is an electricity-intensive process, with wafer fabrication requiring more electricity than assembly and test. Consequently, electricity consumed at our non-manufacturing sites accounted for only 3% of NXP's total consumption in 2024.

2024 Manufacturing Electricity Consumption



2024 Manufacturing and Non-Manufacturing Electricity Consumption



Environment, Health and Safety: Environment - Climate - Energy

Electricity Results

We produce increasingly complex devices that involve many more processing steps, requiring greater electricity consumption. Our ongoing efforts to conserve electricity and optimize our manufacturing processes have helped us use electricity more efficiently. Compared to 2015, our absolute electricity consumption has increased only 11% despite more industrial activity in the past decade. In 2024, our absolute electricity consumption decreased by 0.4% compared to 2023, however our normalized consumption increased due to lower loading in our factories.

Electricity Consumption

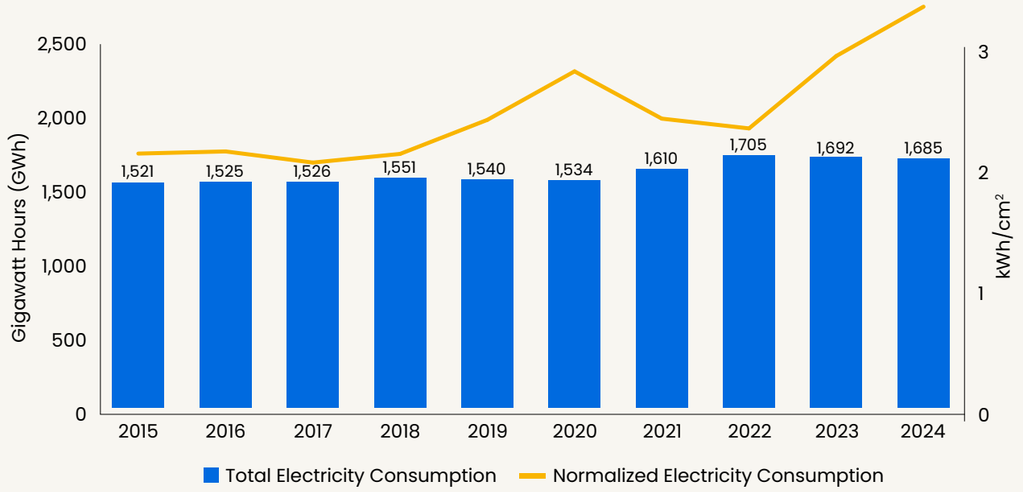
This sub-section includes data from manufacturing and non-manufacturing sites.

Manufacturing

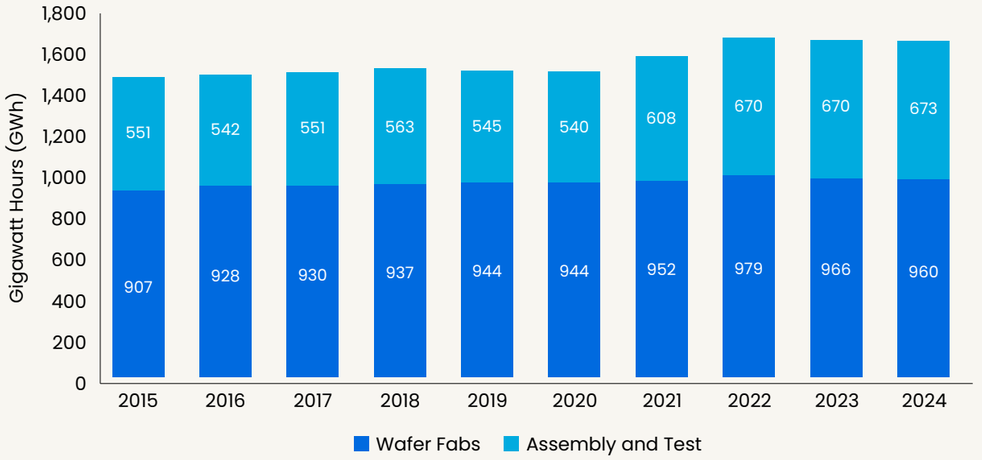
To reduce our consumption of electricity, our manufacturing sites continually optimize processes and replace or upgrade equipment. Examples of this ongoing work include the following:

- Reducing air-flow velocity in clean rooms
- Reducing and optimizing exhaust and air-extraction systems
- Upgrading air dryers
- Optimizing the water flows of cooling towers
- Purchasing energy-efficient chillers, compressors and vacuum pumps
- Powering equipment off when not in use
- Upgrading to LED lighting

Total Electricity Consumption[19]



Manufacturing Electricity Consumption



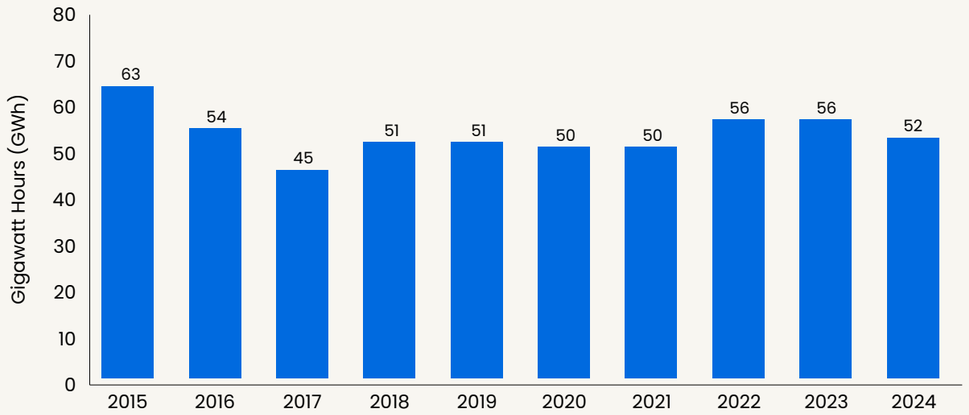
[19] This chart includes non-manufacturing electricity consumption. The totals are subject to rounding.

Environment, Health and Safety: Environment - Climate - Energy

Non-Manufacturing

Electricity at our offices and R&D sites represents 3% of our total consumption. In 2024, our absolute non-manufacturing electricity consumption decreased by 8% compared to 2023 and by 19% compared to 2015. The decrease in consumption can be attributed mainly to site consolidation and various site-specific projects, such as switching to LED bulbs and communicating more with team members about energy conservation.

Non-Manufacturing Electricity Consumption



Electricity Generation

In 2024, renewable electricity installations at our Bangkok, Thailand, Kuala Lumpur, Malaysia, Tianjin, Mainland China and Kaohsuing, Taiwan locations were completed, marking an important milestone in our journey to a more sustainable future.

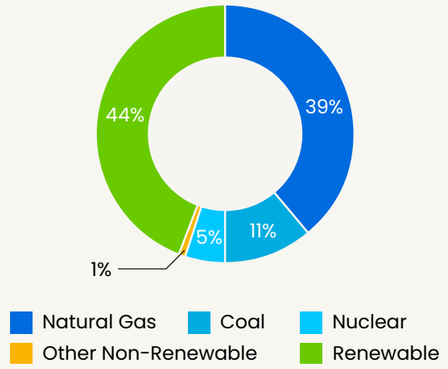
The renewable electricity generated is used to compensate for some of the higher carbon-content electricity available from local electricity providers. Similar installations are evaluated at other NXP locations as well.

Electricity Sources[20]

This section includes manufacturing sites only.

Electricity is generated from a variety of energy sources and these sources vary depending on region and country. Currently, we use a mix of energy sources because of their availability, stability and reliability. However, our long-term ambition is to transition to 100% renewable electricity.

2024 Electricity Sources[21]



[20] Renewable-energy information from utility providers is published after the release of our annual Corporate Sustainability Report. Utility providers are approximately one year behind our reporting schedule. We make adjustments as needed for the previous reporting year's data on renewable energy.

[21] These values reflect energy sources from the grid as well as unbundled renewable energy certificates and, in select cases, self-generation. Our numbers for grid sources are market-based and reflect the most recent data available from utility companies. As a result, grid data may not exclusively reflect the 2024 calendar year.

Environment, Health and Safety: Environment - Climate - Energy

Renewable Electricity

Our renewable electricity percentage includes energy sources such as wind, solar, biomass, geothermal and hydropower, and does not include nuclear energy. Since 2015, we have steadily increased our use of electricity that comes from renewable sources. In 2024, 44% of our overall electricity use was from renewable energy sources.[22] Overall, our renewable electricity usage increased by 5 percentage points compared to 2023. Since we set our renewable energy target in 2021, our renewable electricity usage has increased by 13 percentage points.

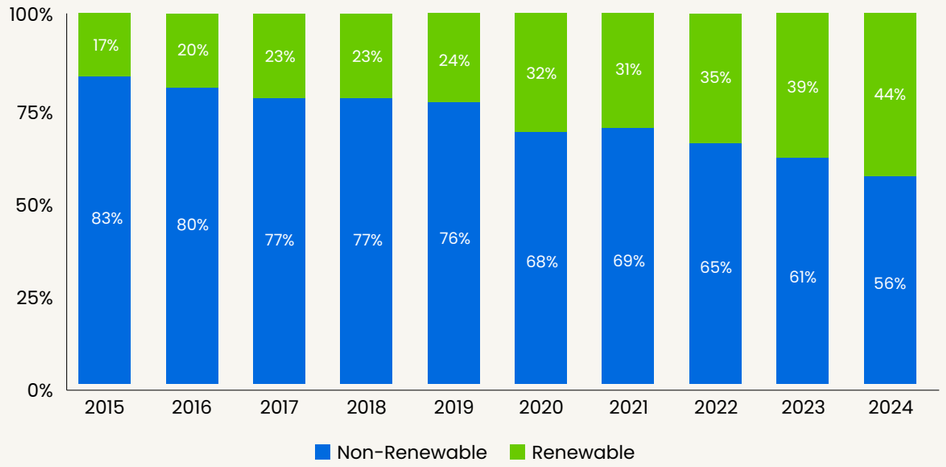
Direct Energy Consumption

Our direct energy consumption metrics include data from manufacturing sites only.

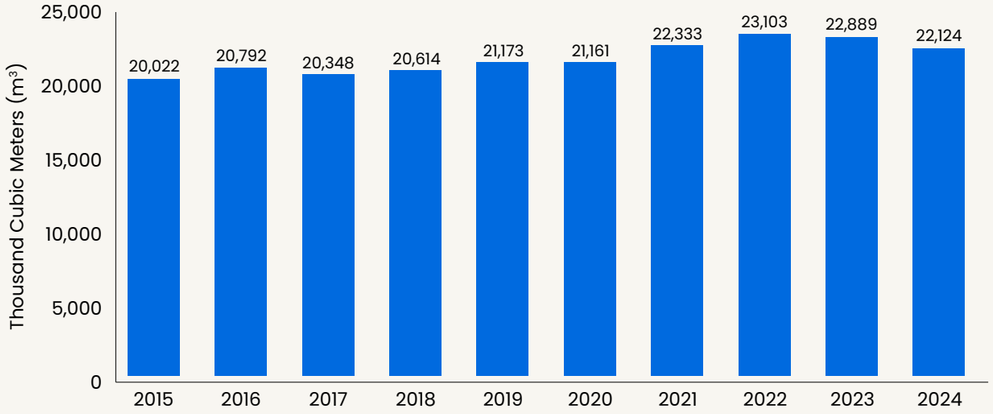
Natural Gas

We mostly use natural gas to heat buildings, generate steam for humidity and run our emissions-abatement equipment. Our use of natural gas depends strongly on both external weather and our internal production activity. Our consumption has remained relatively stable over the past few years, but has increased in part due to factory expansion. In 2024, our absolute natural-gas consumption decreased 3% compared to 2023, decreased by 1% compared to our baseline year, 2021 and increased by 10% compared to 2015 due to expansion of sites located in the Asia–Pacific region.

Renewable and Non-Renewable Electricity Sources



Natural-Gas Consumption



[22] Occasionally, utility companies revise their reported percentage of renewable energy. When this happens, we use the utility's revised information to update our historical figures.

Environment, Health and Safety: Environment - Climate - Energy

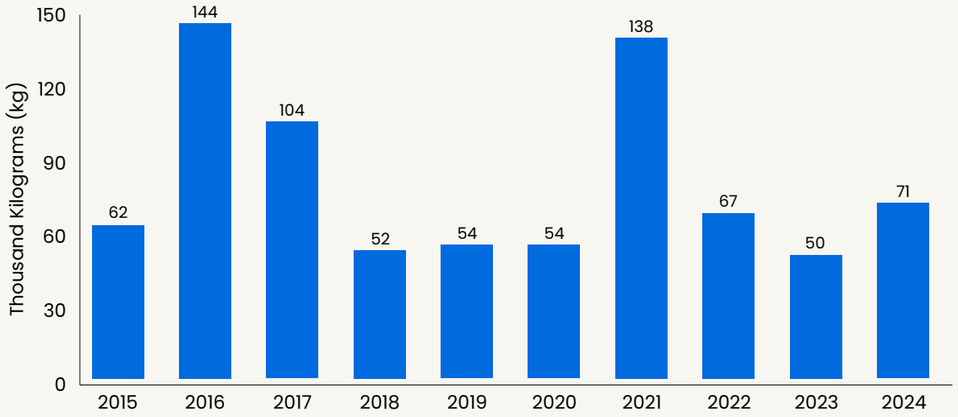
Diesel Fuel

In case of power interruptions, we have diesel-driven emergency generators that support essential safety systems. Our consumption of diesel fuel fluctuates depending on how often we test or need to use these emergency safety systems. We used 41% more diesel in 2024 compared to 2023, but 49% less since our baseline year, 2021. The increase can be attributed to more frequent use of the emergency generators in the course of 2024, either for emergency drills or as a result of power outages that required the use of these systems.

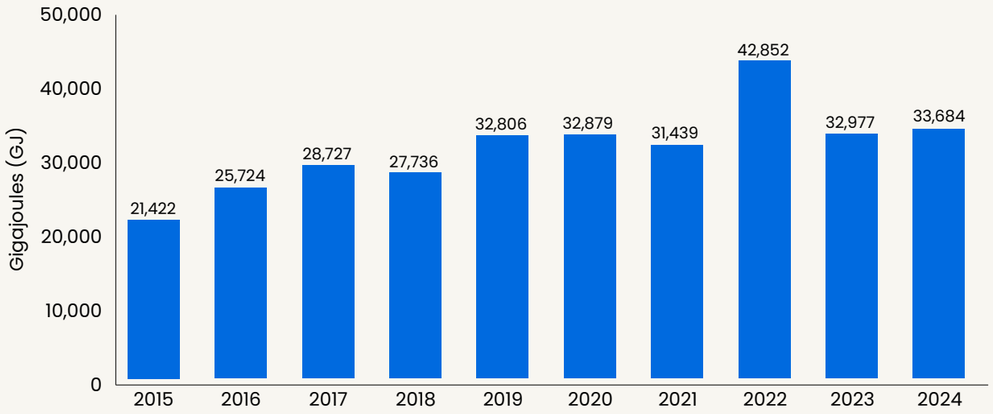
Other Fossil Fuels

Other fossil fuels we use include gasoline, liquefied petroleum gas (LPG) and town gas. LPG is a relatively clean-burning fossil fuel that, compared to gasoline, produces fewer emissions and is safer to use indoors. We use LPG to run forklifts and in some of our onsite cafeterias. Town gas, also known as coal gas, is a manufactured gaseous fuel made from coal and is used for heating in some geographic regions, including Asia. We use town gas as part of the recent expansion at our SSMC wafer fab in Singapore. In 2024, our consumption of other fossil fuels increased by 2% from 2023 and by 57% from 2015. Since our 2021 baseline, other fossil fuel emissions have increased by 7%.

Diesel-Gas Consumption



Other Fossil-Fuel Consumption



Environment, Health and Safety: Environment - Pollution - Non-GHG Emissions

Pollution Overview

NXP is committed to mitigating our environmental impact, including our impact on pollution. We outline our efforts to control air pollution and manage hazardous material in this sub-section. We cover our processes around wastewater in the Water Efficiency sub-section of this Report, including a discussion of our onsite water-treatment facilities, monitoring and effluent discharge standards.

Non-GHG Emissions

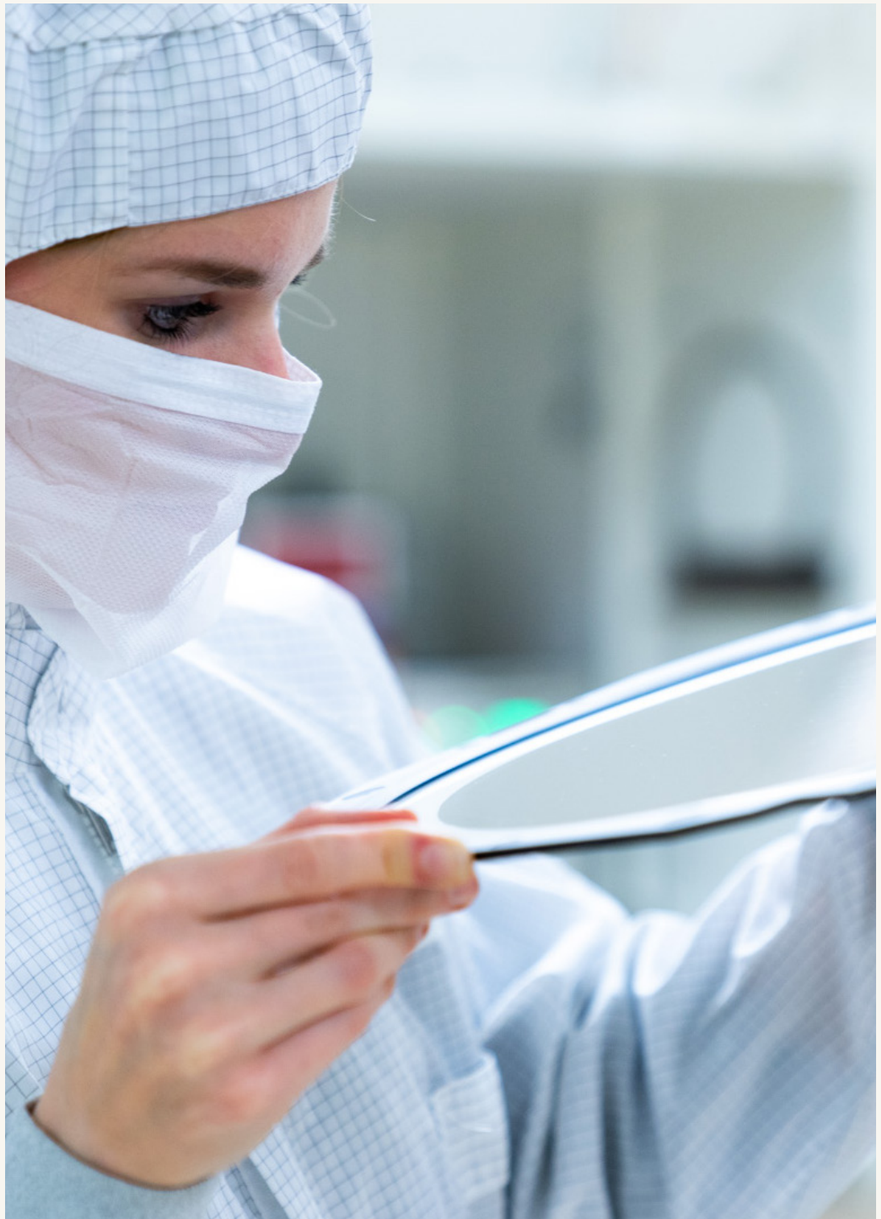
2024 Non-GHG Absolute Emissions Performance

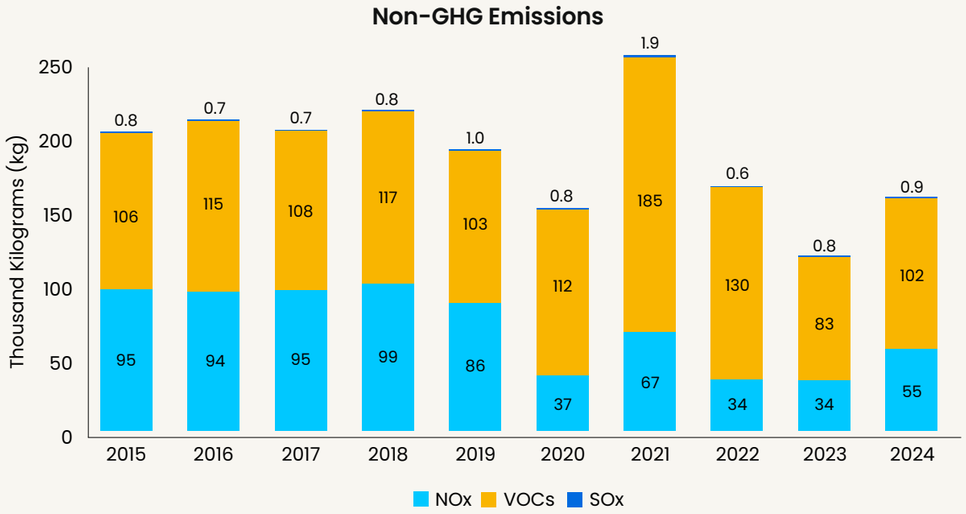
NOx	SOx	VOCs
62% Increase from 2023	11% Increase from 2023	22% Increase from 2023
43% Decrease from 2015	11% Increase from 2015	4% Decrease from 2015

NOx, SOx and VOCs

Our non-greenhouse gas (non-GHG) emissions, which include nitrogen oxides (NOx), sulfur oxides (SOx) and volatile organic compounds (VOCs), mostly come from our manufacturing processes, including the use of chemical solvents in the photolithography process, but also from our boilers and emergency generators. We aim to reduce our use of non-GHG emissions by installing and updating abatement equipment at select sites. The increase from 2023 was due in part because of an increase in activities at sites that use more NOx, SOx and VOCs, but our emissions were comparable to the 2022 values.

Environment, Health and Safety: Environment - Pollution - Hazardous Materials





Hazardous Materials

The semiconductor industry as a whole uses a wide variety of chemicals and materials in wafer fabs, assembly and test facilities and in final products sold. Some of these chemicals and materials are highly specific and vital to specific process technologies and/or products. At NXP, we have several programs in place to regulate our use of hazardous chemicals and materials and we follow some of the most rigorous standards in the industry for protecting our team members, our customers and the environment.

We focus on select chemicals to minimize and/or phase out based on regulatory or other potential risks. Specific near-term challenges for the semiconductor industry include addressing concerns related to per- and polyfluoroalkyl substances (PFAS), hydrofluorocarbons (HFCs), phthalates and die-bond epoxies.

NXP takes a multi-tiered approach when working with chemicals. This includes finding

Environment, Health and Safety: Environment - Pollution - Hazardous Materials

safer and/or alternative materials, providing engineering controls to separate team members from potential emissions, providing personal protective equipment (PPE), creating standard operating procedures that take into consideration operational risks, providing training and awareness to enhance personal safety and routine monitoring of industrial work areas to ensure hygiene monitoring, which includes monitoring the ambient air and team-member health to ensure all controls are functioning and effective.

Our mid-term goal for 2027 is to recycle 90% of all waste, including hazardous waste. Much of the waste NXP currently generates, while considered hazardous, is often clean enough for use as "virgin" raw materials in other industries. NXP works with vendors to redirect these waste streams, as applicable to other companies, while increasing our recycling percentage.

NXP complies with all relevant legislation and aims to stay ahead of new chemical legislation and customer requirements. Our chemical-management programs are guided by two primary objectives. First, we control the risks posed by chemicals used in our production processes, in terms of team-member health and safety, as well as environmental effects, such as pollution, climate change and ozone depletion. Second, we ensure that any products and shipping materials we supply pose no or negligible risk, due to the presence of hazardous chemicals, to our customers or the environment.

Ozone-Depleting Substances

Ozone-depleting substances (ODSs) are long-lived gases, containing chlorine and/or bromine, that destroy ozone when they reach the earth's protective ozone layer in the stratosphere. Some ODSs do more damage than others. The ozone-depleting potential (ODP) of an ODS indicates its relative harmfulness to the ozone layer. The higher the ODP number, the more damage the ODS does in the ozone layer. Some greenhouse gases, including HFCs, do not contain chlorine and, as a result, have a zero ODP rating. These gases are referred to as non-ODP substances and, in some cases, can be used to replace ODSs.

As of 2007, we phased out the use of all ODSs in our manufacturing processes and these substances are now prohibited at our manufacturing sites. When an air-conditioning system that uses ODS refrigerants is scheduled for replacement, we replace it with a new system that doesn't use ODS. The majority of air conditioners that use ODS refrigerants have either already been replaced or are being replaced wherever possible and practical.

Substances of Concern

NXP is committed to the safe handling of all substances of concern. We continually search for alternative substances and aim to discontinue using all substances of concern except those that don't have a safe, proven manufacturing alternative.

Governance

An internal Chemical Management Committee meets regularly to review current and pending regulations, such as the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and the Restriction of Hazardous Substances (RoHS), as well as the requirements of various governmental organizations, including the European Union and, in the United States, the Occupational Safety and Health Administration (OSHA) and the Environmental Protection Agency (EPA). The goal is to not only remain compliant and proactive but also, where possible, exceed legal and safety requirements.

Our Chemical Management Committee consists of cross-functional team members from Sustainability, Environment, Health and Safety and Environmental Product Compliance. Working collaboratively, the Committee has succeeded in implementing global processes and procedures that serve to keep our team members safe and minimize our environmental impact. The Chemical Management Committee reports progress to the EHS Management Board.

PFOS/PFOA Commitment

NXP complies with the World Semiconductor Council's (WSC's) Voluntary Agreement for Perfluorooctyl Sulfonates (PFOS). In 2017, we eliminated all manufacturing uses of PFOS. In addition, we have eliminated all uses of Perfluorooctanoic Acid (PFOA) from our manufacturing processes.

Environment, Health and Safety: Environment - Pollution - Hazardous Materials

Processes and Procedures	
Type	**Description**
NXP Corporate Chemical Control Standard	Provides direction regarding chemical controls, approval of chemicals, transport of chemicals, reporting and other requirements to or by Corporate EHS.
Approval Requirements for New Chemicals	Before any new chemicals are purchased or brought onsite, EHS approval is required across multiple systems. During the chemical review, the local industrial hygienist and the safety expert conduct a dedicated risk assessment, reviewing all EHS aspects, such as exposure to humans, environment and/or safety. The EHS Teams also review environmental regulations to ensure that new chemicals are not in violation of governmental requirements.
Prohibited and Restricted Chemicals Standard	Corporate EHS maintians and approves a list of chemicals that are either prohibited in manufacturing or restricted, meaning their use is limited to specific applications and accompanied by detailed risk-mitigation measures. Any onsite usage is reviewed and approved by managers via an electronic waiver system. The list of prohibited and restricted chemicals is based on current and future regulations (e.g., REACH, RoHS) and also reflects customer requirements. Onsite teams review and evaluate local restrictions and regulations regarding such chemicals.
Management of Safety Data Sheets	Safety Data Sheets are managed in a corporate system that allows for global NXP reporting. Local team members are able to view all site-applicable data sheets as needed for their job functions. When necessary, copies of the data sheets are available at point of use.
Environmental Product Centralized Database	We use databases to register and classify substances used in our products. Following the same approach as with process chemicals, restrictions of product substances are based on current and upcoming regulations (e.g., REACH, RoHS) and customer requirements. Our system uses comprehensive information on substances, product-structure data, the latest legislative guidance and customer restrictions to calculate, track and report on the compliance of our materials.

Environment, Health and Safety: Environment - Water Efficiency

Water Overview

Semiconductor manufacturing, especially wafer fabrication, is a water-intensive process. It also creates wastewater that is discharged from our manufacturing sites. Our global water strategy includes a focus on conservation, recycling and high standards for wastewater treatment and discharge.

Since drastically reducing the amount of water used within our manufacturing processes is not currently feasible, we anticipate that our demand for water will increase in line with our increases in production. To reduce the amount of incoming water we consume, we focus on a mid-term goal of increasing our water recycling rate to 60% by 2027.

Our water-related metrics include data from manufacturing sites only, given that the non-manufacturing impact is negligible. Many of our manufacturing sites are located in semi-arid regions that may become increasingly vulnerable to prolonged droughts associated with evolving changes to the climate, which may lead to resource scarcity. Each manufacturing site is addressing the impacts of water scarcity based on their location and we are identifying best practices associated with water recycling and conservation in order to reach our mid-term goal.

Global Water Stress Scores

The Water Stress Index (WSI) evaluation tool is used by the United Nations and other organizations to study the relationship between water use and water availability. The WSI, published by the data-analysis company Verisk Maplecroft, quantifies baseline water stress where water naturally collects, at the catchment level, while also identifying localized variations within the catchment boundaries. A risk category is assigned to each catchment based on the ratio of water use to renewable supply, so it's easier to visualize the inherent water stress in the area. Within catchments, the map reflects different levels of combined demand for domestic, industrial and agricultural water.

WSI scores are divided into four risk categories: extreme (0.0-2.5), high (>2.5-5.0), medium (>5.0-7.5) and low (>7.5-10.0). The index is based on mean annual water stress and therefore the seasonality of water stress is not captured. Countries and regions are assigned a rank according to their relative position in each index. According to the WSI evaluation tool, many of our manufacturing and testing sites are located in semi-arid regions and five are identified as extreme or high risk. These manufacturing sites may become increasingly vulnerable to water scarcity, but we currently do not experience issues accessing sufficient water resources for our operations. We also assess regions of water stress using the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct, for our SASB Index.

2024 Water Stress Index (WSI) Scores

Wafer Fabrication Site	Score	Assembly and Test Site	Score
ATMC, Austin, Texas, US	5.6	Bangkok, Thailand	5.4
Chandler, Arizona, US	0.0	Kaohsiung, Taiwan	4.8
Nijmegen, Netherlands	7.8	Kuala Lumpur, Malaysia	3.5
Oak Hill, Austin, Texas, US	5.7	Tianjin, Mainland China	0.0
SSMC, Singapore	2.9		

NXP in Action

The two manufacturing sites in Texas, Austin (ATMC) and Oak Hill, received the city of Austin's 2024 award for Excellence in Wastewater Pretreatment (based on 2023 performance). The award honors significant industrial water users who exhibit environmental stewardship by proactively preventing pollution and managing wastewater discharge. This is the tenth consecutive year for ATMC to receive the award and the ninth for Oak Hill.

Environment, Health and Safety: Environment - Water Efficiency

Water Withdrawal

2024 Absolute Water-Withdrawal Performance

2%
Decrease from 2023

6%
Increase from 2021 Baseline

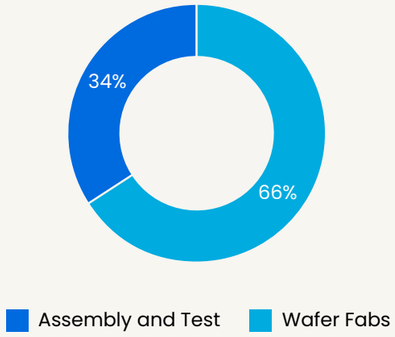
As semiconductor technology evolves, manufacturing processes grow more complex. Producing smaller and faster semiconductors requires additional process steps that increase which in turn increases the amount of water used for cleaning and to ensure product quality and process safety. Total water withdrawal can also increase due to factory expansion.

In 2024, our absolute water withdrawal decreased by 2% compared to 2023. Semiconductor wafer fabrication represents 66% of our total manufacturing water withdrawal, while assembly and test represent 34%.

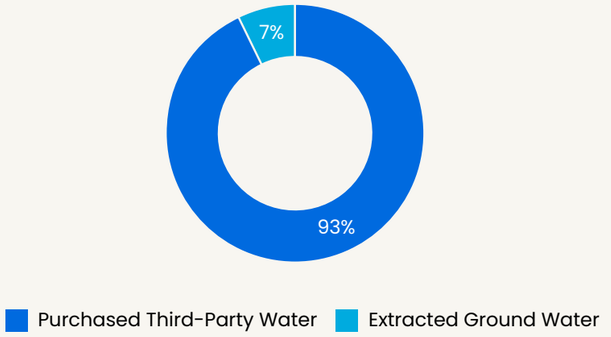
At our manufacturing sites, water mostly comes from nearby municipal facilities. The Nijmegen and Oak Hill facilities are our only manufacturing sites that extract well water, together representing 7% of our total water withdrawal.

Recycled water represented 55% of our total water use in 2024, meaning we used about the same amount of recycled water as non-recycled water. We identified a mid-term goal for water recycling, with a target of recycling 60% of our water by 2027. Setting a mid-term goal reflects our understanding that increasing the amount of water we recycle generates positive results for NXP and our communities.

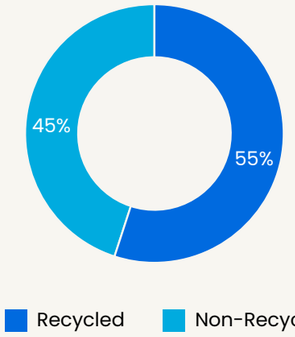
2024 Water Withdrawal



2024 Water Withdrawal by Type



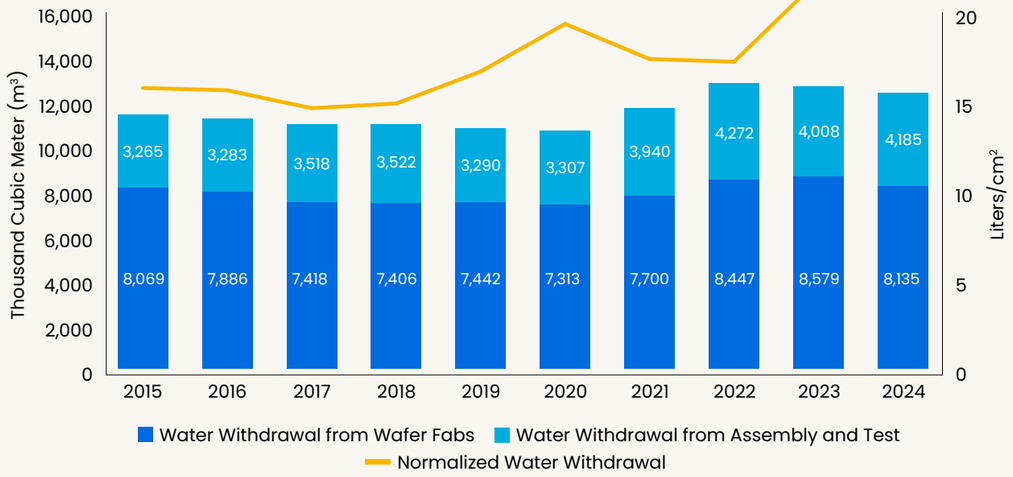
2024 Water Recycling



Environment, Health and Safety: Environment - Water Efficiency

Our decade-long focus on water conservation has emphasized the use of more efficient tools. Our Facilities and Manufacturing teams have made great strides in identifying additional opportunities to increase water recycling and finding ways to optimize processes. A large part of our water consumption is fixed, such as the use of water for chillers, plating and cleaning. As a result of the lower loading in our factories, the normalized consumption went up. In addition to our water recycling efforts, we are looking at options to reduce the overall water consumption.

Water Withdrawal



Water Recycling

2024 Water-Recycling Performance

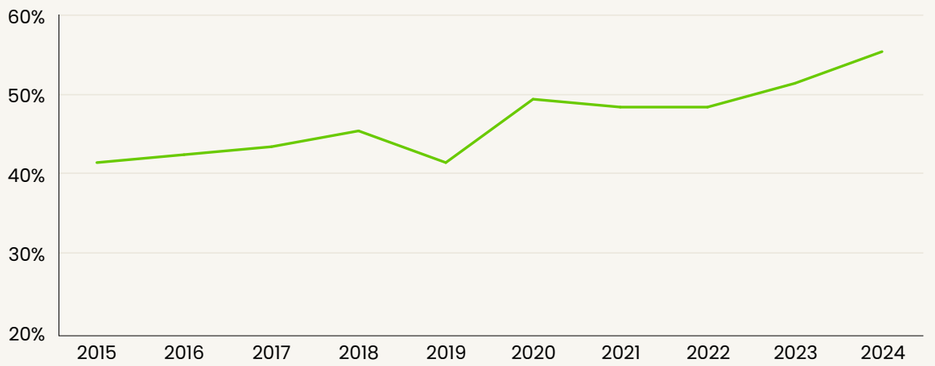
55%
of Water Recycled

4
Percentage-Point Increase from 2023

7
Percentage-Point Increase from 2021 Baseline

We implement projects that collect and recycle water at our manufacturing sites. This reduces the amount of incoming water consumption, reduces our reliance on local water supplies and makes our operations more efficient. Since 2015, our percentage of water recycling has increased by 14 percentage points, and 4 percentage points compared to 2023. As of year-end 2024, we recycled 55% of our water and have created a task force to identify opportunities for water recycling, so we can achieve our 2027 goal of 60% recycled water.

Recycled Water[23]



[23] Recycled-water data only includes manufacturing sites.

Environment, Health and Safety: Environment - Water Efficiency - Biodiversity

Wastewater

We are committed to returning water to the environment that is as clean as, or cleaner than, what we sourced. We employ onsite water-treatment facilities to treat wastewater outflows and ensure any chemical constituents from our wastewater that could potentially impact the environment are avoided. Our Facility Teams continuously monitor and test our water, as required by local authorities, and aim to discharge wastewater that is cleaner than what local regulations require.

We set our effluent discharge standards to meet or exceed local discharge requirements based on the profile of the receiving water body. Our water-pollutant identification and classification process also varies by region and site. Three approaches we use to assess potential water pollutants include 1) internal parameter/chemical monitoring before discharge, 2) third-party sampling and reporting of results, and 3) regulatory agency sampling and reporting of results.

In late 2020, we included wastewater discharge in our data-management system and, as of 2022, publicly disclose our wastewater discharge. Our total wastewater discharge is less than our total water retrieval because a certain amount of water is lost due to evaporation (caused by cooling towers and condensed-air humidifiers in our factories), landscape irrigation and as part of non-hazardous sludge disposal. We do not measure evaporation directly, but recognize that the weather can impact evaporation rates. In 2024, lower evaporation rates, related to weather in affected areas, may have increased our wastewater discharge although our rate of water retrieval was lower.

NXP did not receive any excursions, fines or penalties in 2024 related to wastewater discharge.

Wastewater Discharge	Unit	2022	2023	2024
Total Wastewater Discharge	m^3	8,775,035	8,896,447	9,437,200

Biodiversity

Building on our Biodiversity Policy, published in 2023, we developed a methodology to identify and assess the type of biodiversity impacts and dependencies (if any) of our current operations. The methodology, based on the Taskforce on Nature-Related Financial Disclosures (TNFD) and their Locate, Evaluate, Assess, and Prepare (LEAP) approach, is applicable to all of our sites. As a pilot, we started the assessment of our Nijmegen site and plan to use the learnings to guide the roll out to our other sites globally in 2025.

In NXP's Supplier Code of Conduct we request all business partners to establish their own biodiversity policies and consider local biodiversity assessments. In addition, we continue to support and encourage activities that help address the ongoing climate and biodiversity crisis through our corporate sponsorships and exemplary team-member volunteerism.

Environment, Health and Safety: Environment - Resource Use and Circular Economy

Resource Use and Circular Economy

We regularly review our processes and practices related to resource inflows and resource outflows to guide our efforts to make our business more circular.

- We are working to identify ways to more precisely quantify resources entering our facilities. We continue to strive to develop sustainable purchasing practices and find opportunities for further optimization of resource use.
- We aim to refine existing processes that measure the outflow of resources from our facilities, including waste, products and packaging. Information regarding waste, such as waste sent to disposal and recycling, is available in this section.

Goals

We continue to evolve our approach to the sourcing, consumption and disposal of materials critical to the manufacturing and testing of our products. We have set a mid-term goal of recycling 90% of our waste by keeping products and materials in use via reuse, resale, repurposing and recycling. We understand that reducing or eliminating waste streams not only contributes to greater operational efficiencies but also contributes to a more sustainable circular economy. Our long-term ambition is to collaborate with our supply chain to develop better, more sustainable products. We know we can add value by looking at our entire supply chain and asking, at each point in the chain, if any or all waste can be repurposed as an input to the system.

We will continue to work with our supply chain to purchase goods and services locally and to find alternate uses for materials we have as by-products. We believe we play a crucial role in helping our supply chain adopt circular-economy principles. Going forward, we plan to continue identifying additional opportunities to reduce environmental impacts, unlock potential value and enable the setting of future performance goals.

Approach

We continue to collaborate with our supply chain to identify opportunities for waste reduction or alternative use and look for ways to reduce manufacturing waste by improving yield, optimizing processes and minimizing the waste of scrap material. As part of this approach, we do the following:

- Recycle/reuse spent materials, such as sulfuric-acid waste and then sell the materials to other companies for their use
- Expand our list of recycling vendors in local regions
- Identify recycling vendors who can recover precious metals from our e-scrap and finished product
- Replace single-use plastic in our cafeterias, cafés and pantries with sustainable and reusable alternatives

Semiconductor manufacturing generates hazardous and non-hazardous waste streams, including lithography-related solvents, metal-plating waste, specialty cleaners, spent sulfuric acid, ammonium sulfate and calcium fluoride. Our operations generate paper, plastic, metal and kitchen waste, along with general office waste. We also have one-time waste from construction and/or other one-time manufacturing activities. The waste-related metrics in this Report include data from predominantly manufacturing sites.

Promoting a Circular Economy

NXP works to advance the circular economy vision by doing the following:

- Striving to decrease the amount of our generated waste, increase the rate of recycling and investigate viable reuse methods for manufacturing by products
- Accounting for sustainability in our design processes, and taking measures to produce high-quality products with extended life-cycles for our customers
- Continuously seeking ways to develop more sustainable means of production

Environment, Health and Safety: Environment - Resource Use and Circular Economy

Waste Results

2024 Total Waste Performance

3%
Decrease from 2023

14%
Decrease from 2021 Baseline

Our total waste generation includes regular ongoing waste generated by our manufacturing sites (including manufacturing, office and cafeteria waste), as well as one-time waste. We consider one-time waste to be those waste streams that are not generated as part of normal operations but rather by unique, one-time projects. One-time waste accounted for less than 4% of total waste generation in 2024 and is not included in our normal waste metrics unless otherwise indicated.

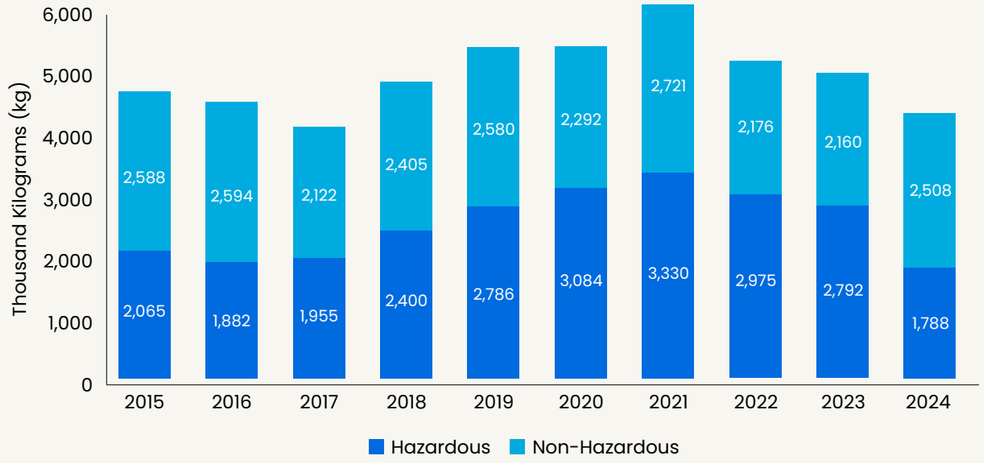
In 2024, our EHS team made great efforts to reduce, reuse and recycle the waste produced by our manufacturing processes improved our overall waste performance. Compared to 2023, our total amount of waste sent to landfill decreased by 23% and our total amount of non-hazardous waste sent to landfill decreased by 10%. We continue to review opportunities for further improvement.

We have waste-reduction management programs in place at our sites to handle hazardous and non-hazardous waste in an environmentally responsible manner and go beyond legal requirements.

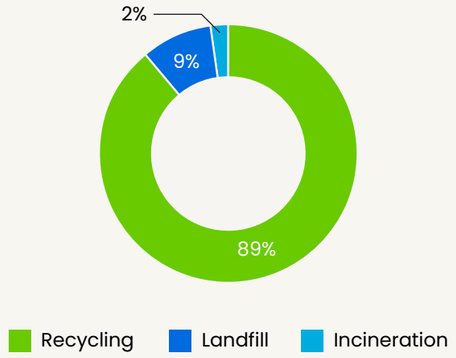
For any waste that requires special handling, we ship it to vendors equipped with the knowledge and expertise to properly reclaim, recycle or destroy it. All our waste handling is done according to local rules and regulations.

We regularly audit our waste-management vendors to confirm they are meeting compliance requirements, handling waste responsibly and managing disposal with minimal impact to the environment.

Waste Directed to Disposal

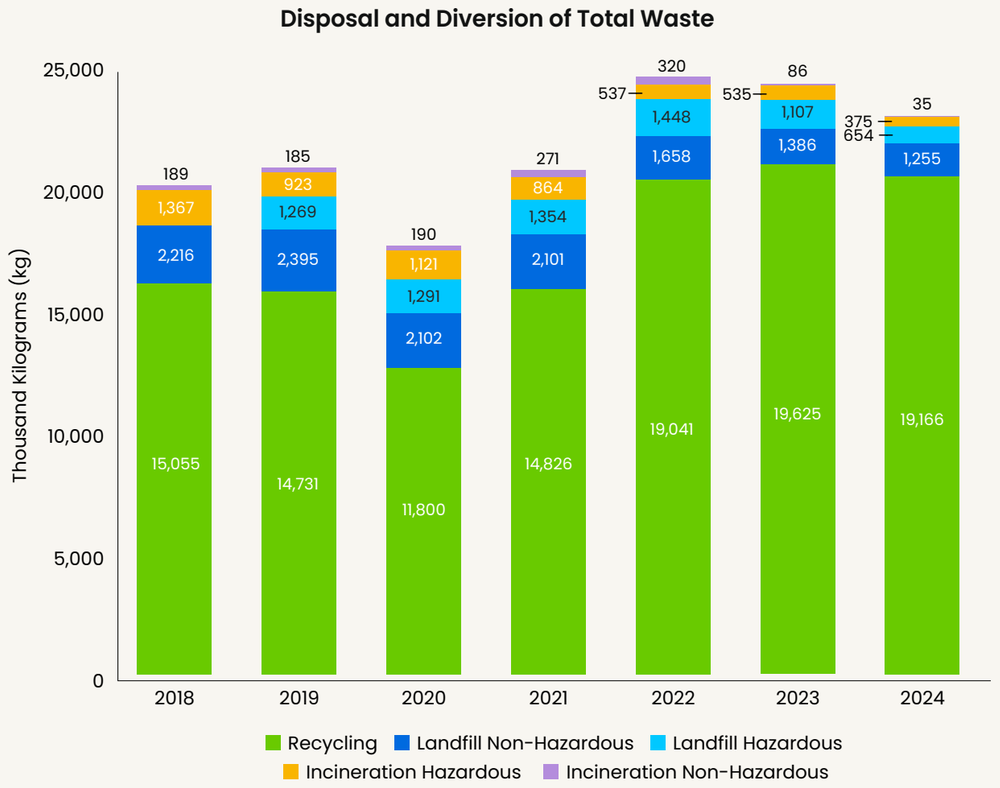


2024 Waste by Method[24]



[24] Recycling percentage includes waste-to-energy incineration.

Environment, Health and Safety: Environment - Resource Use and Circular Economy



Recycling

2024 Recycling Rate Performance

89%
of Waste Recycled

3
Percentage-Point Increase from 2023

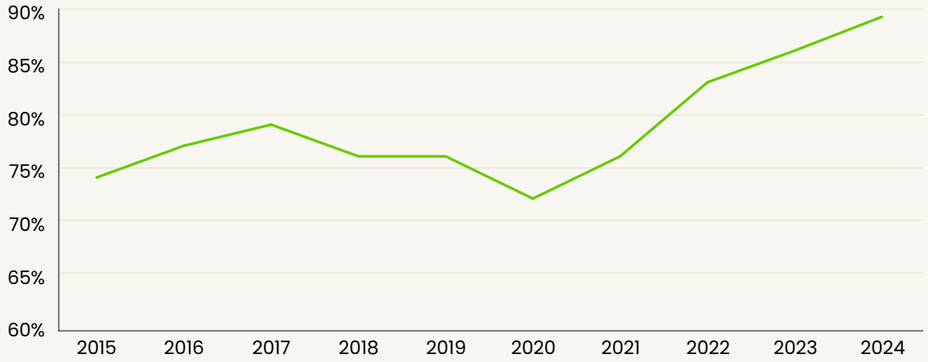
13
Percentage-Point Increase from 2021 Baseline

We collect and recycle a variety of materials, including office waste (paper, cardboard and beverage containers), cafeteria waste (food and other compostable items), items from support operations (scrap metal, wood, coolant chemicals and calcium-fluoride cakes used in wastewater treatment) and manufacturing materials (spent acids and solvents, waste molding compound, plating hazardous waste, etc.).

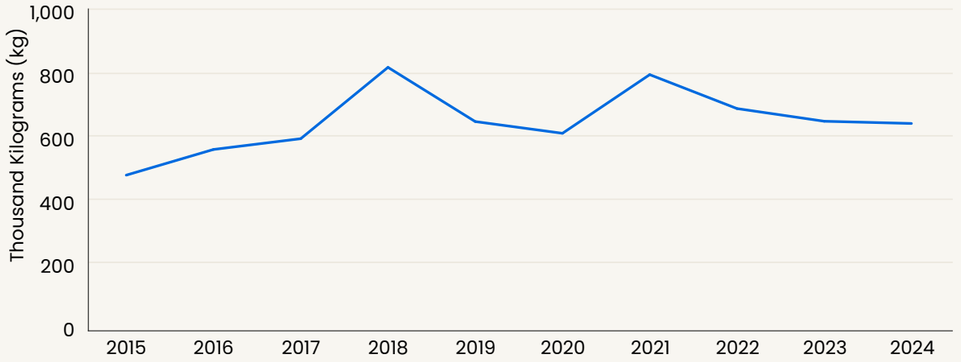
In 2024, we recycled 89% of our total waste (hazardous and non-hazardous), an increase of 3 percentage points compared to 2023. Our recycling rate includes waste-to-energy activities, which involves the conversion of non-recyclable waste materials into usable heat, electricity or fuel through incineration. If we exclude waste-to-energy, the 2024 recycle rate is 80%. We increased the recycle rate by continuing to search for recycling vendors who can add to our recycling opportunities.

Environment, Health and Safety: Environment - Resource Use and Circular Economy

Recycling Rate



E-Scrap Reclaimed[25]



NXP in Action

At NXP's facility in Kaohsiung, Taiwan, 120 tons of molding scrap waste is transformed annually into eco-friendly resources - reducing CO_2 emissions and pollution. The team is working with a third-party partner to recycle its mold scrap waste which gets a second life through innovative repurposing in numerous fields. A key aspect of molding scrap waste is silica. Silica can also be converted to an alternative for plastic. This reduces reliance on petroleum and bypasses the energy-heavy recycling of traditional plastics. The facility has achieved 100% recycling (including waste to energy), while processing remaining waste in innovative ways.

E-Scrap Reclaim

Semiconductor manufacturing includes dealing with leftover scrap material, such as failed products and test devices, as well as used metal, engineering materials and silicon. Some scrap material contains precious metals (gold, palladium, platinum and silver) and non-precious metals (copper, nickel and tin). Our E-Scrap Program ships scrap waste to processing plants that reclaim and recover these valuable (and potentially toxic) metals to reduce the amount of e-waste sent to landfills.

In 2024, our e-scrap went down mainly due to process-yield improvements implemented during the year. Since 2015, we have implemented various programs to improve the identification and collection of e-scrap, but the overall approach is to decrease the amount of e-scrap by increasing efficiencies in process yield.

[25] This data is collected on an annual basis, but is not aligned with the calendar year.

Environment, Health and Safety: Health and Safety

Long-Term Ambition

Achieve **Zero Workplace Injuries** and **Illnesses**

2024 Health and Safety Performance

Maintained a Low Total Case Incident Rate (TCIR) of **0.07**

ISO 45001 Management System Certified

Oak Hill Site Achieved **Excellence Among Stars Recognition** Level in OSHA VPP

Overview

We continuously assess safety risks to ensure they are mitigated where possible. We are certified to ISO 45001, the Occupational Health and Safety Management System, and have developed robust Health and Safety programs and initiatives to safeguard our team members, partners and visitors. As part of that certification, every manufacturing site has an employee worker-safety council, which allows all levels of employees to be involved in our EHS Management System process, from incident investigation and identifying hazards to assessing risks and opportunities.

In 2024, we began an internal effort to increase safety awareness at all of our manufacturing sites via various programs which recognizes employees who have fully embraced the safety-oriented mindset. In 2025, we will increase our efforts to ensure we foster a positive culture of safety, which ultimately will help to reduce injuries further.

Health Programs

We are committed to maintaining an EHS culture that fosters a healthy and productive work environment. "Health" encompasses medical and physical well-being, as well as emotional and mental wellness, as described below:

Medical	All our manufacturing sites employ occupational-health specialists and most have onsite clinics. Most of our non-manufacturing sites employ occupational-health specialists as well. We contract doctors at certain locations for job-related medical services for our team members. NXP has a global focus on reducing work-related ergonomics injuries and strains, allowing for a more ergo-friendly work environment. We offer comprehensive health-insurance plans and many of our sites organize annual physicals and preventative health screenings, including flu shots.
Physical	Several of our global sites offer subsidized gym-membership plans, access to fitness classes and/or onsite fitness facilities. In addition to physical fitness, we offer programs and guidance on nutrition, weight loss and avoiding unhealthy habits, such as smoking, drinking alcohol and drug use.
Emotional/Mental	Team members are offered resources and assistance programs to source and/or consult with specialists for mental well-being and help in dealing with major life events. In addition, our Human Resources team members are available to help address other workplace concerns. NXP also offers a variety of internal and external online resources addressing various life events.

Environment, Health and Safety: Health and Safety

Safety Programs

All our manufacturing sites have Health and Safety experts who specialize in supervising protective measures and creating safe and ergonomically friendly workplaces. All areas of the workplace are incorporated, including areas of production, offices, labs and other technical areas.

Our proactive safety initiatives include the following:

- Employee Emergency Response Teams that perform regular training and drills
- Active participation of non-management team members in site-level safety committees/councils
- Multiple grievance mechanisms available to team members so anyone can report safety concerns directly or anonymously to management
- 'Stop-work' authority, which lets any team member intervene when they believe an activity or a behavior may pose an imminent danger
- Unannounced safety walkthroughs, performed by trained managers and worker representatives, to identify potential issues and recognize positive actions that contribute to our EHS culture
- Incident analysis, including near misses, first aid and high-potential events to identify opportunities for improvement
- Prevention measures and safety practices adapted to suit different situations

Safety Committee/Worker Council

Each manufacturing site engages a Safety Committee/Worker Council, which includes designated team members who are encouraged to consult and participate in the EHS Management System process. These committees perform periodic walkthroughs to evaluate safety and potential areas of risk, in order to continuously improve and demonstrate our commitment to safety. These committees meet regularly to assist with hazard identification and risk assessments, investigate incidents, implement EHS policies, identify opportunities for continuous improvement of the EHS Management Systems and take an active role in safety awareness and training.

Contractor Health and Safety

NXP is committed to ensuring a safe and healthy workplace for all people, including our contractor workforce. At our manufacturing sites, all contractors are required to demonstrate completion of necessary safety training before working on site. This training is reviewed by NXP EHS professionals before badging is approved. In addition, the EHS and Industrial Facilities organizations work closely together to identify any risks, discuss PPE, risk mitigation and NXP oversight for all contracting companies that may conduct hazardous work.

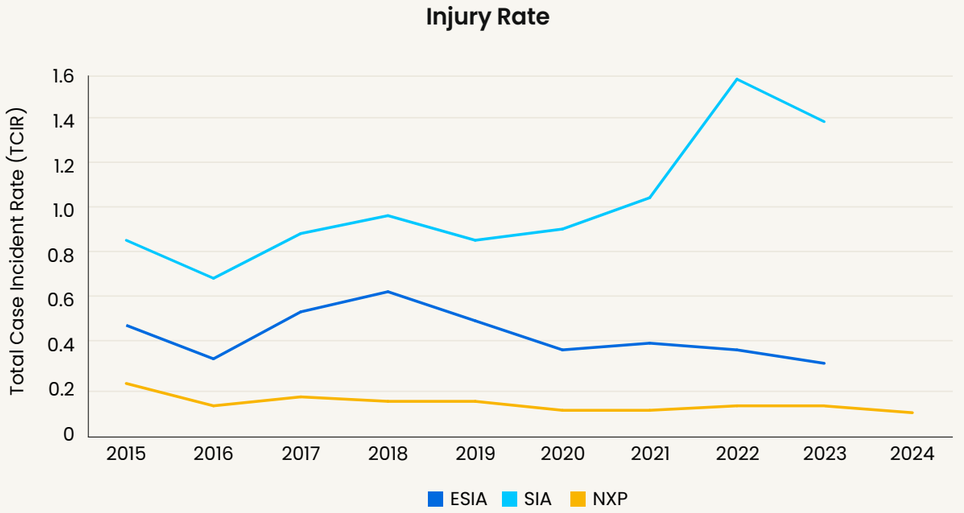
Results

In 2024, there were no incidents that resulted in fines or sanctions in connection with noncompliance of health and safety laws or regulations. There were no fatal work-related accidents for our workers or contractors. The main types of employee injuries include slips and falls, machine safety and ergonomics. Each incident is documented and corrective and/or preventative measures are put in place.

Injury Rate

We maintained a low Total Case Incident Rate (TCIR) of 0.07 in 2024 and remain well below the semiconductor-industry averages published by the Semiconductor Industry Association (SIA) and the European Semiconductor Industry Association (ESIA), which, based on the latest data available, ranges from 0.29 to 1.37. NXP's low injury rate is attributed to the robust Health and Safety programs and training we have in place at all our manufacturing sites and our EHS awareness initiatives at many of our office and R&D sites.

TCIR is a measure used by the US Occupational Safety and Health Administration (OSHA) to monitor industry safety. It is defined as the number of work-related recordable injuries per hundred full-time workers during a one-year period. Tracking TCIR allows our EHS Teams to identify patterns across different manufacturing and non-manufacturing sites.

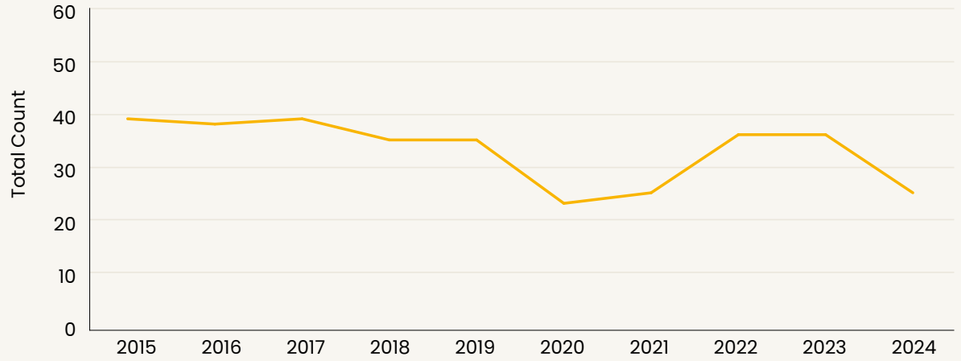


Environment, Health and Safety: Health and Safety

Occupational Illnesses and Injuries

Each year, the number of occupational illnesses and injuries and the number of hours worked vary. We continue to maintain our low number of occupational illnesses and injuries. We attribute this to our ongoing focus on preventative measures. We will continue to investigate all work-related injuries to determine root causes and corrective/preventative actions.

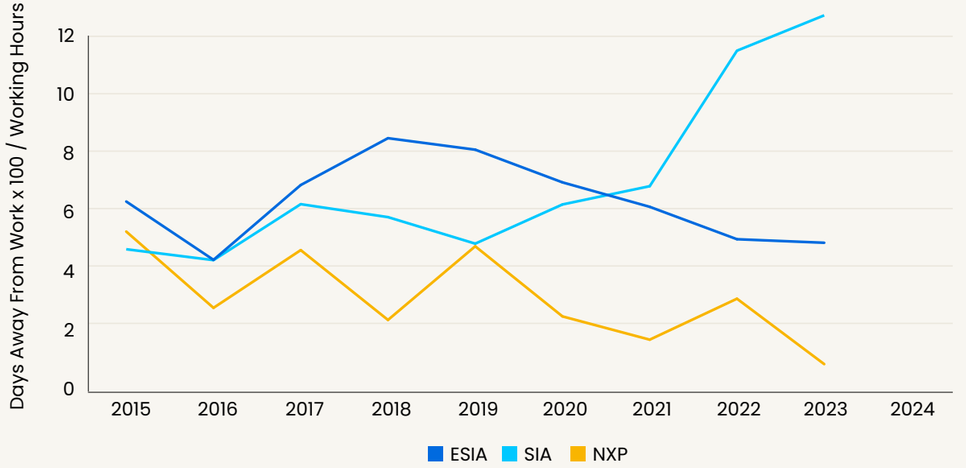
Number of Employee Occupational Illnesses and Injuries



Severity Rate

The severity rate indicates the seriousness of injuries. It is a calculation that describes the number of lost days compared to the number of incidents experienced. The severity rate can increase due to a work-related injury of a single incident, since it may require more time off. In addition, as the absolute number of injuries decreases, the types of injuries and the severity rate will vary.

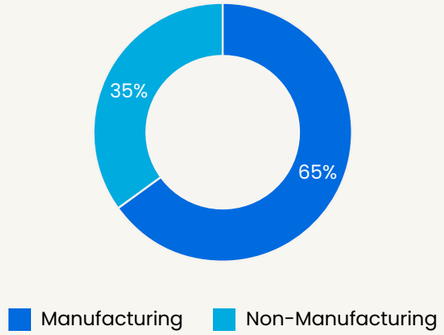
Severity Rate



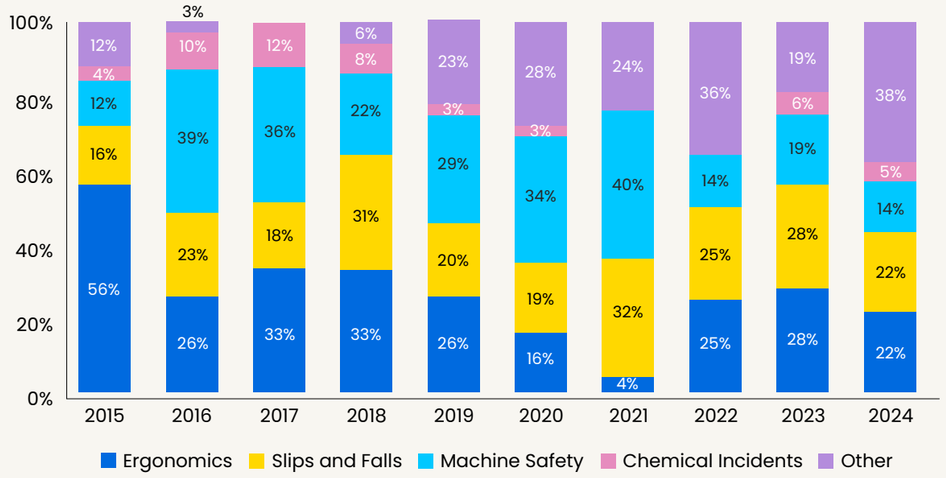
Our severity rate remained low in 2024. Our focus on risk reduction and incident management across all sites is reflected in our ability to remain below the industry average for severity rate, which historically ranges from five to eight. We continue to emphasize the importance of providing a safe workplace by not only measuring our injury rate but also identifying trends, conducting year-on-year analyses and categorizing injury types to help identify corrective actions.

Environment, Health and Safety: Health and Safety

2024 Injury Occurrence by Workplace Environment



Injury by Category



NXP in Action

The Oak Hill site in Austin, Texas, has maintained its OSHA VPP Star status since 1990. OSHA's Voluntary Protection Programs (VPP) recognize employers and workers in private industry and federal agencies who have implemented effective management systems for health and safety and maintain injury and illness rates below national Bureau of Labor Statistics averages for their respective industries. In 2024, the Oak Hill site was awarded Excellence Among Stars Recognition Level in OSHA VPP by having a TCIR and DART (days away, restricted or transferred) 90% below industry average.

Team Members

Highlighting the heart of NXP

Team Members: Overview

Overview

At the heart of NXP's success is our talented global team of over 33,000, whose expertise, creativity and dedication drive the innovation that sets us apart. We are committed to empowering our team members across the globe by fostering a high-performance, growth-oriented, collaborative and inclusive workplace that enables team members to thrive and contribute to our shared performance.

Our Purpose

Our purpose is to bring together bright minds to create breakthrough technologies that make the connected world better, safer and more secure.

Our Values

Our values are the cornerstone of how we operate, develop our teams and foster innovation. Built on trust and respect, these principles guide every aspect of our talent strategy, from acquisition to development to rewards to succession planning.

We encourage our team members to grow their skills and expand their potential. Our global team completed over 260,000 online training courses in 2024. By prioritizing engagement and development, we create opportunities for individuals to progress across a variety of roles, functions and locations – tailored to their unique aspirations and pace.

Our Policies and Programs

Globally, we implement policies and programs designed to attract, engage, develop and retain top talent. These efforts center around key priorities that include:

- Team-Member Engagement
- Thought Leadership
- Inclusion
- Merit-based Compensation and Competitive Benefits
- Development and Growth
- Future Talent
- Team-Member Retention
- Community Outreach

Team Members: Team-Member Engagement

We believe that engaging and developing our team members is fundamental to building a strong, sustainable organization and is how we create long-term value for our stakeholders.

Team-Member Feedback

To assess and improve engagement, we consistently invite team members to share their feedback through the Winning Culture Survey, which covers various factors such as engagement, ethics and inclusion. In our 2024 survey, 87% of our indirect-labor team members participated, reflecting a highly engaged workforce and results exceeding global benchmarks.

Results have remained high year over year. Ethics remains a key strength, and sentiments around sustainability improved. The majority of the survey items ranked above the seventy-fifth percentile benchmark for the technology sector. Opportunity areas from the results include bolstering confidence in the future, improving communication and addressing barriers in work processes. As we make improvements in these areas and become more transparent, we can build stronger, higher performing teams, thereby strengthening our culture of accountability and performance.

Looking Ahead

As we move forward, we remain committed to listening to our team members and addressing their feedback. In the coming year, we will prioritize actions to strengthen confidence in the future, improve communication and alignment and improve our operational processes to remove barriers. By fostering engagement through these targeted initiatives, we aim to enhance the overall team-member experience and build on our key strengths.

87%	86%	86%	90%	85%
Response Rate	Engagement	Great Place to Work	Proud	Valued

Team Members: Team-Member Engagement

Great Place to Work

In 2024, NXP continued its partnership with Great Place to Work, inviting team members to share insights that speak to the company's workplace culture and team-member experience. A great place to work is one where team members trust their managers and leaders, are proud of their work, enjoy collaborating with their colleagues and experience an engaging workplace environment. We launched the survey in 13 additional countries and received Great Place to Work certification in all 17 participating countries. To date, NXP holds Great Place to Work awards in all regions: APAC (Greater China, India, Japan, Korea, Malaysia, Taiwan, Thailand); AMER (Mexico, United States); and EMEA (Austria, Belgium, Czechia, France, Germany, Romania, United Kingdom). To view all of NXP's Great Place to Work awards, you can view the Awards and Recognition page of our website.

Team-Members Collaboration

Beginning in October 2023, NXP launched the Innovation World Tour, a multi-year initiative designed to celebrate cutting-edge ideas and foster collaboration across our global teams. With approximately 20 events across various sites, the tour showcases more than 360 posters and 240 demos, sparking over 10,000 dynamic discussions.

Throughout 2024, these events provided a platform for team members to share insights, explore emerging technologies and strengthen connections across the organization, reinforcing our commitment to innovation and teamwork.

External Awards and Recognition

NXP is proud to be recognized globally for our unwavering commitment to engaging, developing and supporting our team members. These honors underscore our efforts to foster a workplace culture that values trust, collaboration and growth.

In 2024, NXP was honored with the Leading Employer Award in Austria for the sixth consecutive year, as well as recognized as one of the world's Top 100 Global Innovators by Clarivate. To view a detailed list of NXP awards by country, visit the Awards and Recognition page of our website.

Team Members: Thought Leadership

Investing in Research and Development

NXP invests approximately 16% of its revenue in R&D annually, focusing on creating intellectual property, products and customer solutions. This investment aims to enhance the connected world, targeting edge devices for automotive, industrial, smart home, communications, infrastructure and mobile markets.

The company is committed to developing thought leaders, with approximately 11,600 team members dedicated to R&D, representing 37% of the NXP workforce.

2024 R&D Team-Member Advancements

13%	52	4	4	17	2
of R&D Team Members Promoted	Technical Directors Named	Program Directors Named	Program Senior Director Named	Fellows Named	Senior Fellows Named

In 2024, NXP promoted 13% of its R&D team members, naming 52 technical directors, four program directors, four program senior directors, 17 fellows and two senior fellows. These team members were recognized and promoted through a stringent technical evaluation process reviewing performance, contribution and competence development, aligning with the high expectations of our organization.

The NXP Academy is evolving and offers a growing number of various learning opportunities, development programs, and specialized training in architecture and systems engineering, functional safety, design quality, crypto and security, artificial intelligence and ideation.

Team Members: Thought Leadership

NXP Schools and Programs

NXP has a number of training programs and schools dedicated to the advancement of our team members, including the following:

- **NXP Architecture and System Engineering (ASE) School** — Offers courses to develop top technical experts, architects, and systems engineers
- **NXP Crypto & Security School** — Increases awareness and creates a common language for secure products
- **NXP Safety Academy** — Provides training on safety products and compliance with safety standards
- **NXP School of Artificial Intelligence (AI)** — Equips engineers with AI technology concepts
- **NXP School of Ideation** — Stimulates innovation through workshops promoting the nurturing of new ideas
- **Design Quality School** — Shares information on the various disruptive ideas and innovative ways for sustained improvement

Additional initiatives include:

- **2XP Sessions and Distinguished Lecturer Series (DLS)** — Encourages the sharing of insights and developments with peers and external experts
- **Engagement with Startup Incubators** — Nurtures new and emerging technologies
- **Executive Presence Training for Fellows** — Increases the presentation skills of our highest level of Technical Leaders (launched in 2024)
- **My First Patent Award** — Stimulates innovation and encourages engineers to share their ideas. Founded in 2023. In 2024, we presented 243 awards to engineers whose first patent was granted.
- **Project and Program Management Support** — Emphasizes the importance of investing in skilled project and program leaders
- **University Relations Council** — Drives cooperation with the academic world
- **Women in NXP Mentoring Program** — Develops female technical experts into leadership roles
- **Young Innovator Design Challenge (YIDC)** — Encourages creativity and interest in STEM subjects among the children of NXP team members

All of these programs and initiatives demonstrate NXP's commitment to developing thought leadership and fostering innovation within the company.

Looking Ahead

We aim to expand our schools to include the School for System-on-Chip (SoC) Development and continue our focus on invention and innovation as a key competitive advantage.

Team Members: Inclusion

At NXP, inclusion is integral to who we are. We value the unique talents, experiences, and perspectives that each team member brings to the workplace, fostering a culture where everyone feels empowered to be their authentic selves and contribute at their highest potential. This commitment is deeply embedded in our core values and drives initiatives to enhance cultural awareness and representation across the enterprise.

Through meaningful investments in programs and resources, we ensure our teams thrive in an environment built on respect, collaboration, and mutual understanding.

Key Inclusion Highlights for 2024

- **Inclusion Questions in the Winning Culture Survey** — For the third year in a row, NXP sought feedback through statements in the engagement survey aimed at specific team members to gain better insights into the team-member experience, engagement and sense of belonging. We saw increases in the favorability related to the feeling of belonging and ability to be your authentic self at work
- **Inclusion Council** — The council includes top executives and meets quarterly to review progress around inclusion, representation, retention, development and other initiatives
- **Exit Interview Process** — We continued our voluntary exit-interview process to understand attrition rate, including for women and under-represented minority team members
- **Recognition for ERG Efforts** — NXP Employee Resource Groups (ERGs) received the Global ERG Network's Top 10 Enterprise Award in recognition of the exceptional efforts and accomplishments across multiple ERGs
- **Increased ERG Footprint** — We established new chapters of the Emerging Professionals/Young Community ERG in Mainland China, Austria, France and the Czech Republic

Approach to Inclusion

Our approach to inclusion is rooted in leadership commitment, the cultivation of a talent pipeline with varied experiences and capabilities and the promotion of an inclusive culture. As we are a global company with a geographically and culturally diverse workforce, we strive to create an environment where all team members feel valued, respected and supported.

Leadership	Commitment and ownership
Building	Building and sustaining a qualified and dynamic talent pipeline and fair processes
Fostering	Fostering an inclusive culture and a sense of belonging to attract and retain the best talent, where each team member can contribute to our long-term success by: • Embracing and leveraging our team members' diversity of thought and experiences and fostering respect for everyone's contributions • Cultivating a collaborative work environment where team members feel valued and are comfortable being their true selves

Policy

The NXP Global Inclusion Policy reflects our belief that every team member deserves respect. In alignment with the NXP Code of Conduct, we maintain zero tolerance for discrimination or harassment of any kind.

Our approach to recruitment, hiring and promotion focuses on objective, non-discriminatory criteria to identify the best qualified team members. By fostering a workplace where everyone feels valued and empowered, we drive collaboration, accelerate innovation and enable team members to realize their full potential.

Team Members: Inclusion

Representation Data

NXP aspires to attract, develop and retain the best available talent and strives to improve representation and inclusion in our workforce.

Aspirations

40%
Women in Overall Global Workforce

30%
Women in Global Indirect Labor Workforce

20%
Women in Executive Positions

25%
Women in R&D Positions

50%
Minority Representation in the United States

2024 Data

36%
Women in Overall Global Workforce

26%
Women in Global IDL Workforce

17%
Women in Executive Positions[1]

20%
Women in R&D Positions

54%
Minority Representation[2]

[1] Executive positions are defined as individuals at the level of Vice President and above.
[2] Minority representation data is for the US only due to foreign privacy regulations, and is gathered by Human Resources. It includes employees who self-identify as Asian, Hispanic or Latino, Black or African American, American Indian or Alaska Native, Pacific Islander or two or more races. We also include within minority representation employees who have not self-identified an ethnicity.

Team Members: Inclusion

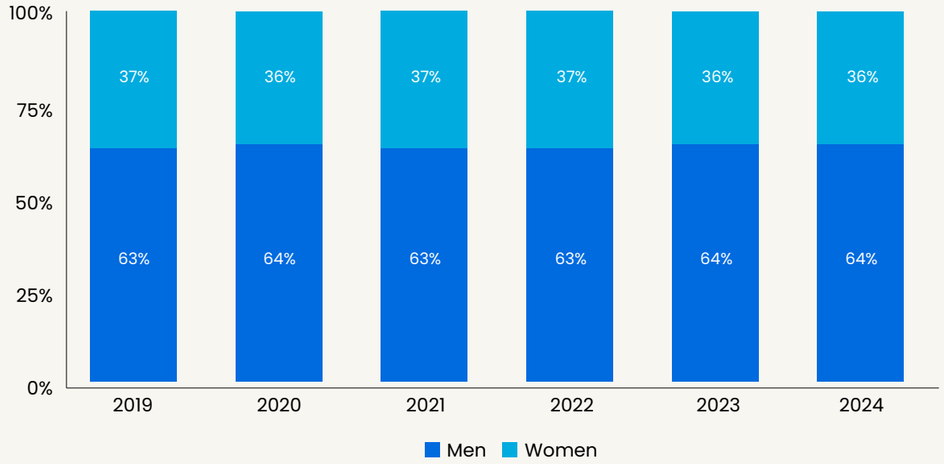
Gender Representation

Women make up 36% of our global workforce. Women are underrepresented in our broader industry and within NXP, therefore we are committed to increasing representation and to the growth, development and advancement of women in technical and leadership positions across NXP.

We track gender representation globally and assess inclusion practices to seek continuous improvement in accordance with applicable laws.

We use a variety of global programs and initiatives to foster inclusion and improve representation.

Workforce by Gender



Race and Ethnicity Representation	
US Race and Ethnicity	**2024**
White (Not Hispanic/Latino)	**46%**
Asian (Not Hispanic/Latino)	**25%**
Hispanic/Latino	**15%**
Black or African American (Not Hispanic/Latino)	**5%**
Native American or Alaska Native (Not Hispanic/Latino)	**0.6%**
Native Hawaiian or Other Pacific Islander (Not Hispanic/Latino)	**0.3%**
Two or More Races (Not Hispanic/Latino)	**2%**
Undeclared	**7%**

Engaging Teams through Inclusion

NXP is committed to fostering inclusion through purposeful daily actions. One such practice is Inclusion Insights, which are brief discussions at the start of team meetings that highlight inclusion topics and remind teams of the importance of inclusion in both work and life. These conversations enhance engagement, collaboration and innovation while driving higher performance. Additional inclusion-related activities at NXP include the following:

- Sharing a global recognition calendar
- Celebrating Diversity Week
- Promoting cultural-enrichment events
- Spotlighting men's health during "Movember"
- Celebrating International Women's Day

Team Members: Inclusion

Fostering Team-Member Engagement via ERGs

NXP Primary ERGs

Asian Cultural Team

Black Achievement Leadership Team

Emerging Professionals / Young Community

EQUAL

Hispanic Education Awareness Team

Interconnection

No eXtra Planet

United Veterans

Women in NXP

NXP also drives team-member engagement through our ERGs. In 2024, we expanded our ERG chapters from 27 to 32, adding new groups in Mainland China, Austria, France and the Czech Republic. We have nine primary ERGs with global representation across Asia, Europe, Mexico and the US.

Membership is open to all NXP team members, and each ERG has defined missions and executive oversight. We track progress through membership metrics and participant feedback, with ERGs hosting over 300 events in 2024, including professional workshops and cultural activities.

Collaborative efforts include celebrating International Women's Day, with more than 60 events globally and raising the Pride flag at our sites. Our ERGs also commemorate various observances such as Black History Month and Hispanic Heritage Month.

Additionally, we partnered with over 15 nonprofit organizations, focusing on science, technology, engineering and math (STEM) education, community wellness and sustainability, while organizing more than 50 community engagement opportunities in 2024.

We also work to increase representation of women and other under-represented groups in the technology field through collaboration with universities and diverse talent pipelines.

Examples of 2024 activities include the following:

- Workshops with the mint:pink initiative in Hamburg, providing schoolgirls the opportunity to develop their interest in STEM subjects
- The Women in Tech program in India, which promotes STEM education, encourages innovation and experiential learning to women students from 40 colleges across India

Developing our Workforce

One of the ways that NXP works to develop its team members is through participation in the NXP Leadership Development Program (LDP).

ERGs additionally facilitate inclusion training and host events to promote career development. They also initiate mentorship platforms like Building Pathways by Women in NXP India and NXP participates in professional-development conferences such as the Texas Conference for Women and the Black Engineer of the Year (BEYA) Conference.

Team Members: Compensation and Benefits

NXP's competitive compensation and benefits programs are designed to attract and retain the best talent as well as drive and reward high performance and meaningful contribution across all areas of our workforce.

Compensation

NXP provides team members with a merit-based total rewards packages, including base salary, short-term incentives and equity-based long-term incentives.

Rewarding performance is a critical element of our overall program. NXP is committed to managing all reward-based compensation programs, including annual salary reviews, Annual Incentive Program (AIP) payouts, Sales Incentive Program (SIP) payments and long-term incentive awards, to deliver on our pay-for-performance philosophy.

Since 2022, we have linked a portion of our executive and team member compensation to our sustainability goals. For more information, see the Aspirations section of the Sustainability Strategy chapter of this Report.

NXP has policies and procedures in place to evaluate pay equity. We perform pay equity reviews twice a year, alongside NXP's rewards processes, to ensure we deliver pay decisions with an appropriate focus on fairness. We developed this proactive process to evaluate each compensation program in real time, to provide leaders with feedback to create more visibility into fair and equitable compensation while decisions are being made.

We also analyze potential compensation recommendations or changes within functional areas and departments in order make appropriate adjustments and promote pay equity. The summarized results of this analysis are presented to our CEO and Chief People Officer, reflecting our commitment to making compensation-related decisions based only on performance, tenure and skill-related factors.

We believe that pay decisions should be made based on four factors: 1) external considerations (i.e., market conditions), 2) team-member performance/contributions, 3) specific knowledge and skills and 4) internal equity. NXP utilizes third-party data to formulate compensation and benefits programs that are fair, equitable and competitive. We then empower leaders to recognize both individual and team accomplishments through a variety of compensation programs. Each year, we conduct a formal assessment of the individual's specific achievements and the demonstrated behaviors – consistent with our values – to deliver those achievements through our Enabling Performance process.

Benefits

Wellbeing@NXP is our voluntary well-being program designed to fit the needs and goals of our entire population in helping them find balance through physical, mental and financial well-being initiatives.

Wellbeing@NXP helps team members make small, everyday changes to their well-being to ensure they are focused on the areas they want to improve most. Through this program, we build healthy habits, have fun with coworkers and experience lifelong rewards of better health and well-being.

As part of our commitment to employee well-being, the Wellbeing@NXP program organized the annual "Celebrations Around the World" steps challenge, which encourages team members to form small teams and participate in a global steps challenge. In 2024, we saw an impressive participation of over 6,200 team members globally.

Together, our team members took steps that equate to walking around the Earth more than 2,500 times. This challenge not only promoted physical activity and teamwork, but also fostered a sense of global community and shared achievement among our internal community. We are proud of the dedication and enthusiasm shown by our team members and look forward to continuing this tradition in the years to come.

Team Members: Compensation and Benefits

Regional Benefits Overview

NXP is committed to providing a comprehensive benefits package that includes various offerings that support the overall health and well-being of our team members.

The offerings by region are:

Americas

Benefits include medical, dental and vision insurance, competitive retirement contributions, car allowances and lease programs. In the US, benefits also cover back-up care, tutoring, onsite gyms, health checks, flu shots and time off for community service and voting.

APAC

Benefits include annual health checks, medical insurance, hospital coverage, retirement benefits, allowances for rice, onsite health centers and support for cultural events like Diwali and Chinese New Year.

EMEA

Benefits include life insurance, personal-accident insurance, retirement plans, supplemental medical, dental, and vision coverage, commuting and meal allowances, and support for health and sports-related activities.

Looking Ahead

- NXP compensation and benefits programs will continue to focus on attracting, motivating, retaining and rewarding our talented team members and reinforcing our pay-for-performance philosophy
- We are committed to examining our compensation programs and pay decisions through the lens of pay equity
- We will continuously explore ways to improve our processes and systems to ensure the best investment in our people
- Further integration of programs with a focus on team-member health and well-being will be a priority area

Team Members: Development and Growth

NXP has a proud tradition of empowering team members to develop their professional skills and capabilities.

We are deeply committed to continuous learning and recognize that true growth happens through diverse approaches. By leveraging our preferred learning model – the 70/20/10 model – we enable team members to reach new heights through hands-on experiences, peer collaboration and structured training programs.

Our Approach: The 70/20/10 Model

NXP's development strategy leverages the 70/20/10 model, combining hands-on experience, collaboration and formal education to support team-member growth.

- **70% On-the-Job Experience** — Through challenging assignments, project roles and cross-functional interactions, team members gain practical skills and leadership competencies.
- **20% Learning Through Others** — Mentoring, peer relationships and continuous feedback foster daily growth and collaboration.
- **10% Formal Education** — A blend of internal training, on-demand resources and tuition-assistance programs offers robust learning opportunities

Global Learning Training Metrics

In 2024, NXP saw a decline in global online training participation, specifically during our transition from one learning-management system to another. Online learning remains an important resource for team members to build skills and capabilities when it is most convenient. Over the last two years, we have invested in providing more availability and therefore have seen significant interest by team members in the advantages of this resource.

Global Online Learning	Unit	2021	2022	2024[3]
Overview				
Training Courses Completed	Number	9,497	387,179	**262,552**
Online Training Hours	Hours	168,229	451,356	**230,817**
Average Online Training Hours	Hours	5.1	13.7	**7.2**
Average Online Training Hours by Role				
Indirect Labor (IDL)	Hours	8.0	17.6	**9.7**
Direct Labor (DL)	Hours	0.6	4.6	**2.9**
Average Online Training Hours by Gender				
Women	Hours	4.1	9.5	**7.7**
Men	Hours	5.7	14.5	**7.0**

[3] Due to changes in our internal training system, 2023 numbers are calculated slightly differently than for earlier years.

Team Members: Development and Growth

Learning and Development Programs

NXP offers a wide range of learning and development programs designed to support team members globally, including additional programs launched in 2024. These offerings are tailored to foster skill development and career growth across various levels, ensuring that each team member has access to the resources they need to succeed.

- **Code of Conduct** — Mandatory annual training for all team members and contractors
- **Executive Presence** — A virtual program led by an external executive coach to improve presentation skills
- **Leadership Development Program** — A six-month, in-person experience for senior leaders to enhance leadership effectiveness
- **New-in-Career Development Program** — An online program for new team members to understand NXP's strategy, culture and values
- **New Manager Essentials** — An online learning journey for new managers to study NXP strategy and key skills
- **NXP Engage!** — A voluntary program for team members to engage with and learn from people across functions
- **NXP Manager Intensive** — A three-day, in-person experience for managers to foster high performance and engagement
- **NXP Mentoring Program** — A global mentoring platform for team members to find or become mentors
- **NXP Smarties** — Competency-aligned development guides for self-assessment and development
- **Women's Leadership Program** — A six-month virtual, global program for mid-career women to develop leadership skills

NXP also offers business and function-specific training on a wide variety of topics, including the following:

- Project management
- Business intelligence
- Technical skills
- Total Quality programs
- Green Belt and Black Belt programs
- 3x5 Why Problem-Solving techniques
- Human rights and social responsibility

We also offer a variety of sessions to benefit key audiences. For example:

- **NXP Sales** - NXP business units and functions created specific training courses to increase the knowledge and awareness of Sales team members. For example:
  - NXP hosted 71 Franklin Covey personal-development workshops for Sales Operations team members, focused on building and maintaining extraordinary productivity habits, unconscious bias and leadership effectiveness. In 2024, 330 team members participated in these sessions.
  - In 2024, additional sales training included early-in-career and new-hire training in the Americas, leadership development training for Sales leaders, Sales Operations tools training and technical training focused on products and solutions for customer application engineers.
- **Self-Service Resources** – Courses on topics that help team members develop personally and professionally are featured in a centralized portal that houses all NXP learning opportunities.
- **Team-Effectiveness Workshops** – During these sessions, team members learn to understand more about themselves and others using psychometric tools. In addition to learning to work better with colleagues, they learn how to have more open, positive conversations, use their strengths with confidence, improve their development areas and understand the value they bring to projects. In 2024, we delivered 92 Insights Discovery sessions to team members across the globe.
- **Workday Learning Management System** — Enables full distribution of content creation and learning assignments from the company's employee system of record and allows the company to get the right learning to the right people at the right time.

External Collaboration

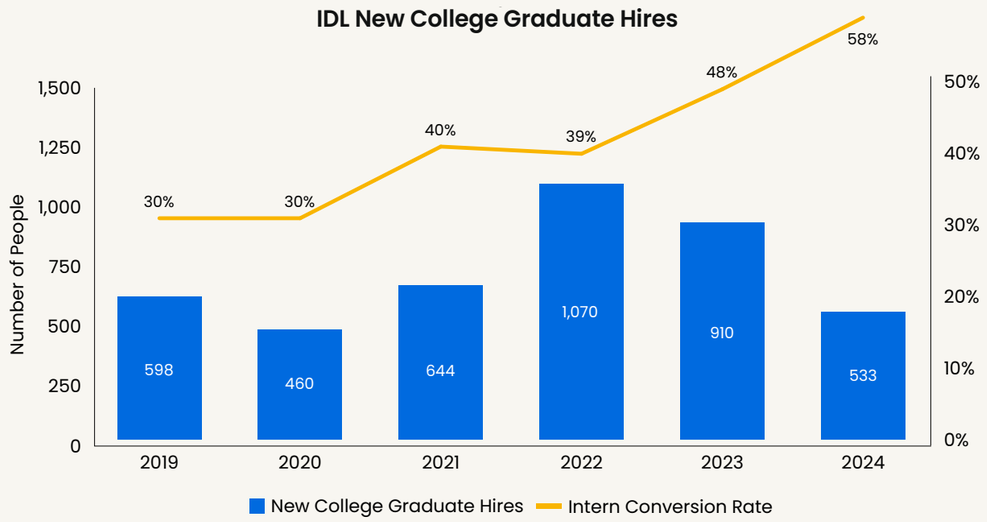
NXP values external collaboration as a development opportunity for team members. We regularly host and engage in external training, conferences, and industry events to stay connected with industry growth and maintain competitive knowledge and skills.

These initiatives and programs demonstrate NXP's commitment to fostering the development and growth of our team members.

Looking Ahead

We will help team members navigate change by training our managers and leaders to emphasize growth and adaptability, and will provide resources to support change initiatives.

Team Members: Future Talent



NXP's dedication to new-in-career and internship programs plays a vital role in cultivating the next generation of talent, including engineers, for our industry and company. In addition to recruiting engineering interns, working students and new college graduates, we also hire for a variety of roles across general and administrative areas, including Finance, Human Resources and Sales.

Below is an overview of our focus and engagement in the Future Talent space:

- **Internship Programs** — These programs focus on the technical advancement and skills development that students need as they prepare to enter the professional workforce. In 2024, NXP granted 1,140 internships to university students and converted 58% of these interns into full-time team members.
- **New College Graduates** — NXP's internship programs build a highly capable and energetic pipeline of new college graduates. In 2024, NXP welcomed over 533 new college graduates.
- **University Partnerships and Engagement** — Through the structure of its global University Recruiting (UR) Councils, NXP collaborates with universities worldwide to support advanced collaboration in education, research programs and tutorial projects. In 2024, NXP funded initiatives like EcoCar, National University Students Intelligent Car Race, Artificial Intelligence in Mobility and the NXP Cup.
- **Semiconductor Research Consortium (SRC) Projects** — NXP engaged in over 65 projects with universities in Canada, India and the United States on advanced silicon design and manufacturing processes.
- **University Projects Led by NXP** — In 2024, NXP engaged in approximately 70 projects with over 57 universities globally. Countries included Austria, Belgium, Czech Republic, France, Germany, India, Mainland China, Netherlands, Romania, the United Kingdom and the United States.

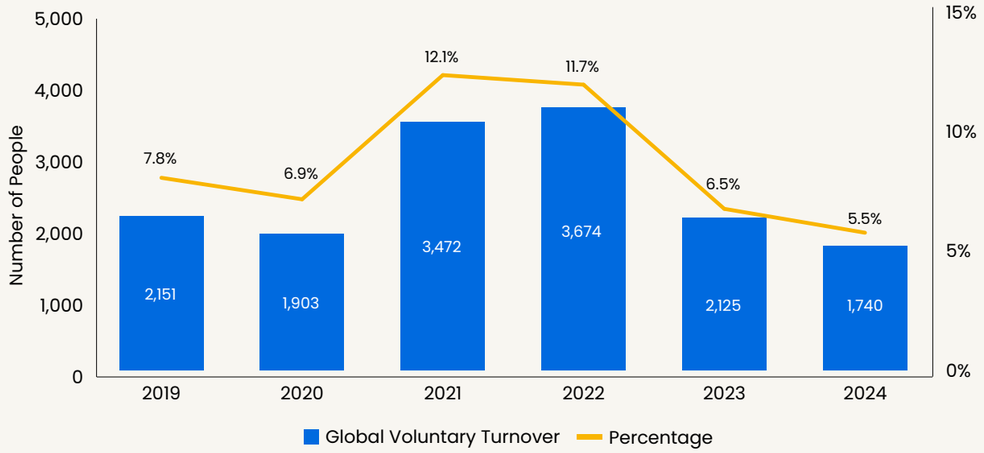
Team Members: Future Talent

- **Women in Tech (WIT)** — This scholarship and mentorship program is tailored for top female engineering talent in India, focusing on empowering them early in their studies. The program's popularity has surged this year, with applications rising from 8,500 to 15,000. The NXP team's initiative is an excellent example of bridging academic knowledge with industry skills. By using a mix of aptitude tests, technical assessments, and group discussions, they not only assessed the students' abilities but also gave them exposure to real-world scenarios and expectations. Selecting a cohort of 75 students provides these individuals with hands-on learning and invaluable industry insights, preparing them better for their future careers.
- **Artificial Intelligence in Mobility (AIM) 2024** — AIM is an innovative platform designed for the engineering student community to inspire interest, raise awareness, and build excitement in Artificial Intelligence for Mobility and Robotics through hands-on embedded-system design challenges. This lively competition showcases the creativity, dedication, and teamwork of participants nationwide. This year, 622 teams with 1,787 members from across India registered, with 32.5% female participation. The challenge aims to equip students with industry-relevant skills and knowledge on emerging technologies, fostering well-rounded talent. Students build smart-car prototypes to race on tracks, both in simulation and real life, using NXP's MR-BUGGY kit. This electrifying challenge paved the way for NXP to nurture progressive young minds and gives them a platform to excel, network and grow.
- **International Women in Engineering Day** — This day, celebrated on June 24 with webinars and events organized across regions, allows us to promote career opportunities for women in engineering at NXP, from the student level to positions with the most advanced responsibilities.
- **University Ambassador Program** — This program encourages NXP team members to contribute to in-country UR Councils and to connect with students and professors through job fairs, guest lectures and other engagements.
- **New-in-Career Development Program** — This program supports emerging professionals in their transition to the working world by providing necessary knowledge, tools and guidance.
- **Country- and Region-Specific Programs** — These include initiatives like the Campus Connect Program in India and the Campus Engage, Grow with NXP program in EMEA, which aim to foster connections with university students and graduates. For a detailed list of programs we've launched in specific countries, visit the Future Talent page of the NXP website.

Team Members: Team-Member Retention

NXP is dedicated to retaining team members and minimizing turnover by fostering a supportive and engaging work environment. The accompanying graph highlights our progress, showcasing turnover trends over the past five years as a reflection of our efforts to maintain stability, career growth opportunities and team-member satisfaction across the company. These results emphasize the importance we place on building a workplace where team members feel valued and motivated to stay.

Global Voluntary Turnover



Voluntary turnover varies by country. Our turnover rate remains below the competitive benchmark in each country where we have team members. The 2024 turnover rate was 5.5%. We continue to drive programs centered around retention actions for strategic roles and top-performing talent, as well as programs targeting all team members, including the following:

- **Global flexible work arrangements** – We incorporate flexibility into our work style by allowing qualified team members to work onsite and remotely. Participating team members follow a defined process for their respective country. This way of working offers a positive benefit to team members, while still supporting our collaborative style, and allows for constructive and meaningful social interactions.
- **Continuous focus on well-being** – We continue to support the physical, mental, financial and overall well-being of our team members because we realize that team-member well-being is crucial to our overall effectiveness as a company. Each country has well-being embedded in its internal communications, team-building activities and local celebrations. In 2024, we continued global Recharge Days, which encourage NXP team members to take time off or enjoy no meetings in the days surrounding select company holidays and local celebrations. In 2024, these days coincided with regional holidays, allowing for seven coordinated opportunities for team members to rest, recharge and refocus. We also offer benefits programs throughout the world that are aimed at physical, emotional and financial well-being.
- **Consistent communications and business updates** — This includes quarterly town-hall meetings, small group sessions between NXP team members and leaders and regular well-being check-ins led by NXP managers to ensure team members are thriving.

Looking Ahead

We will continue to focus on team-member well-being and on offering rewards programs designed to retain team members.

Team Members: Community Outreach

NXP is committed to creating a positive impact in the communities where we live and work. We actively support a range of community and non-profit organizations through initiatives that promote STEM education, provide essential items — such as food, clothing and computer equipment — enhance local environments and contribute to blood drives.

Team Members in Action

NXP team members around the world generously contribute their time, resources and talents to create meaningful changes in the places where we live and work. Our team members regularly support a variety of community and/or non-profit organizations throughout the year and many major NXP sites have their own volunteer and donation programs that emphasize education, poverty, hunger, health and well-being within their respective communities.

For a more detailed look at the impact our team members have made in 2024, visit the Community Outreach page on the NXP website.

Looking Ahead

In 2025, we will expand the opportunity for team members to use our NXP Gives Back platform across the world.

Social Responsibility

Ensuring human rights and engaging with our supply chain on sustainability issues

Social Responsibility: Human Rights

2024 Human-Rights Performance

Human-Rights Due Diligence

16 Onsite Supply-Chain Due-Diligence Audits in 2024[1]

External Engagement

NXP continues to be called on to share and consult on practical approaches to labor and human-rights challenges. NXP ranked **37 of 1,802** companies in **the Global Child Forum Benchmark**

Due-Diligence Results

Instances of **Working-Hour Challenges** and Insufficient Rest Days

Labor and Human-Rights Commitments

Completed a Living Wage gap analysis for all employees of NXP.

Conducted a mapping of the EU Corporate Sustainability Due Diligence Directive (CSDDD) to determine NXP readiness

NXP respects human rights through our own actions and decision-making and expects our suppliers and partners to do the same.

Labor and Human-Rights Commitments

NXP collaborates closely with our business partners and relevant stakeholders to proactively and transparently identify and address potential human-rights allegations and prevent or address credible human-rights abuses. The scope of this commitment includes, but is not limited to, the transportation, harboring, recruitment, transfer or receipt of persons by means of threat, force, coercion, abduction, fraud or payments to any person having control over another person for exploitation. This commitment is reflected in the NXP Human Rights Policy. Published in 2022, the Policy was prepared by the Sustainability Office, under the supervision of the Sustainability Management Board and approved by the Nominating, Governance and Sustainability Committee of NXP's Board of Directors. The policy is reviewed annually, or as and when necessary, to ensure that it continues to be relevant in the changing human-rights landscape.

In 2024, NXP conducted a Living Wage gap analysis using an industry recognized and accepted living-wage benchmark. The goal of this gap analysis exercise was to do the following:

- Further enhance NXP's commitment to labor and human rights by ensuring decent work for team members amid economic growth in the countries where we operate, and mitigating inequalities in our workplace
- Incorporate living-wage review and benchmark as an integral part of our annual merit and market-pricing processes

[1] Onsite Supply-Chain Due-Diligence Audits value includes labor-agent audits.

Social Responsibility: Human Rights

Human-Rights Due Diligence

Due diligence is an integral part of our business decision-making and risk-management systems. Our in-place due-diligence processes respect the way we manage labor and human rights, health and safety and environmental risks associated with our operations and supply chain. Such due diligence includes risk assessments, compliance monitoring and remediation as well as consultation and engagement with workers, management and other key stakeholders in addition to measurement and public reporting.

NXP examines human-rights risks on a continual basis and relies on stakeholder feedback and engagement when evaluating these risks.

In 2024, to gauge NXP's preparedness and readiness to comply with the European Union's Corporate Sustainability Due Diligence Directive (CSDDD), a comprehensive mapping and gap analysis was performed against NXP's relevant policies, codes of conduct, human-rights due-diligence management system, and associated standards and procedures. This mapping exercise was completed in collaboration and consultation with internal subject-matter experts and stakeholders. The outcome of the mapping and gap analysis enables NXP to identify areas where we can strengthen and enhance our existing human-rights due-diligence framework and practices.

One of the key actions was the revision of the NXP Auditable Standards on Social Responsibility. The standards set out the minimum requirements and expectations for NXP operations and our supply chain to comply with the NXP Human Rights Policy, Code of Conduct and the Supplier Code of Conduct. The main purpose of the revision was not only to align with the CSDDD but also to align with the Responsible Business Alliance (RBA) Code of Conduct version 8.0 as well as customer and stakeholder expectations. NXP also consulted our partner, the non-governmental organization (NGO) Dignity In Work For All, in the revision.

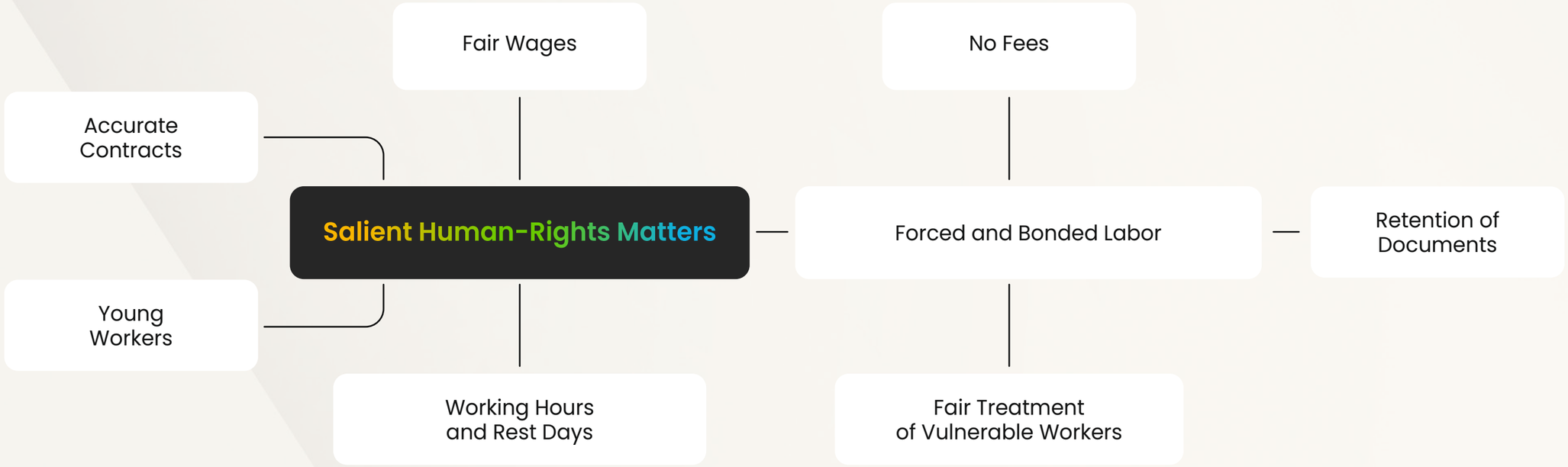
Elements of Due-Diligence Process		NXP's Approach Actions
Identify and Assess	We evaluate actual and potential human-rights impacts.	• Supplier risk assessment • Self-assessment questionnaire • Audit • Collaboration and engagement with stakeholders and human-rights experts • Review and assessment of previous due-diligence results
Integrate and Act	We use assessment findings to guide our growth.	• Policies, standards and tools • Sustainability Management Board • Capacity-building • Collaboration with Purchasing Team • Monthly post-audit follow-up calls
Track	We gauge progress by monitoring our actions and responses.	• 30/60/90-day post-audit follow-up calls • Verification audits • Monthly key performance indicators (KPIs) • Survey • Private worker interviews
Communicate	We share how we are addressing our impacts.	• SpeakUp hotline • Worker-management dialogues and focus-group discussions • Internal and supplier grievance mechanisms • Annual reporting

Social Responsibility: Human Rights

Salient Human-Rights Risk Assessment

In our operations and our supply chain, we use indirect labor, direct labor (including foreign migrant workers), temporary workers and agency workers. We engage with all relevant functions and businesses across NXP and our supply chain to implement practices that will ensure compliance with our policies and standards.

The Social Responsibility and Procurement Teams identify salient human-rights risks using our own risk analysis, our collaboration and engagement with key stakeholders – including industry associations, expert groups and NGOs – and the results from our supplier assessments and audits. The following are the matters within NXP and our supply chain we determined are most critical to labor and human rights.



Social Responsibility: Human Rights

Salient Human-Rights Issues: 2024 Results		
	Our Operations	**Our Supply Chain**
No Fees	Workers did not pay fees.	67% of audited suppliers had nonconformances related to hiring fees. The one supplier with a recruitment-fee finding has fully repaid their affected workers and implemented policies and procedures to prevent recurrence. Findings of other suppliers were related to lack of policies and procedures.
Retention of Documents	Personal documents are retained by workers.	Of 12 suppliers audited, two suppliers were found lacking in policies and procedures that prevent the retention of workers' personal documents. One supplier has resolved this finding. We are working to attain full remediation.
Fair Treatment of Vulnerable Workers	NXP continued to comply with our Employer Pays policy, which ensures these workers are treated with respect and dignity during recruitment and hiring.	Worker engagement is a critical area of focus during an onsite supplier audit. No major issues were reported. Workers were provided with the NXP anonymous phone line to report any concerns or impacts to their rights.
Working Hours and Rest Days	All workers worked in compliance with the 60-hour-per-week work schedule. There were some challenges meeting one rest day after six days of work.	67% of audited suppliers did not monitor working hours and rest days, resulting in nonconformances against NXP's requirements. Four suppliers have yet to close this nonconformance.
Young Workers	No child labor. All young workers are in accordance with relevant laws and regulations.	Three cases of child labor findings in relation to lack of policies and/or procedures on child labor.
Accurate Contracts	Accurate contracts issued to all workers in their native language.	33% of audited suppliers had inaccurate contracts. All suppliers, except one, have closed this nonconformance.
Fair Wages	No discrepancies in wages or benefits.	42% of audited suppliers had discrepancies in wages and benefits. All suppliers have closed this nonconformance.

Human-Rights Achievements

NXP's Social Responsibility and Human Rights Program was again externally recognized in 2024 for its work in addressing modern-day slavery issues within NXP operations and our supply chain. NXP was part of stakeholder consultation meetings organized by the International Organisation for Migration (IOM), The United Nations Development Program (UNDP) and the Centre for Responsible Business Conduct of the Organization for Economic Co-operation and Development (OECD). These consultation sessions were meant to obtain perspectives and knowledge about addressing challenges in the mitigation of modern slavery issues in the business value chain.

NXP was also invited to speak at the United Nations Responsible Business and Human Rights Forum, in Bangkok. We spoke at the session titled, "Navigating Global Norms: Collaborative compliance strategies in Southeast Asia." We addressed the importance of using a collaborative approach between business and stakeholders when addressing the challenges of ending modern slavery, with a particular emphasis on the ethical recruitment of migrant workers in the Southeast Asia region.

NXP in Action

In 2024, NXP used the data from The Fair Wage Network to conduct a gap analysis to determine if a living wage is being paid to all NXP employees, globally. The results of this internal assessment revealed that 99.9% of regular employees globally, who were working full time, were paid at or above the living wage of the region/city thresholds where NXP operates, as defined by Fair Wage Network. NXP is remediating cases where salaries are below the living-wage benchmark. NXP will continue to evaluate the living-wage review as part of our annual market-pricing analysis.

Social Responsibility: Supplier Engagement

Supply-Chain Compliance Goals

100% of Key Suppliers Sign Supplier Code of Conduct Conformity Statement

85% Closure Rate for Corrective Action Plans

100% Certified Mineral Smelters

Supply-Chain **Due Diligence, Engagement** and **Collaboration**

2024 Supplier Engagement Performance

100% of Key Suppliers Signed the NXP Supplier Code of Conduct Conformity Statement

85% Closure Rate on Corrective Action Plans for Supplier Audits Past 90-Day Maturity

100% Certified Conflict-Free 3TG Smelters

Completed revisions to the NXP Supplier Code of Conduct and the NXP Auditable Standards on Social Responsibility

NXP is committed to ensuring that working conditions in our supply chain are safe, that workers are treated with respect and dignity and that our products and processes are environmentally responsible. NXP has business relationships with more than 10,000 suppliers globally. Our suppliers range from external manufacturing partners and direct materials suppliers to labor agents, tool and machine manufacturers, logistics providers, packaging services and onsite service providers for NXP and supplier facilities.

We take a collaborative approach to supplier and contractor relationships, observe applicable rules of law and demonstrate respect for ethical business, environmental and human-rights practices. To help drive continuous improvement, we conduct annual risk assessments and audit those suppliers identified in the risk-assessment process.

Looking Ahead

Our goal is to continue working closely with suppliers who have had audit nonconformances or priority violations, to ensure they fully understand our standards and are equipped with the skills and knowledge to avoid recurrence. Engagement with high-priority suppliers will continue to be an important activity, too, since it helps us understand the business and operational challenges they face and helps us evaluate the adequacy and effectiveness of our standards and policies. In 2024, we rolled out our vendor-collaboration portal. The portal enhances efficiency in two-way communication between NXP and our supply chain and will help us maintain policies described in the NXP Supplier Code of Conduct and elsewhere.

Social Responsibility: Supplier Engagement

Supplier Code of Conduct

We hold our suppliers accountable for responsible conduct and performance by requiring them to comply with applicable laws and regulations and the NXP Supplier Code of Conduct.

The NXP Supplier Code of Conduct is owned by the Sustainability Office, approved by the Sustainability Management Board and based on the NXP Code of Conduct, the RBA's Code of Conduct version 8.0, the Universal Declaration of Human Rights (UDHR), UN Guiding Principles, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and guidelines from Social Accountability International (SAI) and the Ethical Trading Initiative (ETI). The NXP Supplier Code of Conduct also includes elements, modifications and clarifications from audits conducted internally and externally, as well as from the NXP Auditable Standards on Social Responsibility.

The Supplier Code of Conduct is reviewed annually. In 2024, the document underwent a comprehensive internal stakeholder consultation and was revised and republished.

Suppliers must adopt or establish a management system that is related to the content of the NXP Supplier Code of Conduct. The supplier's management system must be designed to a) ensure compliance with applicable laws, regulations and customer requirements related to the supplier's operations and products, b) conform to the NXP Supplier Code of Conduct, c) identify and mitigate operational risks related to the NXP Supplier Code of Conduct and d) communicate the requirements and expectations to their own suppliers.

Supply-Chain Due Diligence

Our suppliers submit a signed conformance letter stating that they abide by the NXP Supplier Code of Conduct and are promptly notified with updates to our requirements.

Suppliers undergo an annual supplier risk assessment. In 2024, 220 supplier locations received a risk-assessment score equal to or above 49%, indicating high or priority risk and, as a result, may be required to complete an NXP Self-Assessment Questionnaire and/or participate in an audit.

NXP works collaboratively with suppliers to help them achieve and maintain our standards and expectations. Our preference is to work with suppliers to address potential deficiencies by helping them develop and implement a corrective action plan. In 2024, we completed 12 supplier audits and four labor-agent audits. From our supplier audits, we identified a total of 337 nonconformances. Of those nonconformances, 244 reached the 90-day maturity mark. We closed 207 of those 244 nonconformances, yielding a closure rate of 85%. We did not terminate business with any of these suppliers, in light of their willingness to take the steps needed to close their corrective action plans.

Assessments and Audits

As part of our annual risk-assessment analysis, we endeavor to assess all of our suppliers. Yearly risk assessments enable NXP to identify and monitor trends and developments relating to human rights, forced/bonded labor, the migrant worker index, fair wages, humane treatment, child labor and/or health and safety and help us highlight topics that may require a new or different approach.

Given the scale of this annual effort, NXP partners with two advisory firms, Verisk Maplecroft and Verité Cumulus, to identify potential issues relevant to our supply chains. Verisk Maplecroft's database provides input that we use to screen our supply chain for inherent risk and uses predictive models to evaluate areas such as forced labor, child labor and working conditions. Verité Cumulus provides NXP with online technology to identify forced-labor and human-trafficking risks of labor agents involved in the recruitment of migrant workers. Verité Cumulus also maps and assesses labor agents, in both the receiving and sending countries and regions, along with their recruitment practices.

Audits

NXP's Corporate Social Responsibility and Human Rights Audit Program is a collaborative and consultative process aimed at guiding suppliers and ensuring they meet the NXP Supplier Code of Conduct as well as the requirements of the NXP Auditable Standards on Social Responsibility. The scope of the audit covers labor and human rights, environment, health and safety, business ethics, management systems and compliance with the NXP Supplier Code of Conduct.

These audits are conducted to determine and understand suppliers' maturity in managing social responsibility and how they can improve their processes and procedures in these areas. The audits are not intended to pass or fail a supplier, but rather to guide the supplier in a collaborative approach. The NXP Supplier Code of Conduct and the Auditable Standards apply to all NXP suppliers, contractors, onsite service providers, labor agents and external manufacturers.

Social Responsibility: Supplier Engagement

NXP supplier audits analyze three main aspects of social responsibility: 1) documentation reviews, 2) management and private worker interviews and 3) physical inspection of all facilities, including any dormitories (onsite audit only). Audits also include interviews with labor agents and onsite service providers, such as janitorial, cafeteria, security and other services.

Training

Training focuses on our suppliers and their onsite service providers. The mode of training can be a one-to-one consultation training, a two-hour classroom training or a webinar session conducted by the NXP Social Responsibility Team with support from the site's subject-matter experts. The training is the full requirement of the NXP Supplier Code of Conduct. Supplier training is done as follows:

- Before a supplier's upcoming NXP Social Responsibility Audit
- During the closure timeline of the supplier's corrective action plan
- When a supplier requests training

Coaching the supplier on best practices and providing access to the RBA's e-learning academy are also part of our supplier trainings.

Onsite audits of our suppliers can be announced or unannounced, conducted by an approved third-party audit firm and accompanied, at a minimum, by an NXP-certified RBA Lead Auditor. It is NXP's principle to understand the issues that arise during an audit, verify that the audit is conducted per the NXP Auditable Standards and provide consultation if the supplier has challenges.

RBA Validated Assessment Program (VAP) Audits

As a member of the RBA, NXP has at its disposal tools and programs initiated by the RBA, including the Validated Assessment Program (VAP). The VAP is similar to NXP's onsite audit protocol, but with the RBA Code of Conduct as the audit criteria. VAP audits evaluate the social, ethical, health-and-safety and environmental performance of RBA members and their supply chain as measured against their audit criteria.

In 2024, through our trading relationships with our key suppliers in the RBA-Online platform, we tracked and followed up with suppliers who had initiated and completed the RBA VAP audits and ensured that progress was made in the closure of the VAP audit findings. Moving forward, NXP will look to employ RBA VAP audits at more of our suppliers that have demonstrated maturity in their compliance performance. More details of the RBA VAP protocols can be found here. We reviewed and monitored 23 RBA VAP audits initiated by other RBA members with the same supply base in 2024.

The goal of the VAP is to help streamline a process that has frequently resulted in audit fatigue for suppliers subjected to multiple, similar audits by industry members. A VAP audit may be initiated by any RBA member and audit results are available to any other member company working with that supplier. Report sharing is predicated on a Trading Relationship, between the member company and the audited supplier, in the RBA-Online system[1]. It is the responsibility of the member company initiating the VAP audit to review, approve and verify corrective actions from the audit.

Validation

Each year we report publicly on our supplier's annual top audit nonconformances and each month we report KPIs to the Sustainability Office on topics such as violations and nonconformances from our supplier audits, signed conformance letters, closure rate for corrective action plans and quarter-on-quarter risk indicators within our supply chain. NXP monitors improvement by measuring the number of priority violations, repeat audits, frequency of nonconformances and the nonconformance closure rate.

Reports are reviewed frequently with the Ethics Committee and raised to the Sustainability Management Board in case of significant findings. Monthly and sometimes weekly meetings are held with procurement managers to discuss the results of a supplier audit, the corrective action plan and the supplier's progress toward closing out their nonconformances.

Workplace Grievance Mechanisms

Suppliers are required to have workplace grievance mechanisms in place that ensure the confidentiality, anonymity and protection of whistleblowers who may report any complaints, issues or concerns. The grievance mechanism must be available in the workers' languages. Suppliers must train their workers on the grievance mechanism and communicate the process to them, so workers can raise concerns without fear of retaliation. Suppliers must state in a policy that they will not tolerate any retaliation by management or any other person or group, directly or indirectly, against anyone who, in good faith, makes an allegation of misconduct or wrongdoing or who helps management or any other person or group to investigate an allegation. The supplier's grievance mechanism must also be made available to their own suppliers.

[1] RBA-Online is an online sustainability data-management system designed to help RBA members and their suppliers manage and share information from audits and self-assessment questionnaires at the corporate, facility and supplier levels.

Social Responsibility: Supplier Engagement

We expect suppliers to investigate, respond to and close out all complaints, issues and concerns reported through the grievance mechanism. During a supplier audit, the auditor tests the grievance mechanism thoroughly. During a private worker interview, questions regarding the ways to report a grievance are discussed. After the interview, the auditor provides the worker with the NXP third-party grievance card, which they can use at any time and for any reason to make an anonymous report in the local language.

NXP acknowledges that we are putting the worker in a vulnerable situation with a private interview, where potential negative impacts, such as retaliation or discrimination could occur. NXP addresses this by providing the NXP grievance mechanism and an agreement with the supplier that retaliation or discrimination will not occur. Any cases of retaliation reported will initiate an investigation and, if substantiated, will prompt NXP to take appropriate measures, including possible termination of business with that supplier.

Resolving Allegations Raised From Our Grievance Mechanisms

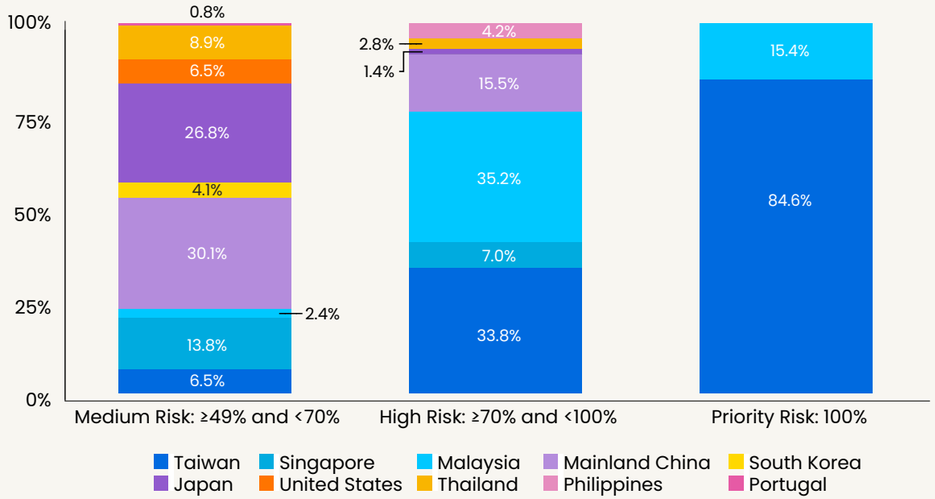
We monitor and assess compliance and investigate every allegation. These investigations may involve the NXP Ethics Committee. If a problem is detected, we analyze the root cause and modify the relevant internal control system to prevent a possible recurrence. Acknowledgments are sent as soon as possible after receiving the complaint and investigation records are updated regularly. No allegations were received in 2024.

Supplier Assessment and Audit Results

2024 Supplier Risk Assessment

We annually conduct a supplier risk assessment to determine our audit schedule for high-risk supplier locations. Risk is calculated according to three scoring categories (country, product and spend risks) and assigns a risk factor as either medium risk (≥49% and <70%), high risk (≥70% and <100%) or priority risk (100%). In 2024, we assessed 6,619 supplier locations and identified 123 medium-risk, 71 high-risk and 26 priority-risk supplier locations. The 2024 supplier risk assessment identified priority-risk supplier locations in Malaysia and Taiwan.

2024 Medium-, High- and Priority-Risk Scores for Supplier Locations by Country and Region from Annual Risk Assessment



Social Responsibility: Supplier Engagement

Supplier-Audit Overview

Since 2013, when we began our Corporate Social Responsibility and Human Rights Audit Program, we have conducted 242 supplier audits. That includes labor-agent audits as well as verification audits, which began in 2014.

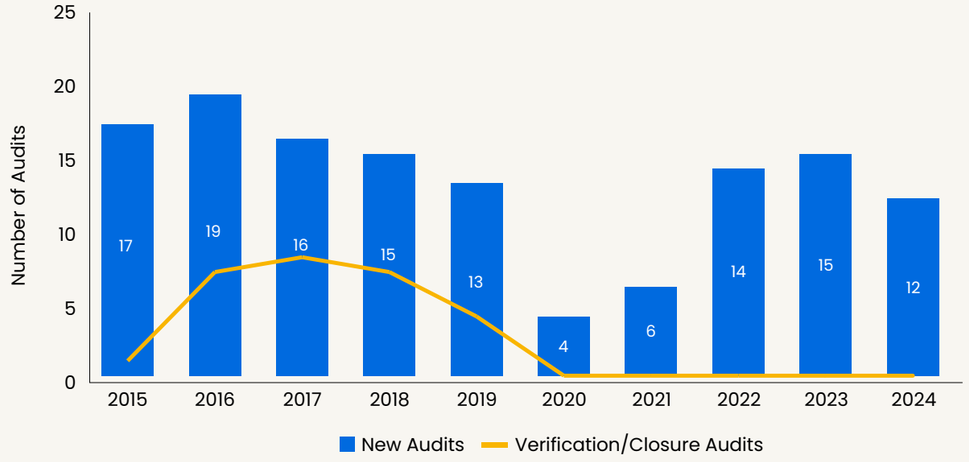
In 2024, we completed 12 supplier audits and four labor-agent audits located in Japan, Mainland China, Malaysia, Thailand and Taiwan.

As part of our membership in the RBA, in addition to the 16 total audits we conducted ourselves, we also reviewed and monitored 23 RBA VAP audits initiated by other RBA members with the same supply base. It is RBA policy that the initiating member work to close any corrective actions resulting from an audit but, if the initiating member fails to do so, the RBA may ask another member with the same supply base to intervene. In 2024, NXP was approached by the RBA to help close corrective actions identified in one supplier audit initiated by other members.

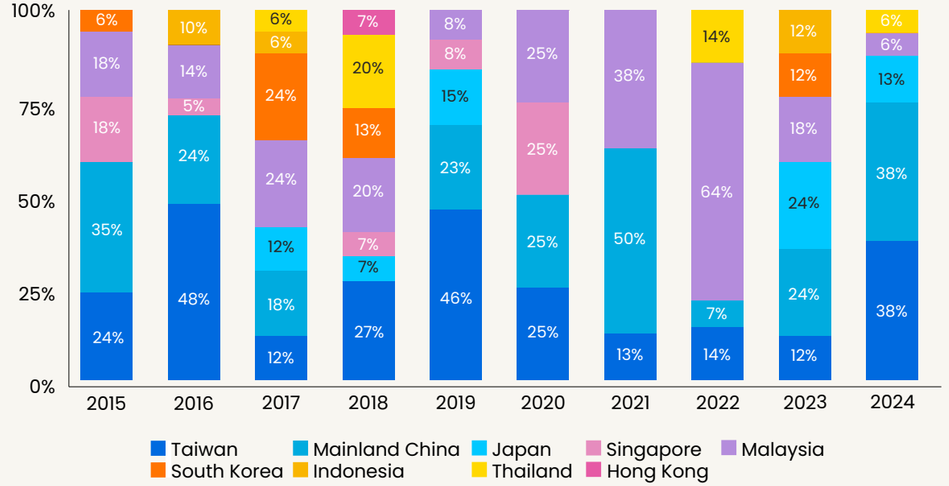
An NXP auditor is present at all our onsite audits. This demonstrates our commitment to social responsibility and human rights and also lets us observe, in person, how management treats workers.

During an audit, worker interviews are conducted in private and at random. To determine the number of worker interviews to be conducted, we take the square root of the worker population. In 2024, 475 random worker interviews were conducted, involving 53% men and 47% women with varying lengths of service and age range.

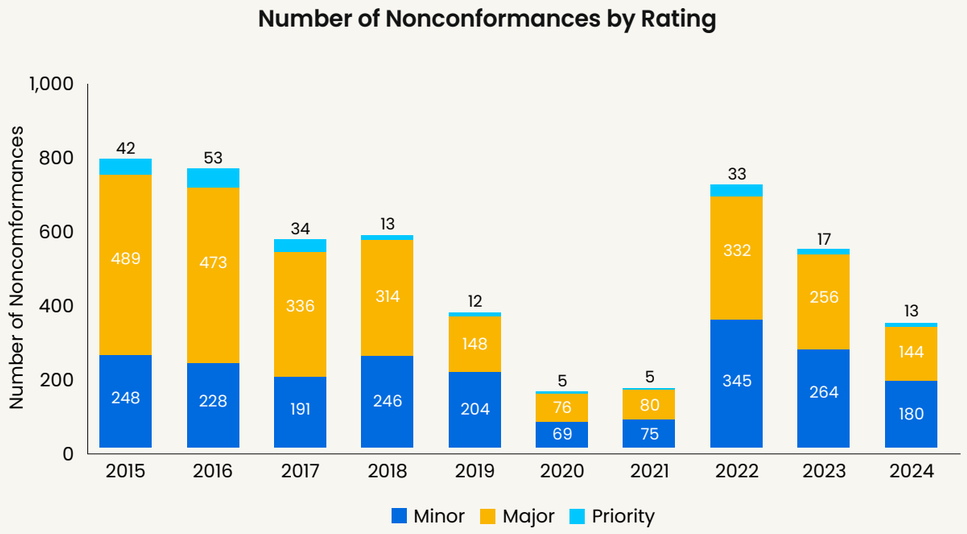
New Supplier Audits and Verification/Closure Audits

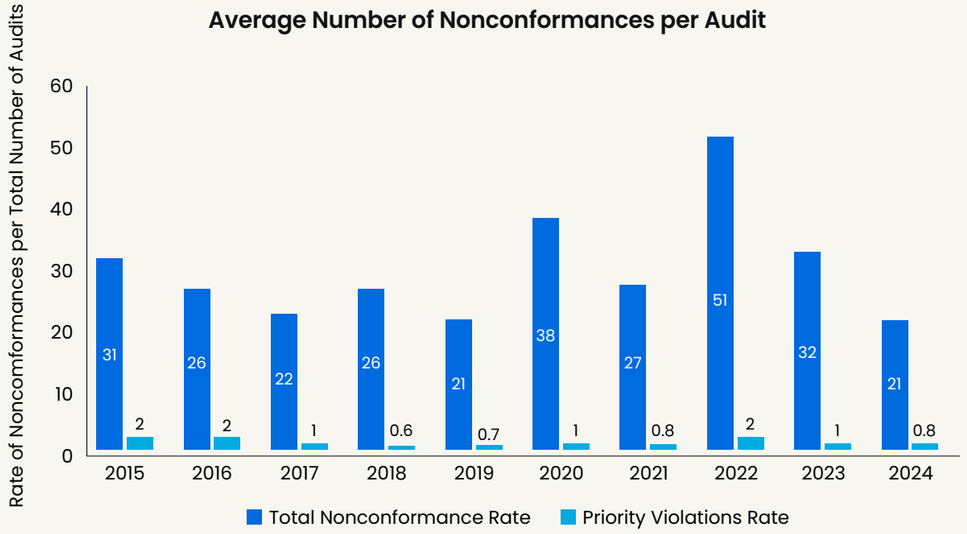


Supplier and Labor-Agent Audits by Country and Region



Social Responsibility: Supplier Engagement





Supplier Audit Nonconformance Results

Audits conducted in 2024 addressed a selection of high-priority suppliers who had previously been audited to a social-responsibility standard. We chose to re-audit these suppliers to see if the NXP Supply Chain Program had enhanced social-responsibility performance and improved working conditions for their workers. At all of the five suppliers we had previously audited, we noted a maturity in social-responsibility practices and found they had improved on their previous performance. We will continue to work with our suppliers as they implement our standards into their business practices and management systems.

As part of our annual supply-chain due-diligence audits, we compare the number of audit nonconformances to the total number of audits conducted and use the resulting average to measure performance. In the three years following the COVID-19 pandemic, the average number of nonconformances has gone steadily down. This points to the maturity of our supply chain and our ability to sustain and maintain a good level of supply-chain conformance.

Identifying the total number of nonconformances per country/region helps the Audit Team determine country risks, complete the annual assessment of supplier risk and strategize the priorities of future audit planning.

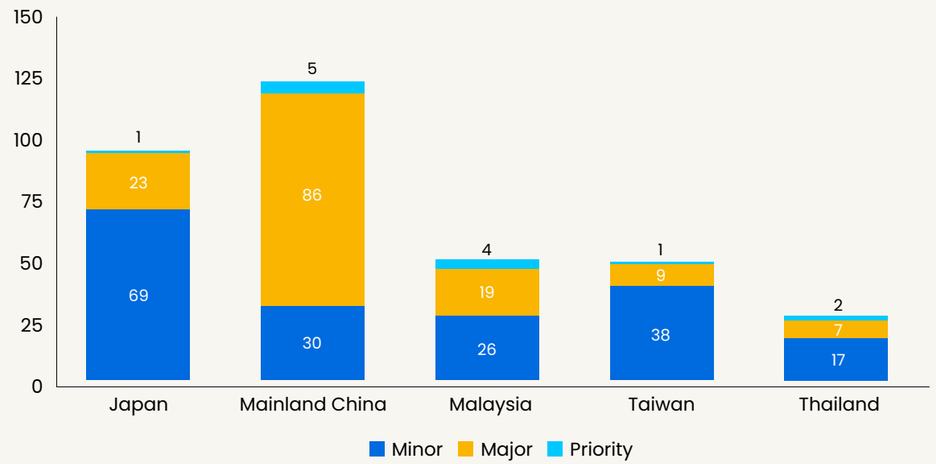
Calculating nonconformances using our five categories of standards helps us to identify trends, provide a strategic focus and adjust our engagement plan to continue improving our supply chain. Three categories – Labor and Human Rights, Health and Safety and Management Systems – continue to reoccur in our findings.

After twelve years of auditing our supply chain and identifying more than 6,000 nonconformances, we target the top five subcategories as illustrated below. Freely Chosen Employment is still the most frequently reoccurring nonconformance.

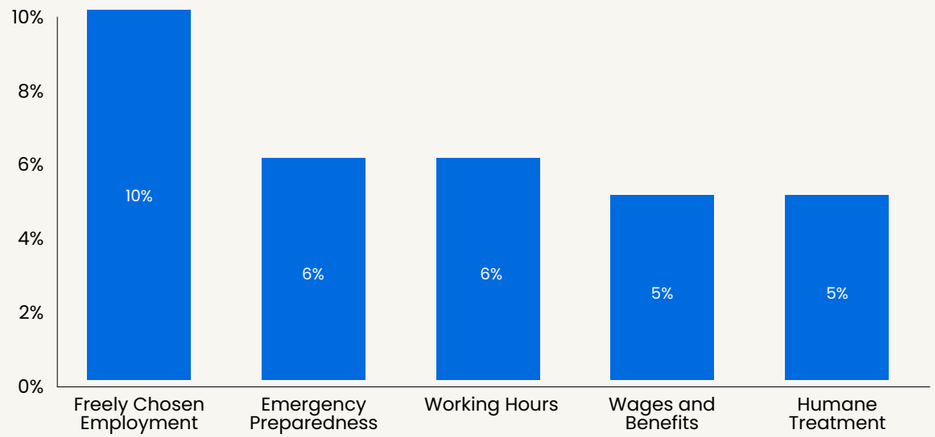
The 16 audits, including labor-agent audits, conducted in 2024 uncovered 13 priority violations.

Social Responsibility: Supplier Engagement

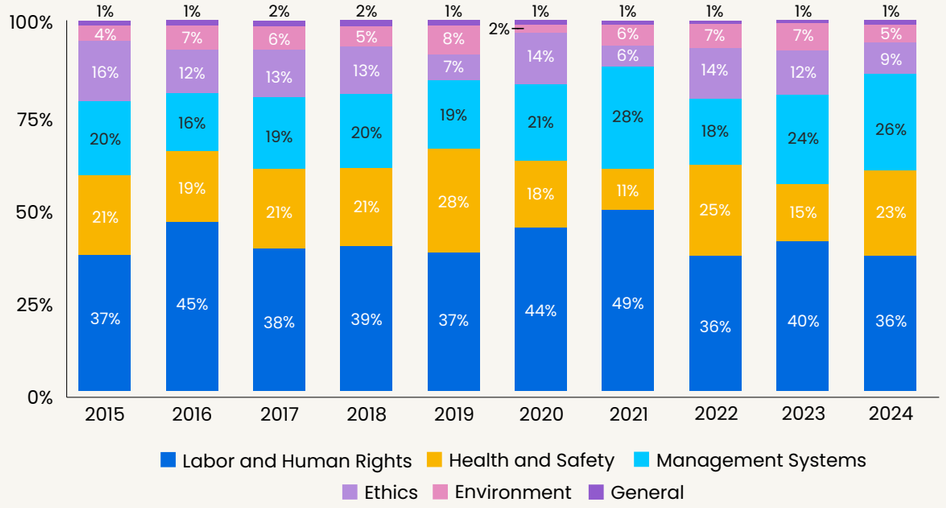
2024 Nonconformances by Country/Region



Top Five Nonconformances by Subcategory 2013-2024



Nonconformances by Category



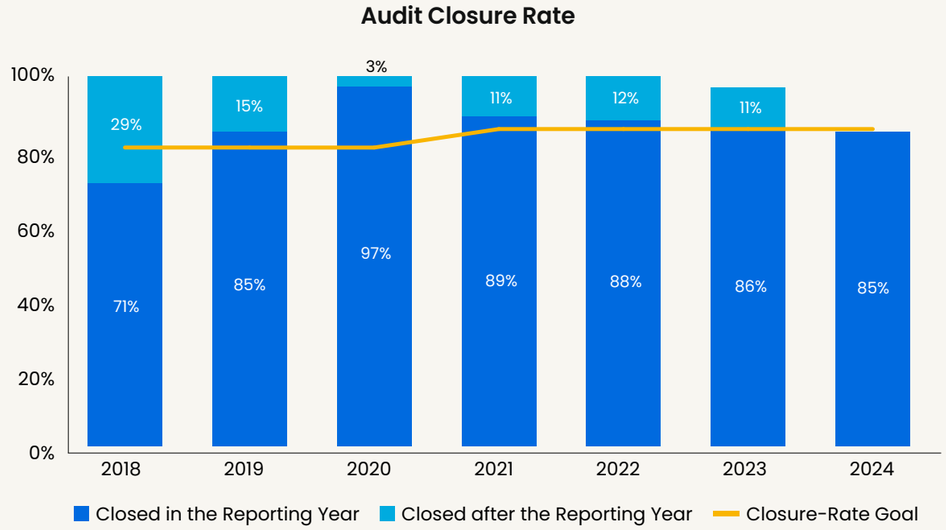
Social Responsibility: Supplier Engagement

Category	Number of 2024 Priority Violations	Details
Environment	0	No priority violations were found in this audit category.
Ethics	0	No priority violations were found in this audit category.
Health and Safety	3	Two of the findings were for blocked emergency exits at suppliers in China and Taiwan. The other Priority finding is an issue discovered in a worker dormitory in Malaysia. The dormitories were converted from shop lots which is illegal in Malaysia and does not meet NXP requirements. All three priority findings have been remediated and closed.
Labor and Human Rights	10	Four of the findings were due to recruitment fees and legal-documents retention at suppliers in Malaysia and Japan. Six were working-hours findings that include excessive work hours and no rest days at suppliers in China and Thailand. Four of the working-hours and rest-day findings are still open and two recruitment-fees findings are pending remediation.
Management Systems	0	No priority violations were found in this audit category.

Audit Closure Rate

Our goal is to achieve an 85% closure rate. We continue to provide a 15% threshold since we understand that some corrective actions often require more than 90 days to close, with the final goal to drive for 100% closure in all audit findings.

In 2013, when we began auditing suppliers, our closure rate was around 40%. Through continuous collaboration with our suppliers, our closure rate has continued to increase or remain high year over year. The closure rate for 2024 was 85%. NXP is committed to working with suppliers to reach 100% closure in their corrective actions and this is clearly demonstrated by 100% closure of all audit findings from 2018 to 2022.



While it is our stated goal to achieve the targeted closure rate, indicated by the line in the chart, ultimately we aim for 100% closure on all audit nonconformances found within a calendar year. We continue to work with audited suppliers to fully close the remaining nonconformances in the subsequent year. As of this reporting, we have closed all the remaining findings from audits in 2022 and before, and are close to achieving 100% closure for audits conducted in 2023.

Governance

Creating a structured approach
to ensure corporate excellence

Governance: Overview

We are subject to a variety of requirements for corporate governance and best-practice codes, but the most relevant are those in the Netherlands and the United States. The current Dutch Corporate Governance Code (DCGC), dated December 8, 2016, as amended on December 20, 2022, applies to all Dutch companies listed on a government-recognized stock exchange, whether in the Netherlands or elsewhere.
The code is based on a “comply or explain” principle.

We conduct our operations in accordance with internationally accepted principles of good governance and best practice, while ensuring compliance with the corporate-governance requirements applicable in the countries in which we operate.

Corporate Governance Highlights

- We have a transparent corporate structure, with approval rights of our general meeting of shareholders for any significant change in the identity or nature of our company or business
- Each share of our common stock confers the right to cast one vote at the Annual General Meeting of shareholders
- We have a one-tier board structure
- Our directors are appointed for one-year terms and are elected or re-elected every year by the shareholders at the Annual General Meeting of shareholders
- We do not have a "poison pill" policy in place
- We only have outstanding common stock. No priority, preference or other shares with special voting rights are issued and cannot be issued without majority shareholder approval
- Any issuance of common or preference shares, for any reason, is subject to the approval of the Annual General Meeting of shareholders
- We allow special meetings of our shareholders to be called when requested, using the written request of shareholders holding at least 10% of our outstanding voting stock

Governance: Board of Directors

NXP is committed to effective corporate governance that strengthens the accountability of the Board of Directors (the Board) and management. The Board is collectively responsible for the management, general and financial affairs of NXP, as well as our policy and strategy. The Executive Director of the Board, who is also our President and CEO, is responsible for day-to-day management and for preparation and execution of Board resolutions, to the extent these tasks are not delegated to a Board Committee.

Board Composition

The number of executive and non-executive directors is determined by the Board. Our directors have a wide variety of relevant skills, professional experience and backgrounds. Their different viewpoints and varying perspectives help us represent the interests of all our stakeholders. Each of the directors attended >75% of the aggregate Board meetings and meetings of committees of which they were a member during the periods for which they served in 2024.

Expertise

The Board, with the support of the Nominating, Governance and Sustainability Committee, maintains an appropriate balance with respect to the expertise, experience and diversity on the Board. Evaluations of Board composition consider a number of matters, including director independence, skill set, experience, expertise and diversity, to ensure the Board remains effective and well-qualified.

Diversity

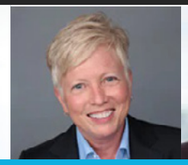
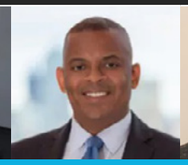
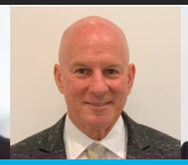
The Board is committed to supporting, valuing and leveraging a broad range of perspectives, backgrounds, skills and experience in its composition. The Board presently comprises a mix of men and women, with neither gender accounting for more than 70% of seats.

Independence of the Board

The Executive Director, NXP's President and CEO, Kurt Sievers, is not an independent director. 90%, or nine non-executive directors including the Chairman, are independent directors under the applicable Nasdaq listing standards, the Board's rules of procedure and the DCGC. Our Board, excluding the Executive Director, has an average tenure of approximately five years. Five of our non-executive directors have been members of the Board for four years or less. Board Directorships and Board Memberships The Nominating, Governance and Sustainability Committee has determined that members of the Board shall have no more than four board memberships in public companies in addition to service on the NXP Board.

Governance: Board of Directors

Board of Directors

	 **Kurt Sievers,** President and CEO, NXP Semiconductors N.V.	 **Annette Clayton,** Former Chairwoman and CEO, Schneider Electric North America	 **Anthony Foxx,** Former United States Secretary of Transportation	 **Moshe Gavrielov,** Former President and CEO of Xilinx, Inc.	 **Chunyuan Gu,** Former President of Asia/ME/ Africa, ABB Ltd	 **Lena Olving,** Former President and CEO, Mycronic AB	 **Julie Southern,** Former Chief Commercial Officer, Virgin Atlantic Airways Ltd	 **Jasmin Staiblin,** Former CEO, Alpiq	 **Gregory Summe,** Managing Partner, Glen Capital Partners	 **Karl-Henrik Sundström,** Former CEO, Stora Enso
Age	55	61	53	70	66	68	65	54	68	65
Director Since	2020	2021	2021	2023	2022	2019	2013	2019	2015	2019
Knowledge and Expertise										
Executive Leadership	x	x	x	x	x	x	x	x	x	x
Industry and Technology Experience	x	x	x	x	x	x		x	x	x
Strategic Planning	x	x	x	x		x	x	x	x	x
Financial Expertise			x	x		x	x	x	x	x
Manufacturing and Operations	x	x		x	x	x		x	x	x
International Experience	x	x		x	x	x		x	x	x
Human Capital	x	x		x	x	x	x	x	x	
Risk Management		x	x	x	x	x		x	x	x
IT and Cybersecurity	x	x				x		x		x
Corporate Governance		x		x				x	x	x
Sustainability Expertise		x	x	x	x					x
Board Committees										
Audit		x			x			x		Chair
Compensation		x		x		x			Chair	x
Nominating, Governance and Sustainability			Chair	x			x		x	

Governance: Board of Directors

Knowledge and Experience of the Board of Directors	
Executive Leadership	Executive-management experience with large or international organizations
Industry and Technology Experience	Experience with and understanding of the technology industry, including the semiconductor and automotive industries
Strategic Planning	Planning knowledge of corporate strategy and strategic planning and experience with mergers, acquisitions and other strategic transactions
Financial Expertise	Financial, audit and accounting expertise and experience with corporate finance, including financial experts as named in the company filings and experience as a Chief Financial Officer, Auditor, Corporate Treasurer or CEO of a public company
Manufacturing and Operations	Experience with sophisticated, large-scale international manufacturing operations
International Experience	Living and working in various regions, in the US, the EU and/or Asia, and/or experience with businesses with substantial international operations
Human Capital	Experience with human-resources management and culture development in large, international organizations, in particular in overseeing succession planning, talent development and executive-compensation programs
Risk Management	Experience in assessing and managing enterprise risks
IT and Cybersecurity	Experience in understanding and managing information technology and cybersecurity threats
Corporate Governance	Knowledge of corporate-governance issues applicable to companies registered with the US Securities and Exchange Commission (SEC) and listed on the Nasdaq and experience within international regulatory affairs or legal sectors
Sustainability Expertise	Experience in understanding and addressing strategic environmental, social and governance issues

Board Committees

The Board delegates certain oversight functions to Board Committees, which meet regularly and report back to the Board. The three standing committees of the Board are the Audit Committee, the Human Resources and Compensation Committee and the Nominating, Governance and Sustainability Committee. The scope and responsibilities of each committee are documented in written charters, which can be viewed at our Board Committees website.

Sustainability Board Oversight

For information on Board oversight on sustainability matters, see the Governance section of our Sustainability Strategy chapter of this Report.

Governance: Ethics

2024 Ethics Reporting

143
Reports Received by the Ethics Committee

96%
Closed Reports

64%
Substantiated Reports

We aim to compete and operate in an ethical and lawful manner, comply with applicable national and international laws and regulations, practice transparency, maintain accurate business records and never engage in bribery or corruption or insider trading. To protect our company's reputation, we have policies related to these and many other topics that we expect everyone who works for NXP to comply with.

In 2023, we published a standalone Anti-Bribery and Anti-Corruption (ABAC) Policy. As stipulated in our ABAC policy, the necessary approvals need to be received to ensure that any sponsorship or donation is not being used as a bribe in disguise. To accommodate these approvals, we designed an application for submission and tracking.

In our 2024 Winning Culture Survey, 96% of team members feel strongly favorable that NXP is committed to ethical business practices, demonstrating the impact of our ethics policies and program.

Code of Conduct

NXP's Code of Conduct (the Code) sets out the principles that guide us as we work to fulfill our ambitions as a responsible and ethical company. It serves as a framework and details the behavior expected from every team member, director, contractor or anyone else who works on behalf of NXP. The Code is available in 12 languages. The English version can be found on www.nxp.com, while versions in other languages are available via the NXP intranet.

The Code addresses business and personal integrity, use of company assets, employment at NXP and external activities, and provides guidance on reporting potential violations. The Code was last revised in 2021. To incorporate the Code into our way of working, we train our team members on the principles of the Code.

Ethics Training

In November 2024, the annual online Code of Conduct training was rolled out to our team members, including employees, contractors and temporary workers. The training was offered in 12 languages and focused on NXP values and expectations as set forth in the Code. The topics of the Code of Conduct training vary every year and the 2024 training addressed several topics, including anti-bribery and anti-corruption, data privacy, artificial intelligence and speaking up in NXP. Team members were required to acknowledge receipt and understanding of NXP's Code. The training includes a test that team members must pass to receive certification.

NXP's goal is 99% completion by all enrolled individuals. In 2024, we achieved a completion rate of 94%. Since the training window opened at end of Q4 and the due date was the end of December 2024, we did not reach our 99% completion rate by the end of 2024. In 2025, as we continue to work towards a 99% completion rate, we will determine whether those who did not yet complete the training should be given an exemption due to long-term leave of absence because of sick leave, parental leave or other extenuating circumstances.

Allegations Approach and Management

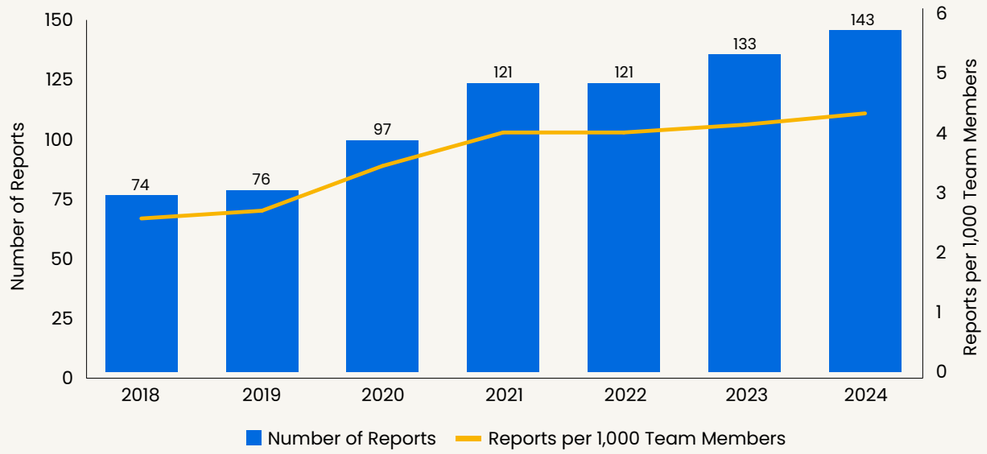
We follow up on all reports and concerns relating to the Code of Conduct. All NXP team members are welcome to submit a report or share concerns via one of the reporting channels, which include the NXP Ethics Committee, a local Ethics Liaison or, if anonymity is desired, the Speak Up system administered by a third party. All reports are assessed and discussed by the NXP Ethics Committee. After the initial assessment of a report, an investigation team, with the right expertise and skill set to conduct an in-depth investigation, is appointed. Based on the findings of the investigation, a decision is made about whether the report can be substantiated. If so, we take appropriate follow-up actions. These actions can include education, organizational changes, counseling, reprimand, suspension and/or termination, depending on the nature and severity of the finding and the party's willingness and ability to rectify the issue. While it is difficult to set a fixed timetable for resolution, since complaints vary in scale and complexity, most can be dealt with in under two months.

Governance: Ethics

Ethics Committee

The NXP Ethics Committee reviews reports and grievances and oversees investigations into alleged violations of the Code. The Ethics Committee consists of five senior leaders from Legal, Internal Audit, Human Resources and Sustainability, is chaired by NXP's Chief Ethics Officer and supported by a secretary. Members are based in the Americas, Europe and Asia-Pacific regions. The Ethics Committee meets bi-weekly to discuss all reports received and to monitor the progress of ongoing investigations. The Ethics Committee reports quarterly to the General Counsel, the Chief Financial Officer, the Chief People Officer and the Audit Committee of the Board regarding the number, type, materiality and follow-up of the allegations and investigations that have been received.

Number of Reports Received by the Ethics Committee



The most-reported types of violations over 2024 included violations of internal policies, theft and harassment.

SpeakUp

We are committed to promoting a culture of integrity and encourage our team members, as well as external business partners and third parties, to express any concerns they have related to potential violations of the Code, NXP policies or the law.

Seen something? Say something. Safely.
SpeakUp
0800–1693502
www.speakupfeedback.eu/web/fust8ma/gb
access code: 07526

Concerns and grievances can be confidentially lodged using various reporting channels, such as management, ethics liaisons or the NXP Ethics Committee. There are dedicated ethics liaisons regionally and in each country. Concerns and grievances can also be submitted using the phone or web option of SpeakUp, which is a system, hosted by an independent third party, that facilitates anonymous reporting. Team members are encouraged to report potential violations of our Code using any of our reporting channels.

Our SpeakUp reporting channels are communicated to all team members through the Code, dedicated intranet web pages, trainings, our website and various other means. SpeakUp can be used by any employee, contractor, business partner, stakeholder or other third parties.

All concerns raised are taken seriously and investigated. We apply the highest standards of confidentiality in the handling of all reports received. We have a strict non-retaliation policy to protect those who report concerns and grievances. Anyone who reports a concern in good faith is protected from retaliation, which can take the form of harassment, adverse employment or career consequences.

In recent years, we have increased our communication about the importance of speaking up and the available reporting channels. Also, in 2024, our reporting levels were actively used throughout the organization, indicating that our reporting channels are effective.

Governance: Anti-Bribery and Corruption

NXP values integrity, transparency and professionalism when dealing with customers, suppliers, government officials and other third parties. It is our policy to compete fairly and engage in business practices that comply with the anti-bribery and corruption laws and regulations that apply to NXP, such as the Foreign Corrupt Practices Act (FCPA) in the United States and the Anti-Bribery Act 2010 in the United Kingdom (UKBA).

We take a zero-tolerance approach to any form of bribery and corruption, regardless of the identity or position of the originator or recipient of the bribe. Bribes, other improper or unauthorized payments and acts that create the appearance of promising, offering, giving or authorizing such payments are not tolerated. To further enhance the understanding of NXP's Anti-Bribery and Anti-Corruption requirements, NXP has a standalone Anti-Bribery and Anti-Corruption (ABAC) Policy. The ABAC Policy was deployed in 2023 and applies to all of our team members, directors, officers and organizations, as well as to any third parties acting on behalf of NXP. Any violation of the ABAC Policy and our Code is deemed a serious violation and will lead to severe disciplinary action.

Governance: Privacy

NXP recognizes the importance of protecting and safeguarding personal data in today's connected world. We respect the privacy of everyone involved in doing business for or with NXP and ensure personal data is handled in a fair, lawful and ethical way. We take appropriate steps to protect the personal data in our possession. We take the principles of data protection, such as data minimization and purpose limitation, seriously.

Data breaches are unfortunate and can have a significant impact on individuals and corporations alike. Proper data management makes data breaches easier to detect and helps with damage control. NXP's policies require that we promptly record and respond to data breaches. Where required by law, we also report data breaches to the relevant authorities.

Privacy Policies

NXP has a Privacy Policy and a Privacy Statement. The Privacy Policy provides guidelines and outlines the minimum requirements on privacy and data protection for NXP. The Privacy Statement describes the types of personal data we process and why. It outlines the rights individuals have regarding personal data and how those rights can be exercised, and describes how we respond to inquiries relating to data, including requests to delete personal information. Other guidelines relating to privacy include our Data-Breach Procedure and Data-Retention Policy.

Third Parties and Data Transfers

We take measures to ensure that third parties who process personal data on our behalf do so in accordance with applicable laws and regulations. We conclude Data-Processing Agreements and, in the case of international data transfers, ensure data-transfer mechanisms, such as the modernized standard contractual clause, are in place.

Governance

We run a dedicated Privacy-and-Data-Protection Program to ensure we stay compliant with applicable privacy laws and regulations. We record the activities of business processes that handle personal data. If required, we perform impact assessments for data protection and privacy. We track regulatory developments for privacy and data worldwide, including laws and regulations in other data-related domains, such as the Artificial Intelligence Act. We have designated Privacy Champions, located throughout the organization, who align with the Privacy Team regarding the privacy matters that occur in their department.

Training

Privacy Champions are trained on general privacy topics and meet virtually on a monthly basis to share knowledge and discuss the latest developments regarding privacy and data protection. There is also a general privacy training available for all NXP team members. Departments that deal with aspects of data protection and privacy in their day-to-day activities receive additional training from the Privacy Team.

Governance: Cybersecurity

Approach

As a leading technology company, we are committed to helping strengthen internet security and to implementing measures that protect our company against illicit activities, including cyberattacks and malware.

NXP's cybersecurity initiatives focus on strengthening our Core IT infrastructure and services against external threats, securing our manufacturing operations from compromise, limiting damage through processes and controls and protecting our intellectual property.

On a day-to-day basis, NXP identifies vulnerabilities, breach attempts and possible criminal activity by third parties. These activities are covered by our process for cybersecurity risk management. At the time of this reporting, we have experienced no cybersecurity incidents that resulted in a material adverse effect to our business or operations.

Governance

NXP's Audit Committee has oversight responsibility for reviewing the effectiveness of NXP's governance and management of Information Technology (IT) risks, including those relating to business continuity, cybersecurity, intellectual-property protection and regulatory compliance. NXP senior leadership regularly briefs the Audit Committee on cybersecurity matters and briefs the full Board on these issues at least annually.

NXP's program for IT Risk Management is a component of NXP's overall process for Enterprise Risk Management. NXP's Chief Information Security Officer manages the cybersecurity risks identified in the Enterprise Risk Management process. This includes performing risk assessments, prioritizing the most likely and impactful risk elements and recommending appropriate measures to mitigate the risk.

Certifications

NXP is certified and externally audited to ISO/IEC 27001 with certain additional certifications, such as Common Criteria Evaluation Assurance Level (CC EAL) 6+, Payment Card Industry Data Security Standard (PCI DSS) and Groupe Speciale Mobile Association (GSMA) Security, for dedicated functions. We also maintain insurance coverage for cybersecurity risk.

bsi ISO/IEC 27001 Information Security Management CERTIFIED

Training

Training on cybersecurity-related areas is an ongoing exercise. The NXP IT Service Desk, along with all NXP team members, is trained to identify cybersecurity issues and to escalate them to their correct owners. We deliver periodic cybersecurity updates, awareness materials and a catalog of trainings to cover different user needs.

Safeguarding our confidential information and ensuring compliance with legal obligations benefits all of NXP. To help our employees understand the important role they play in protecting confidential information, we released the NXP eMedia Policy and Monitoring Notice in 2022. The eMedia Policy details the responsibilities we all have to protect NXP information and systems. The eMedia Policy includes a Monitoring Notice, which informs all team members that their activities are monitored when using NXP eMedia. The eMedia Policy is available in 12 languages. In 2022, a mandatory online training was provided on this policy to all users who have access to NXP information systems. Training is also provided to new users onboarded since 2022.

Monitoring

We use a multi-layer approach to identify and mitigate information security risks. On a tactical level, we maintain a 24x7 Security Operating Center that actively monitors for cybersecurity threats, identifies them and initiates the appropriate mitigation processes. The Security Operating Center reports to the Chief Information Security Officer. When handling high-severity security incidents, we create a Computer Security Incident Response Team. If a potential threat or risk is elevated, we establish a task force with representatives from Security, IT, Communications, Legal and the relevant business line(s) to lead mitigation activities.

Governance: Taxation

Taxation Standards
We comply with all applicable tax laws
We align our profit allocation with international tax principles
We use tax incentives to directly support innovation and R&D
We have zero tolerance for tax evasion
We have no active presence in countries on the EU's list of non-cooperative jurisdictions
We are open and transparent with tax authorities

Since our founding as a company, NXP has applied a tax strategy that is sustainable, transparent and fully aligned with well-known and widely recognized international tax principles. The approach described below encompasses all taxes, and it applies worldwide to all NXP group members.

NXP is a responsible and accountable taxpayer. Transparency helps us offer insights for a well-informed public debate, invites public examination and helps us contribute to the overall welfare of society.

To further enhance sustainability, we disclose below how we manage our tax obligations and summarize NXP's quantitative tax effects in NXP's financial disclosures. Moreover, we will soon disclose country-specific tax information.

Approach to Tax

NXP's tax strategy – that is, the way we approach, manage and assess the risk of taxation – is grounded in the corporate objective to act as a socially responsible company. The NXP Code of Conduct serves as an ethical framework for taxes and is effectively embedded within the tax strategy and across the tax organization. Hence, NXP's tax strategy also governs NXP's relationships with employees, customers and contractors. NXP's tax strategy is publicly available here.

NXP aims to support stable, transparent and predictable tax systems that incentivize long-term investments and economic growth. NXP is committed to complying with the letter, the intent and the spirit of the applicable tax laws of the jurisdictions where we operate.

NXP's tax structure is based on global standards and frameworks supported by the Organisation for Economic Co-operation and Development (OECD). We believe that operating within this framework creates a constant contribution to the advancement of the UN Sustainable Development Goals (SDGs). After a business acquisition, NXP's Tax Team ensures that the acquired structure will fully adhere to NXP's Transfer Pricing tax Policy strategy and OECD global standards, further reinforcing our commitment to these principles.

NXP invests in R&D, manufacturing and go-to-market activities using a cross-functional model, leveraged by multiple organizations globally. The resulting supply chain and product development form the foundation of NXP's structure for transfer pricing.

Governance: Taxation

Regarding our product-development framework, NXP leverages the available tax incentives and tax regulations in the various jurisdictions where we operate. The most important tax incentives NXP is eligible for are the ones that drive and promote innovation and R&D activities. For example, as a Dutch multinational focused on R&D, NXP qualifies for the innovation box regime, provided by Dutch tax law, which reduces the nominal tax rate for qualified income associated with R&D from 25.8% to 9%. The effective Dutch tax rate for NXP is above 15%.

Approach to Transfer Pricing

NXP operates globally across numerous tax jurisdictions and regularly engages in intragroup cross-border transactions. NXP's transfer pricing policy is grounded in the "arm's length" principle, ensuring that all affiliated entities are fairly and appropriately remunerated. Compensation is determined by considering the specific functions each entity performs, the risks it assumes, manages, and controls, and the assets it employs in conducting its activities, reflecting the economic contributions and value creation of each party within the group.

NXP annually reviews and updates its transfer pricing policies to maintain alignment with the value creation within its commercial activities. To ensure compliance with the arm's-length standard, NXP benchmarks and compares intragroup transfer prices to confirm they reflect market rates that would apply if the parties were unrelated.

NXP is fully committed to the OECD Base Erosion and Profit Shifting (BEPS) Action Plan and actively monitors evolving trends and standards in the international tax landscape, with regular internal tax department meetings to support timely and informed decision-making and action-taking.

NXP does not have active presence in black-listed jurisdictions[1] as defined by the EU and does not use artificial structures to achieve tax advantages or minimize tax liabilities. In this sense, all NXP entities are resident for tax purposes in the jurisdictions where they perform their business and generate profits.

Tax governance

NXP has a robust tax governance, control and risk-management system consistent with industry-wide, best-in-class frameworks.

The NXP tax department is a centralized organization that manages both regional and functional requirements. It is led by a Senior Vice President, reporting directly to the Chief Financial Officer. The Chief Financial Officer is responsible for updating the Audit Committee of the Board of Directors on a regular basis, with support from NXP's tax-department leadership. Every year, the Audit Committee of the Board of Directors approves the NXP tax strategy. The NXP Tax team ensures that the tax strategy and the goals derived from it are regularly updated and aligned with the overall NXP Group business strategy and goals. Hence, the tax team as a whole is responsible for implementing the tax strategy, with the Head of Taxation ultimately accountable for it.

To ensure NXP's tax strategy is effectively embedded in the organization, the NXP tax department actively participates in initiatives such as trainings on the interlink between taxes, business and sustainable development and interacts with external tax advisors seeking to develop best practices around tax. Moreover, NXP regularly engages with external tax advisors and local tax authorities to provide assurances that our tax obligations are properly, effectively, and correctly handled and disclosed in the annual and quarterly reports. Furthermore, fact-based tax accounting and policy advice is available in a timely manner throughout NXP. Every quarter-end, the regional tax managers, the Head of Transfer Pricing, the Head of Tax Accounting, the Head of Indirect Tax and Trade Compliance and the Head of Group Taxation meet to discuss and evaluate compliance with the framework for tax governance and control.

[1] In December 2024, as part of our acquisition of Aviva Links, NXP took ownership of a dormant Cayman entity. Our 2025 integration plan for Aviva Links includes ceasing ownership of this entity.

Governance: Taxation

NXP applies a consistent and reliable assurance process for disclosures on tax. The NXP tax department prepares a draft tax disclosure, which is first reviewed by NXP's sustainability team. Afterwards, an editor enhances clarity and maintains common standards throughout NXP's Corporate Sustainability Report. Once the draft disclosure is final, before its publication, it is reviewed and approved by NXP's Management Team and Board of Directors.

NXP's 2024 Tax Summary
• NXP-generated income before taxes was $3,099 million ($1,444 million taxable in the Netherlands and $1,655 million foreign tax base)
• NXP's worldwide income-tax expense was $(545) million
• NXP's effective tax rate was 17.6%.
• Netherlands tax incentives amounted to $112 million and foreign tax incentives received were $214 million
• NXP benefited from $82 million in country-specific R&D tax credits as well as $100 million in direct R&D grants from different jurisdictions
• As of 2024, NXP falls in scope of the Minimum Global Taxation (Pillar Two). Based on the 2024 assessment, the Pillar Two effective tax rates in most of the jurisdictions in which NXP operates are above 15%

Risk Assessment and Mitigation

NXP has a low appetite for tax risk. Nevertheless, NXP operates on a global basis and is potentially exposed to numerous risks, including those related to taxation. To ensure the identification and resolution of tax issues in a timely fashion, NXP's global framework operates through regional and functional dimensions.

The Tax Team continuously monitors the processes for tax accounting, tax compliance and reporting to identify and manage potential risks. The Tax Team documents every stage of the process. When the Team identifies potential risks, it applies critical and professional reasoning on an issue-by-issue basis to balance the acceptable risk limits as they relate to taxes. In addition, to support transparent financial reporting, NXP follows Generally Accepted Accounting Principles (GAAP) and has implemented a robust, effective and efficient tax-accounting control framework that assures compliance with the US 2002 Sarbanes-Oxley Act.

Potential violations of NXP's Tax Policy can be confidentially reported using various reporting channels, such as management, an ethics liaison, the NXP Ethics Committee or our SpeakUp line, a system hosted by an independent third party that facilitates anonymous reporting via phone or web. A strict policy of non-retaliation is in force to protect any team member who reports potential violations.

Engaging with Tax Authorities and Stakeholders

NXP is committed to open and transparent relationships with tax authorities, grounded in ethical integrity, collaboration and mutual respect. For all requests of information or audits, we provide the required documentation in a timely manner. To foster and maintain long-term relationships with tax authorities, NXP seeks to participate in cooperative compliance programs available for large taxpayers. NXP currently participates in such a program in the Netherlands and is considering participating in similar programs elsewhere, such as in Singapore.

Furthermore, NXP seeks to engage constructively in national and international dialogue with governments, tax authorities, international organizations, business groups and civil society to support the development of effective tax systems, legislation and administration. As such, when any of these stakeholders ask for feedback or insights, NXP shares its view as a multinational corporation and member of the semiconductor industry. NXP's active participation in diverse consultations and surveys promoted by governments, tax authorities and investments and development boards of, for instance, the Netherlands, Singapore and Malaysia, regarding the implementation of the Global Minimum Taxation, is a clear example of NXP's approach to public-policy advocacy on tax matters.

As a member of the European Business Tax Forum (EBTF), NXP also participates in the Total Tax Contribution, a study of the largest companies in Europe that aims to raise awareness and aid in understanding the contribution of large businesses in the public economy.

Governance: Enterprise Risk Management

Our management is directly responsible for executing the company's Enterprise Risk Management (ERM) process, which helps us promptly identify, evaluate, prioritize, respond to and manage key risks impacting NXP's strategic objectives.

The objectives of our ERM process are as follows:

- Identify our key risks in a timely manner, based upon quantitative and qualitative factors.
- Mitigate risk and keep risk impact at acceptable levels, particularly those risks that could result in a strategic impact event.
- Ensure there is an effective risk-management framework in place which covers our key risks and is supported by risk-monitoring mechanisms.
- Prioritize and align risk-management efforts, to use resources effectively.
- Ensure risk-management governance, including quarterly monitoring, reporting and evaluation.

Our procedures include plans for reasonable coverage of potential key risks but, despite the thoroughness of the process, unforeseen events that impact the strategy may occur.

Risk-Management Governance

The Board of Directors oversees NXP's processes and procedures related to risk assessment and risk management, and reviews NXP's key risks. The NXP Management Team oversees, identifies and manages the key risks NXP faces in executing its strategy, defines risk appetite and manages risks accordingly.

The ERM function supports NXP Management by providing and maintaining a risk-management framework as well as a risk-monitoring mechanism and by facilitating execution of the ERM process. The framework includes a yearly risk identification and assessment along with quarterly monitoring, reporting and evaluation.

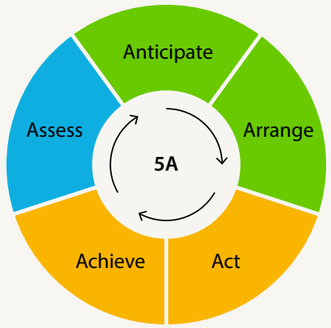
Managing Risk According to our Risk Appetite

We believe that our appetite for risk is consistent with that of our semiconductor peers and is a reflection of the semiconductor industry as a whole. Our risk appetite is different for different risks and therefore the level of mitigation varies. For mitigation of the operational, financial disclosure and compliance risks, we rely on our framework of business controls, processes and authorizations.

Governance: Business Resilience

Being resilient in all aspects of our business strengthens our ability to deliver on our promises to our customers, investors, team members and communities. We cultivate a resilient culture through proactive, standardized management systems that are modeled after the guidelines of ISO 22301, ISO 22316, ISO 31000 and IATF 16949 Section 6.1.2.3.

Business Resilience, Boards, Teams and Plans are established at the the local, global and functional levels of NXP to anticipate opportunities and risks, continuously improve our business performance, respond to critical incidents and comply with applicable requirements. For a more detailed overview of NXP's Business Resilience Office, see our Global Business Resilience and Crisis Management Overview.



Boards and Teams

Business Resilience Boards and Teams consist of representatives from each business function, organization and location. These groups focus on driving collaboration, alignment and resilience expertise across the organization so we can accelerate NXP's ability to thrive and grow stronger. The primary mission for these groups is to maximize opportunities and minimize risks. The groups are also responsible for strategic, tactical and operational decisions while implementing their specific resilience plans.

Global and local Crisis Management Boards and Teams also consist of representatives from each business function, organization and location, as needed. These groups focus on responding to in-progress or emerging critical risks. The Executive Vice-President Steering Committee receives reports on resilience and crisis situations and provides strategic and tactical direction. During a situation, all groups interact with each other and, if necessary, escalate issues to the global and executive teams for additional assistance.

Business Analysis and Priority Assessments

We analyze our business operations to maximize positive impacts and to minimize negative impacts if a disruption were to occur. We prioritize our areas of focus based on numerical assessments of likelihood and impacts to life safety, image and reputation and financials.

Plans and Exercises

Groups document their resilience and crisis plans, including regular training and exercises. The plans build awareness and knowledge about how best to handle risks and opportunities. Training covers key roles and responsibilities, action protocols and procedures for handling site-specific scenarios. Examples of key planning areas include Site Assets Risk Management, Procurement Continuity, Product Supply Continuity and Protection of Information Technology.

We also conduct simulation exercises, at least annually, to test the effectiveness of plans for a wide range of potential disruptions. This includes disruptions caused by events such as equipment failures, externally provided products, processes and services, natural disasters, fires, utilities, labor shortages, IT issues and cyberattacks.

Incident Notification

We utilize multiple internal and external alert systems to notify us if there are incidents at or near our sites so responses can begin quickly at the local, regional or global level. We also use a geographic information system that includes the latitudes and longitudes of our suppliers so we can identify incidents that may affect them.

Groups are notified whenever events happen and this immediately triggers an assessment and action-planning process. If the event may impact our supply or business continuity, we take immediate mitigation actions. Proactive and timely communication with our customers is a key part of this process.

Data and Indices

Getting straight to the details

Data and Indices: Performance Tables

For simplicity, some totals in the graphs throughout the report have been rounded and may therefore differ from the reported data in this chapter.

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Revenue					
Revenue by Country					
Mainland China and Hong Kong	$ Millions	4,180	4,700	4,366	**4,556**
APAC (excluding Mainland China and Hong Kong)	$ Millions	3,471	4,165	3,741	**3,541**
EMEA (Europe, the Middle East and Africa)	$ Millions	2,036	2,582	3,096	**2,719**
Americas	$ Millions	1,376	1,758	2,073	**1,798**
Total Revenue	**$ Millions**	**11,063**	**13,205**	**13,276**	**12,614**
Revenue by End Market (Unaudited)					
Automotive	$ Millions	5,493	6,879	7,484	**7,151**
Industrial and Internet of Things (IoT)	$ Millions	2,410	2,713	2,351	**2,269**
Mobile	$ Millions	1,412	1,607	1,327	**1,497**
Communications Infrastructure and Other	$ Millions	1,748	2,006	2,114	**1,697**
Total Revenue	**$ Millions**	**11,063**	**13,205**	**13,276**	**12,614**
Environment[1]					
Overview					
Percentage of ISO 14001-Certified Manufacturing Sites	%	100%	100%	100%	**100%**
Number of ISO 14001-Certified Manufacturing Sites	#	9	9	9	**9**
Number of Spills	#	0	0	0	**0**

[1] If there are changes in data from prior reporting years, we restate the aggregated and underlying values. For several of our environmental data points related to emissions, energy, water and waste, we restated the numbers, not because there were material differences in the data, but because we received information after the publication of the previous Report.

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Environmental Fines	#	0	1	1	**2**[2]
Energy-Efficiency Policy	Yes/No	Yes	Yes	Yes	**Yes**
Emissions-Reduction Initiatives	Yes/No	Yes	Yes	Yes	**Yes**
Environmental Supply-Chain Management	Yes/No	Yes	Yes	Yes	**Yes**
Environmental Quality-Management Policy	Yes/No	Yes	Yes	Yes	**Yes**
Sustainable Packaging	Yes/No	Yes	Yes	Yes	**Yes**
Waste-Reduction Policy	Yes/No	Yes	Yes	Yes	**Yes**
Water Policy	Yes/No	Yes	Yes	Yes	**Yes**
Biodiversity Policy	Yes/No	No	No	Yes	**Yes**
Climate-Change Policy	Yes/No	Yes	Yes	Yes	**Yes**
Climate-Change Opportunities Discussed	Yes/No	Yes	Yes	Yes	**Yes**
Risks of Climate Change Discussed	Yes/No	Yes	Yes	Yes	**Yes**
Climate Change					
Greenhouse-Gas Emissions					
Total Scope 1 and 2 (Market-Based) Emissions	**tCO_2e**	**1,180,209**	**1,179,254**	**901,279**	**716,987**
Normalized Scope 1 and 2 (Market-Based) Emissions	tCO_2e/m^2	17.6	16.0	15.6	**14.1**
Scope 1 and 2 (Market-Based) Emissions Intensity	tCO_2e/ $ Million	107	89	68	**57**
Total Scope 1 and 2 (Location-Based) Emissions	**tCO_2e**				**1,008,897**
Normalized Scope 1 and 2 (Location-Based) Emissions	tCO_2e/m^2				**19.9**

[2] We take Notices of Violations (NOVs) seriously. We work quickly to identify corrective actions and take steps to minimize the chance of reoccurrence. In 2024, we received two NOVs for minor infractions. One was related to administrative documentation for discontinuation of a radioactive element and the second was related to a required emergency preparedness procedure. We resolved the first administrative infraction quickly and are working with the local regulatory agency to ensure the second is closed as soon as possible. Neither NOV resulted in a fine to NXP. Outside of these administrative issues, we have otherwise maintained an exceptional compliance record.

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Total Scope 1, 2 (Market-Based) and 3 Emissions	**tCO_2e**		**19,733,276**	**12,759,219**	**10,473,132**
Total Scope 1, 2 (Location-Based) and 3 Emissions	**tCO_2e**				**10,765,042**
Scope 1 Emissions					
PFC Emissions	tCO_2e	346,299	408,563	282,709	**179,907**
HTF Emissions	tCO_2e	104,510	62,499	27,331	**15,615**
Fossil-Fuel Emissions	tCO_2e	44,229	46,084	45,080	**43,738**
N_2O Emissions	tCO_2e	19,400	20,503	15,569	**15,190**
Other Scope 1 Emissions	tCO_2e	777	1,102	8	**485**
Total Scope 1 Emissions	**tCO_2e**	**515,215**	**538,751**	**370,696**	**254,936**
Scope 2 Emissions					
Total Scope 2 (Market-Based) Emissions	**tCO_2e**	**664,994**	**640,503**	**530,582**	**462,051**
Total Scope 2 (Location-Based) Emissions	**tCO_2e**				**753,961**
Scope 3 Emissions[3]					
Category 1 - Purchased Goods and Services	tCO_2e		3,429,662	3,291,179	**3,054,065**
Category 2 - Capital Goods	tCO_2e		320,199	266,665	**327,800**
Category 3 - Fuel-and Energy-Related Activities	tCO_2e		93,645	89,852	**92,106**
Category 4 - Upstream Transportation and Distribution	tCO_2e		13,154	10,313	**10,380**
Category 5 - Waste Generated in Operations	tCO_2e		10,945	9,544	**10,968**
Category 6 - Business Travel	tCO_2e		9,092	12,980	**14,679**

[3] We began disclosing Scope 3 data in 2023, including 2022 data.

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Category 7 - Employee Commuting	tCO_2e		63,079	64,805	**51,296**
Category 8 - Upstream Leased Assets	tCO_2e		6,441	6,768	**6,245**
Upstream Scope 3 Emissions	tCO_2e		3,946,217	3,752,106	**3,567,539**
Category 9 - Downstream Transportation and Distribution	tCO_2e		13,306	10,583	**7,213**
Category 10 - Processing of Sold Products	tCO_2e		79,506	56,351	**51,716**
Category 11 - Use of Sold Products	tCO_2e		14,510,934	8,035,180	**6,125,662**
Category 12 - End-of-life Treatment of Sold Products	tCO_2e		2,524	2,160	**2,065**
Category 13 - Downstream Leased Assets	tCO_2e		649	674	**692**
Category 14 - Franchises	tCO_2e		Not Applicable	Not Applicable	**Not Applicable**
Category 15 - Investments[4]	tCO_2e		886	886	**1,258**
Downstream Scope 3 Emissions	tCO_2e		14,607,805	8,105,834	**6,188,606**
Total Scope 3 Emissions	**tCO_2e**		**18,554,022**	**11,857,940**	**9,756,145**
Energy consumption and mix[5]					
Energy consumption and mix by source[6]					
Energy from fossil sources					
Fuel consumption from coal and coal products	MWh				**0**
Fuel consumption from crude oil and petroleum products	MWh				**1,938**
Fuel consumption from natural gas	MWh				**216,715**
Fuel consumption from other fossil sources	MWh				**0**

[4] During the SBTi target validation process, it was determined that Category 15 - Investments, although minor, should also be considered applicable to NXP. Although not included in precious reporting, we have now included Category 15 in our Scope 3 disclosures.
[5] NXP does not sell energy in the form of electricity, heating, cooling or steam. Therefore, we have 0 MWh of sold energy.
[6] Data for "Energy consumption and mix by source" only includes data from our manufacturing sites.

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	MWh				**831,349**
Total fossil energy consumption	**MWh**				**1,050,002**
Share of fossil sources in total energy consumption	**%**				**57%**
Energy from nuclear sources					
Total consumption from nuclear sources	**MWh**				**86,565**
Share of consumption from nuclear sources in total energy consumption	**%**				**5%**
Energy from renewable sources					
Fuel consumption for renewable sources, including biomass	MWh				**0**
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	MWh				**711,467**
The consumption of self-generated, non-fuel renewable energy	MWh				**3,917**
Total renewable energy consumption	**MWh**				**715,384**
Share of renewable sources in total energy consumption	**%**				**39%**
Total energy consumption (fossil, nuclear and renewable)	**MWh**				**1,851,952**

Direct Energy Use[7]					
Diesel-Fuel Consumption	GJ	5,987	2,916	2,182	**3,082**
Natural-Gas Consumption	GJ	756,588	783,985	776,793	**750,384**
Other Fossil-Fuel Consumption	GJ	31,439	42,852	32,977	**33,684**
Total Direct Energy Consumption	**GJ**	**794,014**	**829,753**	**811,952**	**787,151**

[7] Direct energy use is included in our Scope 1 values and includes data from manufacturing sites only.

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Indirect Energy/Electricity Consumption[8]					
By Manufacturing Site Type					
Wafer Fabs Electricity Consumption	kWh	952,005,983	978,844,757	965,844,284	**960,045,223**
Assembly and Test Electricity Consumption	kWh	608,430,370	670,145,207	669,858,479	**673,254,090**
By Manufacturing Electricity Energy Sources					
Total Non-Renewable Electricity Consumption	kWh	1,080,042,298	1,067,586,299	993,692,034	**917,914,966**
Total Renewable Electricity Consumption	kWh	480,394,055	581,403,665	642,010,729	**715,384,347**
Total Manufacturing Indirect Energy Use/Electricity Consumption	**kWh**	**1,560,436,353**	**1,648,989,964**	**1,635,702,763**	**1,633,299,313**
Total Non-Manufacturing Indirect Energy Use/Electricity Consumption	**kWh**	**49,975,324**	**55,849,072**	**56,272,241**	**51,542,307**
Energy Consumption[9]					
By Consumption Type					
Electricity	GJ	5,617,569	5,936,364	5,888,529	**5,865,775**
Heating	GJ	0	0	0	**0**
Cooling	GJ	0	0	0	**0**
Steam	GJ	0	0	0	**0**
Fuel	GJ	794,014	829,753	811,952	**787,151**
By Renewables					
Renewable Energy Consumption	GJ	1,729,418	2,093,162	2,311,248	**2,569,209**
Non-Renewable Energy Consumption	GJ	4,682,165	4,672,955	4,389,233	**4,083,716**
Total Energy Consumption	**GJ**	**6,411,583**	**6,766,117**	**6,700,481**	**6,652,926**

[8] Indirect energy use is included in our Scope 2 values.
[9] This data includes manufacturing sites only.

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Renewable Energy and Electricity[10]					
Renewable Electricity					
Renewable Electricity Consumption	kWh	480,394,055	581,403,665	642,010,729	**715,384,347**
Percentage of Renewable Electricity[11]	%	31%	35%	39%	**44%**
Renewable Energy					
Renewable Energy Consumption	GJ	1,729,418	2,093,162	2,311,248	**2,569,209**
Percentage of Renewable Energy[12]	%	27%	31%	34%	**39%**
Pollution					
Non-Greenhouse Gas (GHG) Emissions					
Total NOx Emissions	kg	66,562	34,492	33,844	**54,707**
Total SOx Emissions	kg	1,901	633	768	**854**
Total VOC Emissions	kg	185,409	129,988	83,427	**101,917**

[10] This data includes manufacturing sites only.
[11] We use our percentage of renewable electricity for our 2027 sustainability goal.
[12] This percentage includes direct and indirect energy usage.

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Water						
Water Use at Manufacturing Sites						
Water Withdrawal	Surface Water	m^3	0	0	0	**0**
	Seawater	m^3	0	0	0	**0**
	Ground Water	m^3	737,640	806,691	751,058	**810,519**
	Produced Water	m^3	0	0	0	**0**
	Third-Party Water	m^3	10,901,858	11,912,711	11,836,065	**11,510,373**
	Total Water Withdrawal	**m^3**	**11,639,498**	**12,719,402**	**12,587,123**	**12,320,892**
Water Consumption		**m^3**		**3,944,367**	**3,690,676**	**2,883,692**
Water Consumption Intensity		m^3/$ Million		0.0003	0.0003	**0.0002**
Water Discharge	Surface water	m^3		966,746	825,603	**656,612**
	Seawater	m^3		0	0	**0**
	Ground Water	m^3		0	0	**0**
	Produced Water	m^3		0	0	**0**
	Third-Party Water	m^3		7,808,289	8,070,844	**8,780,588**
	Total Water Discharge	**m^3**		**8,775,035**	**8,896,447**	**9,437,200**

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Water Use at Manufacturing Sites in Regions with Water Stress[13]						
Water Withdrawal in Regions of Water Stress	Surface Water	m^3	0	0	0	**0**
	Seawater	m^3	0	0	0	**0**
	Ground Water	m^3	0	0	0	**1502**
	Produced Water	m^3	0	0	0	**0**
	Third-Party Water	m^3	3,374,373	3,494,938	3,553,191	**3,602,408**
	Total Water Withdrawal	**m^3**	**3,374,373**	**3,494,938**	**3,553,191**	**3,603,910**
Percentage of Withdrawal in Regions of Water Stress		%	29%	27%	28%	**29%**
Water Consumption in Regions of Water Stress		**m^3**		**869,003**	**1,149,777**	**578,514**
Percentage of Consumption in Regions of Water Stress		%		22%	31%	**20%**
Water Discharge in Regions of Water Stress	Surface Water	m^3		0	0	**0**
	Seawater	m^3		0	0	**0**
	Ground Water	m^3		0	0	**0**
	Produced Water	m^3		0	0	**0**
	Third-Party Water	m^3		2,625,935	2,403,414	**3,025,396**
	Total Water Discharge	**m^3**		**2,625,935**	**2,403,414**	**3,025,396**
Wastewater Recycling						
Total Wastewater Recycling		**m^3**	**8,817,566**	**10,290,624**	**10,896,333**	**12,378,371**
Percentage of Wastewater Recycling Rate[14]		%	48%	49%	51%	**55%**

[13] Regions of water stress are classified as such based on the High or Extremely High Baseline Water Stress categories using the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct.
[14] Our Wastewater Recycling and Water Recycling rates are the same value.

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Resource Use and Circular Economy						
Waste						
Total Regular Ongoing Waste		kg	19,415,128	23,005,443	22,740,245	**21,484,875**
Total One-Time Waste[15]		kg	165,352	163,942	173,937	**817,654**
Total Waste		kg	19,580,480	23,169,385	22,914,182	**22,302,529**
Total E-Scrap Reclaim[16]		kg	790,784	683,553	662,853	**636,988**
Regular Hazardous and Non-Hazardous Waste						
Total Hazardous Waste		kg	7,186,777	8,513,808	8,340,735	**9,677,645**
Total Non-Hazardous Waste		kg	12,228,351	14,491,635	14,399,510	**11,807,230**
Regular Waste Diverted from Disposal[17]						
Hazardous Waste	Onsite Recycling	kg	0	0	0	**0**
	Offsite Recycling	kg	3,856,402	5,539,209	5,548,889	**7,889,795**
	Total Diverted from Disposal	**kg**	**3,856,402**	**5,539,209**	**5,548,889**	**7,889,795**
Non-Hazardous Waste	Onsite Recycling	kg	0	0	0	**0**
	Offsite Recycling	kg	9,507,521	12,315,919	12,239,671	**9,299,118**
	Total Diverted from Disposal	**kg**	**9,507,521**	**12,315,919**	**12,239,671**	**9,299,118**
Total Regular Waste Diverted from Disposal		**kg**	**13,363,923**	**17,855,128**	**17,788,560**	**17,188,913**

[15] One-time waste accounted for less than 4% of total waste generation in 2024 and is not included in our normal waste metrics unless otherwise indicated.
[16] This data is collected on an annual basis, but is not aligned with the calendar year.
[17] We currently do no report waste with preparation for reuse and other recovery operations.

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Recycling Rate (Regular Waste-Only)						
Hazardous Waste Recycling Rate		%	54%	65%	67%	**82%**
Non-Hazardous Waste Recycling Rate		%	78%	85%	85%	**79%**
Overall Waste Recycling Rate		**%**	**76%**	**83%**	**86%**	**89%**
Regular Waste Directed to Disposal[18]						
Hazardous Waste	Offsite Incineration with Energy Recovery	kg	1,112,663	988,901	1,149,615	**758,980**
	Offsite Incineration without Energy Recovery	kg	863,617	537,330	535,428	**374,843**
	Offsite Landfilling	kg	1,354,095	1,448,368	1,106,803	**654,027**
	Onsite Directed to Disposal	kg	0	0	0	**0**
	Total Directed to Disposal	**kg**	**3,330,375**	**2,974,599**	**2,791,846**	**1,787,850**
Non-Hazardous Waste	Offsite Incineration with Energy Recovery	kg	349,680	197,012	687,150	**1,218,323**
	Offsite Incineration without Energy Recovery	kg	270,553	320,260	86,463	**35,261**
	Offsite Landfilling	kg	2,100,597	1,658,444	1,386,226	**1,254,528**
	Onsite Directed to Disposal	kg	0	0	0	**0**
	Total Directed to Disposal	**kg**	**2,720,830**	**2,175,716**	**2,159,839**	**2,508,112**
Total Regular Waste Directed to Disposal[19]		**kg**	**6,051,205**	**5,150,315**	**4,951,685**	**4,295,962**

[18] We currently do no report waste with other disposal operations.
[19] This is the same metric as "total amount of non-recycled waste.

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Environmental Stewardship Product Portfolio					
Percentage of RoHS-Compliant Products without Exemptions	%	92%	93%	96%	**96%**
Percentage of RoHS-Compliant Products with Exemptions	%	6%	5%	3%	**3%**
Percentage of REACH-Compliant Products	%	82%	79%	88%	**86%**
Percentage of Halogen-Free Products	%	94%	96%	97%	**98%**
Percentage of Pb-Free and Halogen-Free Products	%	89%	90%	93%	**94%**
Social					
Overview					
Equal-Opportunity Policy	Yes/No	Yes	Yes	Yes	**Yes**
Fair-Remuneration Policy	Yes/No	Yes	Yes	Yes	**Yes**
Team-Member Sustainability Training	Yes/No	Yes	Yes	Yes	**Yes**
Health-and-Safety Policy	Yes/No	Yes	Yes	Yes	**Yes**
Percentage of ISO 45001-Certified Manufacturing Sites	%	100%	100%	100%	**100%**
Number of ISO 45001-Certified Manufacturing Sites	#	9	9	9	**9**
Human Rights Policy[20]	Yes/No	Yes	Yes	Yes	**Yes**
Policy Against Child Labor	Yes/No	Yes	Yes	Yes	**Yes**
UN Global Compact (UNGC) Signatory	Yes/No	Yes	Yes	Yes	**Yes**
Responsible Business Alliance (RBA) Full Member	Yes/No	Yes	Yes	Yes	**Yes**
Flexible Work Schedule and Location	Yes/No	Yes	Yes	Yes	**Yes**
Team-Member Engagement Survey	Yes/No	Yes	Yes	Yes	**Yes**
Public Policy Condemning Workplace Sexual Harassment	Yes/No	Yes	Yes	Yes	**Yes**

[20] We published our first, standalone Human Rights Policy in 2022. Previously, human rights clauses were embedded within existing policies and commitments.

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Workforce Footprint[21]						
Extended Workforce - Total [22]		HC	31,348	34,529	34,192	**33,057**
Employees		HC	29,861	33,037	32,738	**31,637**
		%	95%	96%	96%	**96%**
Joint Venture		HC	1,487	1,492	1,454	**1,420**
		%	5%	4%	4%	**4%**
Employees	Americas	%	18%	18%	18%	**16%**
	APAC	%	61%	61%	60%	**60%**
	EMEA	%	20%	21%	22%	**24%**
Joint Venture	Americas	%	— %	— %	— %	**— %**
	APAC	%	100%	100%	100%	**100%**
	EMEA	%	— %	— %	— %	**— %**
Employee Type by Region						
Indirect Labor (IDL)	Americas	%	22%	21%	21%	**20%**
	APAC	%	46%	46%	46%	**46%**
	EMEA	%	32%	32%	33%	**35%**
Direct Labor (DL)	Americas	%	12%	13%	12%	**11%**
	APAC	%	84%	83%	84%	**85%**
	EMEA	%	4%	4%	4%	**4%**

[21] The sum of percentages may not add up to 100% due to rounding.
[22] Contingent workers are critical to our operations and are valued members of our team. We are currently working to align this disclosure with external reporting requirements such as the Corporate Sustainability Reporting Directive (CSRD). Therefore, we are not reporting contingent labor metrics for 2024 and have updated prior reporting years to reflect this. We aim to report this disclosure again in 2025.

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Employee by Role						
Individual Contributor (DL)		%	41%	39%	37%	**36%**
Individual Contributor (IDL)		%	50%	52%	53%	**54%**
People Manager (IDL)		%	9%	9%	10%	**10%**
Executive (IDL)		%	0.5%	0.5%	0.5%	**0.6%**
R&D Employee by Region						
Americas		%	21%	19%	18%	**16%**
APAC		%	39%	41%	41%	**41%**
EMEA		%	40%	40%	41%	**43%**
Percent R&D of Total NXP Footprint		**%**	**31%**	**34%**	**36%**	**37%**
Employment Type						
Full-Time (FT)		%	99.5%	99.5%	99.3%	**99.3%**
Part-Time (PT)		%	0.5%	0.5%	0.7%	**0.8%**
FT Employment by Gender	Women	%	37%	37%	36%	**36%**
	Men	%	63%	63%	64%	**64%**
PT Employment by Gender	Women	%	19%	18%	28%	**30%**
	Men	%	81%	82%	72%	**70%**

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Employee by Gender						
Women		%	37%	37%	36%	**36%**
Men		%	63%	63%	64%	**64%**
Employee Gender by Region						
Women	Americas	%	11%	12%	12%	**11%**
	APAC	%	80%	78%	77%	**76%**
	EMEA	%	9%	11%	12%	**13%**
Men	Americas	%	22%	22%	21%	**20%**
	APAC	%	51%	51%	51%	**51%**
	EMEA	%	27%	27%	29%	**30%**
Employee Gender by Role						
Executive	Women	%	13%	16%	16%	**17%**
	Men	%	87%	84%	84%	**83%**
People Manager	Women	%	16%	18%	18%	**19%**
	Men	%	84%	82%	82%	**81%**
Individual Contributor	Women	%	39%	39%	38%	**38%**
	Men	%	61%	61%	62%	**62%**

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
IDL	Women	%	24%	25%	25%	**26%**
	Men	%	76%	75%	75%	**74%**
DL	Women	%	56%	55%	56%	**55%**
	Men	%	44%	45%	45%	**45%**
R&D	Women	%	17%	19%	20%	**20%**
	Men	%	83%	81%	80%	**80%**
US Race and Ethnicity						
White (Not Hispanic / Latino)		%	51%	49%	48%	**46%**
Asian (Not Hispanic / Latino)		%	20%	22%	24%	**25%**
Hispanic / Latino		%	15%	16%	15%	**15%**
Black or African American (Not Hispanic / Latino)		%	5%	6%	5%	**5%**
Native American or Alaska Native (Not Hispanic / Latino)		%	0.6%	0.6%	0.6%	**0.6%**
Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)		%	0.2%	0.2%	0.2%	**0.3%**
Two or More Races (Not Hispanic / Latino)		%	0.9%	1%	1%	**2%**
Undeclared		%	7%	6%	6%	**7%**

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
US Employee Race and Ethnicity by Role						
Executive	White (Not Hispanic / Latino)	%	63%	64%	63%	**63%**
	Asian (Not Hispanic / Latino)	%	10%	13%	17%	**18%**
	Hispanic / Latino	%	6%	7%	6%	**5%**
	Black or African American (Not Hispanic / Latino)	%	6%	7%	6%	**5%**
	Native American or Alaska Native (Not Hispanic / Latino)	%	— %	— %	— %	**— %**
	Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	— %	— %	— %	**— %**
	Two or More Races (Not Hispanic / Latino)	%	1%	1%	1%	**1%**
	Undeclared	%	14%	7%	7%	**8%**
People Manager	White (Not Hispanic / Latino)	%	59%	57%	55%	**53%**
	Asian (Not Hispanic / Latino)	%	18%	20%	21%	**23%**
	Hispanic / Latino	%	9%	11%	11%	**12%**
	Black or African American (Not Hispanic / Latino)	%	3%	3%	3%	**3%**
	Native American or Alaska Native (Not Hispanic / Latino)	%	0.2%	0.3%	0.4%	**0.6%**
	Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	— %	0.1%	0.1%	**0.2%**
	Two or More Races (Not Hispanic / Latino)	%	0.5%	0.7%	1%	**1%**
	Undeclared	%	9%	8%	9%	**8%**

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Individual Contributor (IDL)	White (Not Hispanic / Latino)	%	51%	49%	47%	**45%**
	Asian (Not Hispanic / Latino)	%	27%	30%	32%	**33%**
	Hispanic / Latino	%	10%	10%	10%	**10%**
	Black or African American (Not Hispanic / Latino)	%	3%	3%	3%	**3%**
	Native American or Alaska Native (Not Hispanic / Latino)	%	0.4%	0.2%	0.2%	**0.2%**
	Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	0.1%	0.1%	— %	**0.1%**
	Two or More Races (Not Hispanic / Latino)	%	0.9%	1%	1%	**1%**
	Undeclared	%	9%	7%	7%	**8%**
Individual Contributor (DL)	White (Not Hispanic / Latino)	%	47%	44%	45%	**44%**
	Asian (Not Hispanic / Latino)	%	10%	9%	9%	**9%**
	Hispanic / Latino	%	27%	29%	28%	**28%**
	Black or African American (Not Hispanic / Latino)	%	10%	12%	11%	**11%**
	Native American or Alaska Native (Not Hispanic / Latino)	%	1%	2%	2%	**2%**
	Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	0.6%	0.6%	0.6%	**0.6%**
	Two or More Races (Not Hispanic / Latino)	%	1%	2%	2%	**2%**
	Undeclared	%	3%	3%	4%	**4%**

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Employee by Age						
<31 Years Old		%	22%	25%	23%	**22%**
31–50 Years Old		%	57%	55%	56%	**57%**
51+ Years Old		%	21%	20%	21%	**21%**
Employee Age by Role						
<31 Years Old	Executive	%	— %	— %	— %	**— %**
	People Manager	%	0.1%	0.1%	0.2%	**0.1%**
	Individual Contributor	%	22%	24%	23%	**22%**
31–50 Years Old	Executive	%	0.2%	0.1%	0.2%	**0.2%**
	People Manager	%	6%	6%	6%	**6%**
	Individual Contributor	%	51%	50%	50%	**51%**
51+ Years Old	Executive	%	0.3%	0.3%	0.4%	**0.4%**
	People Manager	%	3%	3%	3%	**4%**
	Individual Contributor	%	17%	17%	17%	**17%**
Employee Attrition						
Voluntary Turnover						
Global Employee Voluntary Turnover		**%**	**12.1%**	**11.7%**	**6.5%**	**5.5%**
	Americas (IDL and DL)	%	9.1%	10.4%	5.7%	**4.2%**
	APAC (IDL and DL)	%	15.7%	14.7%	7.7%	**6.6%**
	EMEA (IDL and DL)	%	4.3%	3.8%	3.8%	**3.5%**

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Global IDL Employee Voluntary Turnover		**%**	**7.9%**	**7.5%**	**4.1%**	**4.3%**
	Americas (IDL)	%	8.6%	9.4%	4.3%	**3.5%**
	APAC (IDL)	%	9.9%	9.0%	4.2%	**5.1%**
	EMEA (IDL)	%	4.5%	3.9%	3.8%	**3.5%**
Global DL Employee Voluntary Turnover		**%**	**18.4%**	**18.1%**	**10.4%**	**7.6%**
	Americas (DL)	%	10.5%	13.1%	9.6%	**6.2%**
	APAC (DL)	%	20.3%	19.5%	10.9%	**7.9%**
	EMEA (DL)	%	2.1%	2.9%	3.0%	**2.9%**
IDL Voluntary Turnover	Women	%	23%	24%	26%	**26%**
	Men	%	77%	77%	74%	**74%**
	<31 Years Old	%	28%	25%	28%	**33%**
	31–50 Years Old	%	55%	56%	48%	**47%**
	51+ Years Old	%	16%	19%	24%	**20%**
DL Voluntary Turnover	Women	%	55%	60%	60%	**63%**
	Men	%	45%	40%	40%	**37%**
	<31 Years Old	%	53%	58%	55%	**50%**
	31–50 Years Old	%	38%	35%	36%	**39%**
	51+ Years Old	%	9%	8%	9%	**11%**

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Involuntary Turnover						
Global Employee Involuntary Turnover		**%**	**3.8%**	**1.5%**	**1.8%**	**4.3%**
	Americas (IDL and DL)	%	4.6%	1.4%	5.3%	**11.6%**
	APAC (IDL and DL)	%	4.1%	1.2%	1.0%	**3.1%**
	EMEA (IDL and DL)	%	2.2%	2.8%	1.0%	**2.1%**
Employee Hiring						
IDL	Americas	%	19%	19%	17%	**19%**
	APAC	%	56%	47%	39%	**38%**
	EMEA	%	25%	34%	44%	**43%**
DL	Americas	%	11%	16%	10%	**17%**
	APAC	%	89%	83%	87%	**81%**
	EMEA	%	0.6%	2%	2%	**2%**
Employee Hiring by Type						
IDL	Women	%	27%	29%	30%	**30%**
	Men	%	73%	71%	70%	**70%**
IDL New College Graduate	Women	%	30%	35%	36%	**41%**
	Men	%	70%	65%	64%	**59%**
DL	Women	%	53%	56%	57%	**60%**
	Men	%	47%	44%	43%	**40%**

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
United States Hiring by Race and Ethnicity					
White (Not Hispanic / Latino)	%	42%	32%	35%	**39%**
Asian (Not Hispanic / Latino)	%	18%	26%	38%	**28%**
Hispanic / Latino	%	17%	18%	11%	**17%**
Black or African American (Not Hispanic / Latino)	%	11%	9%	3%	**3%**
Native American or Alaska Native (Not Hispanic / Latino)	%	1%	1%	1%	**1%**
Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	0.4%	0.3%	– %	**1%**
Two or More Races (Not Hispanic / Latino)	%	3%	3%	2%	**3%**
Undeclared	%	7%	12%	10%	**7%**
United States New College Gradate Hiring by Race and Ethnicity					
White (Not Hispanic / Latino)	%	33%	35%	24%	**17%**
Asian (Not Hispanic / Latino)	%	44%	39%	59%	**63%**
Hispanic / Latino	%	10%	13%	7%	**10%**
Black or African American (Not Hispanic / Latino)	%	4%	5%	2%	**3%**
Native American or Alaska Native (Not Hispanic / Latino)	%	– %	0.6%	– %	**– %**
Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	– %	– %	– %	**– %**
Two or More Races (Not Hispanic / Latino)	%	7%	4%	1%	**3%**
Undeclared	%	3%	4%	6%	**3%**

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Hiring by Age						
<31 Years Old	IDL	%	49%	48%	60%	**50%**
	DL	%	66%	68%	69%	**61%**
31–50 Years Old	IDL	%	44%	45%	33%	**42%**
	DL	%	32%	29%	28%	**33%**
51+ Years Old	IDL	%	6%	7%	7%	**9%**
	DL	%	2%	3%	3%	**7%**
R&D Hiring by Region						
Americas		%	11%	14%	13%	**15%**
APAC		%	61%	47%	38%	**33%**
EMEA		%	29%	39%	49%	**52%**
IDL Talent Hiring						
University		%	24%	23%	44%	**29%**
Global NXP Intern Conversion Rate		%	40%	39%	48%	**58%**
New College Graduates Hired		HC	644	1,070	910	**533**
Global Employee Promotion Rate		%	8%	11%	10%	**9%**
IDL		%	11%	13%	12%	**12%**
DL		%	4%	7%	7%	**6%**

Data and Indices: Performance Tables

NXP Sustainability Performance		Unit	2021	2022	2023	2024
Global Online Learning						
Total NXP Online Training Hours		Hours	89,591	168,229	451,356	**230,817**
Total Global Online Courses Completed		Courses	8,852	9,497	387,179	**262,552**
Global Online Courses Completed by IDL		Courses			352,922	**224,332**
Global Online Courses Completed by DL		Courses			34,257	**38,220**
Average Online Training Hours (All Employees)		Hours	3.0	5.1	13.7	**7.2**
Average Online Training by IDL and DL	IDL	Hours	7.0	8.0	17.6	**9.7**
	DL	Hours	0.2	0.6	4.6	**2.9**
Average Online Training by Gender	Women	Hours	2.2	4.1	9.5	**7.7**
	Men	Hours	3.5	5.7	14.5	**7.0**
Health and Safety						
Total Injury Count Employees		#	25	36	36	**25**
Total Injury Count Contractors		#	7	12	11	**12**
Severity Rate		Rate	1.47	2.86	0.64	**2.07**
Total Case Incident Rate (TCIR)		Rate	0.08	0.1	0.1	**0.07**
Employee and Contractor Fatalities		#	0	0	0	**0**
Proportion of Injury Occurrences by Workplace Environment						
Percentage of Manufacturing Injuries		%	90%	97%	94%	**65%**
Percentage of Non-Manufacturing Injuries		%	10%	3%	6%	**35%**

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Proportion of Injury Occurrences by Category					
Percentage of Ergonomics Injuries	%	4%	25%	28%	**22%**
Percentage of Slips, Trips and Fall Injuries	%	32%	25%	28%	**22%**
Percentage of Machine-Safety Injuries	%	40%	14%	19%	**14%**
Percentage of Chemical-Incident Injuries	%	– %	– %	6%	**5%**
Percentage of Other Injuries	%	24%	36%	19%	**38%**
Social Responsibility					
Social-Responsibility Management in the Supply Chain	Yes/No	Yes	Yes	Yes	**Yes**
Total Number of Audits[23]	#	6	14	19	**20**
Percentage of Certified Conflict-Free for Tungsten, Tantalum, Tin and Gold (3TG) Smelters	%	100%	99%	100%	**100%**
Percentage of Suppliers Who Signed NXP's Supplier Code of Conduct	%	99%	99%	100%	**100%**
Closure Rate from Reporting Year-End	%	89%	88%	86%	**85%**
Closure Rate as of 2024 Year-End	%	100%	100%	97%	**85%**

[23] Total Number of Audits includes 12 supplier audits and 4 labor-agent audits.

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Governance					
Overview					
Business Ethics Code of Conduct	Yes/No	Yes	Yes	Yes	**Yes**
Anti-Bribery Ethics Policy	Yes/No	Yes	Yes	Yes	**Yes**
Employee Protection / Whistle-Blower Policy	Yes/No	Yes	Yes	Yes	**Yes**
Consumer Data Protection Policy	Yes/No	Yes	Yes	Yes	**Yes**
Board Structure					
Size of the Board	HC	12	10	10	**10**
Unitary or Two-Tier Board System	Unitary/ Two-Tier	Unitary	Unitary	Unitary	**Unitary**
Number of Employee Representatives on Board	HC	0	0	0	**0**
Classified Board System	Yes/No	No	No	No	**No**
Number of Directors with Financial, Audit and Accounting Expertise	HC	9	6	6	**7**
Number of Corporate Executive Officers on the Board	HC	1	1	1	**1**
Percentage of Corporate Executive Officers on the Board	%	8%	10%	10%	**10%**
Board Independence					
Number of Non-Executive Directors on the Board	HC	11	9	9	**9**
Percentage of Non-Executive Directors on the Board	%	92%	90%	90%	**90%**
Number Independent Directors	HC	11	9	9	**9**
Percentage of Independent Directors	%	92%	90%	90%	**90%**
CEO Duality	Yes/No	No	No	No	**No**

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Independent Chairperson	Yes/No	Yes	Yes	Yes	**Yes**
Independent Lead Director	Yes/No	No Applicable	No Applicable	No Applicable	**No Applicable**
Presiding Director	Yes/No	No	No	No	**No**
Former CEO or Equivalent on Board	Yes/No	No	No	No	**No**
Board and Executive Diversity					
Number of Women on Board	HC	4	4	4	**4**
Percentage of Women on Board	%	33%	40%	40%	**40%**
Female CEO or Equivalent	Yes/No	No	No	No	**No**
Female Chairperson or Equivalent	Yes/No	No	No	Yes	**Yes**
Number of Directors with Executive Leadership	HC	12	10	10	**10**
CEO or Equivalent Appointed from Within	Yes/No	Yes	Yes	Yes	**Yes**
Number of Female Executives	HC	1	1	1	**1**
Percentage of Female Executives	%	17%	17%	17%	**17%**
Age of the Youngest Director	Age	51	51	52	**53**
Age of the Oldest Director	Age	79	78	69	**70**
Board of Directors Age Range	Age	28	27	17	**17**
Board Average Age	Age	65	65	61	**62**
Board Age Limit	Yes/No	No	No	No	**No**
Average Board Tenure	Years	5.0	5.0	3.5	**4.8**
Date Executive Director Appointed to the Board of Directors	Date	May 2020	May 2020	May 2020	**May 2020**

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Board Meetings					
Number of Board Meetings	#	5	5	5	**8**
Board-Meeting Attendance	%	>75%	>75%	>75%	**>75%**
Independent Directors Board-Meeting Attendance	%	>75%	>75%	>75%	**>75%**
Number of Directors Attending Less Than 75% of Meetings	HC	0	0	0	**0**
Audit Committee					
Size of Audit Committee	HC	3	4	4	**4**
Number of Independent Directors on Audit Committee	HC	3	4	4	**4**
Percentage of Independent Directors on Audit Committee	%	100%	100%	100%	**100%**
Independent Audit Committee Chairperson	Yes/No	Yes	Yes	Yes	**Yes**
Number of Non-Executive Directors on Audit Committee	HC	3	4	4	**4**
Audit Committee Meetings	#	10	13	10	**9**
Audit Committee-Meeting Attendance	%	>75%	>75%	>75%	**>75%**
Compensation Committee					
Size of Compensation Committee	HC	5	4	5	**5**
Number of Independent Directors on Compensation Committee	HC	5	4	5	**5**
Percentage of Independent Directors on Compensation Committee	%	100%	100%	100%	**100%**
Independent Compensation Committee Chairperson	Yes/No	Yes	Yes	Yes	**Yes**
Number of Non-Executive Directors on Compensation Committee	HC	5	4	5	**5**
Number of Compensation Committee Meetings	#	7	6	7	**7**
Compensation Committee-Meeting Attendance	%	>75%	>75%	>75	**>75**

Data and Indices: Performance Tables

NXP Sustainability Performance	Unit	2021	2022	2023	2024
Outside Compensation Advisors Appointed	Yes/No	Yes	Yes	Yes	**Yes**
Claw-Back Provision for Executive Compensation	Yes/No	Yes	Yes	Yes	**Yes**
Nominating, Governance and Sustainability Committee					
Size of Nomination Committee	HC	5	3	4	**4**
Number of Independent Directors on Nomination Committee	HC	5	3	4	**4**
Percentage of Independent Directors on Nomination Committee	%	100%	100%	100%	**100%**
Independent Nomination Committee Chairperson	Yes/No	Yes	Yes	Yes	**Yes**
Number of Non-Executive Directors on Nomination Committee	HC	4	3	4	**4**
Number of Nomination-Committee Meetings	#	4	4	4	**4**
Nomination Committee-Meeting Attendance	%	>75%	>75%	>75	**>75**
Sustainability Governance					
Non-Executive Director with Responsibility for Sustainability	Yes/No	No	No	No	**No**
Executive Director with Responsibility for Sustainability	Yes/No	Yes	Yes	Yes	**Yes**
Directors with Sustainability Experience	HC	4	5	5	**5**
Executive Compensation Linked to Sustainability	Yes/No	No	Yes	Yes	**Yes**
Board Compensation Linked to Sustainability	Yes/No	No	No	No	**No**
Shareholder Rights					
Ownership Required for Special Meeting	%	10%	10%	10%	**10%**
Poison Pill	Yes/No	No	No	No	**No**
Blank-Check-Preferred Authorized	Yes/No	No	No	No	**No**
Dual-Class Unequal Voting Rights – Common Shares	Yes/No	No	No	No	**No**

Data and Indices: Scope 1 Chemicals List

We strive to be transparent with our stakeholders regarding our carbon footprint and specify how we determine what are and are not considered Scope 1 Emissions. Below is the list of chemicals we identify as Scope 1 Emissions, which are subsequently reported as Scope 1 in the Climate section of the Environment, Health and Safety chapter of this Report.

Scope 1 Chemical List of Emissions	Unit	2020	2021	2022	2023	2024
Perfluorinated Compounds (PFCs) in tCO_2e						
C_2F_6	tCO_2e	37,599	43,836	52,536	27,699	**7,726**
CF_4	tCO_2e	91,538	117,939	136,711	88,367	**58,717**
CHF_3	tCO_2e	29,633	41,818	45,563	38,898	**22,133**
SF_6	tCO_2e	19,953	87,760	103,144	71,885	**46,229**
NF_3	tCO_2e	28,824	45,648	59,846	48,538	**41,385**
CH_3F	tCO_2e			16	10	**6**
C_3F_8	tCO_2e	2,968	1,385	1,483	1,168	**1,060**
C_4F_8	tCO_2e	6,396	7,518	9,202	6,120	**2,625**
C_4F_8O	tCO_2e	0	0	0	0	**0**
CH_2F_2	tCO_2e	21	152	60	20	**24**
C_4F_6	tCO_2e	380	225	0	0	**0**
C_5F_8	tCO_2e	14	4	4	4	**1**
Total PFCs	**tCO_2e**	**217,326**	**346,299**	**408,563**	**282,709**	**179,907**
N_2O Emissions in tCO_2e						
Total N_2O	**tCO_2e**	**14,498**	**19,400**	**20,503**	**15,569**	**15,190**
Heat-Transfer Fluids (HTFs) in tCO_2e						

Data and Indices: Scope 1 Chemicals List

Scope 1 Chemical List of Emissions	Unit	2020	2021	2022	2023	2024
R-22	tCO_2e	150	188	181	71	**44**
R-123	tCO_2e	32	5	41	61	**0**
R402A	tCO_2e	0	0	0	0	**0**
Pure HFCs						
R-134a	tCO_2e	2,505	3,258	5,813	4	**906**
R-23	tCO_2e	121	0	19	3	**71**
HFC Mixtures						
R-404A	tCO_2e	93	155	49	21	**24**
R-407C	tCO_2e	0	0	0	0	**119**
R-410A	tCO_2e	113	35	0	7	**329**
R-422D	tCO_2e	0	0	0	0	**0**
Perfluorocarbons						
CF_4	tCO_2e			0	0	**1**
FC40	tCO_2e	54,481	73,784	34,096	3,969	**0**
SF_6	tCO_2e			0	1,865	**791**
Polyfluoroether Mixtures						
FC3283	tCO_2e	19,307	21,775	18,595	17,062	**10,621**
FC72	tCO_2e	0	0	0	0	**0**
FC770	tCO_2e	22	22	51	25	**25**

Data and Indices: Scope 1 Chemicals List

Scope 1 Chemical List of Emissions	Unit	2020	2021	2022	2023	2024
HFE7100	tCO_2e	675	801	388	284	**301**
HFE7200	tCO_2e	119	139	109	86	**136**
HFE7500	tCO_2e	109	67	128	85	**46**
Galden D02 TS	tCO_2e	0	0	0	0	**0**
Galden HT 80	tCO_2e	0	0	27	50	**0**
Galden HT 110	tCO_2e	804	231	203	266	**90**
Galden HT 135	tCO_2e	610	318	477	0	**0**
Galden HT 200	tCO_2e	2,268	3,522	2,142	3,102	**1,110**
Galden HT 270	tCO_2e	480	0	180	120	**150**
Galden PFS-2	tCO_2e	210	210	0	250	**0**
Galden ZT 130	tCO_2e	0	0	0	0	**0**
Galden SV-55	tCO_2e			0	0	**850**
Total HTFs	**tCO_2e**	**82,100**	**104,510**	**62,498**	**27,331**	**15,615**

Emissions of Ozone-Depleting (ODP) and Non-ODP Substances in kg						
Halogenated or Chlorinated Hydrocarbons (Non-ODP) Used in Processes						
HFC-32 (CAS 75-10-5)	kg	0	0	0	0	**0**
HFC-41 (CAS 593-53-3)	kg	7	20	19	0	**0**
Non-ODP Refrigerants for Cooling Systems Such as Air Conditioning						
HFC-32 (CAS 75-10-5)	kg	18	133	69	12	**3**
HFC-41 (CAS 593-53-3)	kg	0	0	0	0	**0**
HFC-134 (CAS 359-35-3)	kg	40	41	0	0	**0**

Data and Indices: Scope 1 Chemicals List

Scope 1 Chemical List of Emissions	Unit	2020	2021	2022	2023	2024
HFC-134a (CAS 811-97-2)	kg	464	448	737	0	**338**
Ozone-Depleting Substances From Cooling Systems Such as Air Conditioning						
HFC-22 (CAS 75-45-6)	kg	8	8	56	40.8	**0**
HFC-123 (CAS 306-83-2)	kg	45.2	45	0	1,414	**0**
Total ODPs and Non-ODPs	**kg**	**582**	**695**	**881**	**1,467**	**341**

Data and Indices: GRI Index

Statement of Use	NXP Semiconductors has reported the information cited in this Global Reporting Initiative (GRI) content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 2: General Disclosures 2021	2-1 Organizational details	a. Our legal name is NXP Semiconductors N.V. and our commercial name is “NXP” or “NXP Semiconductors” (NASDAQ: NXPI) b. We were incorporated in the Netherlands in 2006 as a Dutch public company with limited liability (naamloze vennootschap) c. Our principal executive office is at High Tech Campus 60, 5656 AG Eindhoven, the Netherlands d. Our Business: Overview - Worldwide Manufacturing Sites
	2-2 Entities included in the organization’s sustainability reporting	a. Introduction: About This Report b. There is no difference between the entities included in financial reporting and sustainability reporting. Financial reporting is available on our Investor Relations website.
	2-3 Reporting period, frequency and contact point	a. The reporting period covers calendar year 2024, unless otherwise stated. NXP publishes Corporate Sustainability Reports on an annual basis. b. Our reporting period aligns with our annual financial reporting. Financial reporting is available on our Investor Relations website. c. Publication date: April 15, 2025 d. Contact point for questions about this Report or reported information: csr@nxp.com Introduction: About This Report
	2-4 Restatements of information	If there are changes in data from prior reporting years, we restate the aggregated and underlying values. For several of our environmental data points related to emissions, energy, water and waste, we restated the numbers, not because there were material differences in the data, but because we received information after the publication of the previous Report.

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 2: General Disclosures 2021	2-5 External assurance	The 2024 Corporate Sustainability Report is not assured through an assurance provider. We perform extensive internal due diligence and data validation to ensure the accuracy of the information and data presented in this Report.
	2-6 Activities, value chain and other business relationships	a. Semiconductors b. Our Business: Overview, Sustainable Product Solutions Social Responsibility See our Form 10-K, section "Item 1. Business." This document is available on our Investor Relations website. c. NXP operates owned manufacturing facilities primarily in the United States, Netherlands, Malaysia, Mainland China, Thailand and Taiwan, as well as in Singapore together with our joint-venture partner Taiwan Semiconductor Manufacturing Company (TSMC). d. No significant changes.
	2-7 Employees	Data and Indices: Performance Tables
	2-8 Workers who are not employees	Contingent workers are critical to our operations and are valued members of our team. Contingent labor includes temp-agency workers and contractors. Temp-agency workers, such as engineers, administrative assistants and factory workers, are hired to supplement NXP staff. Contractors are often specialized consultants contracted to complete projects on behalf of NXP through a scope of work. We are currently working to align this disclosure with external reporting requirements such as the Corporate Sustainability Reporting Directive (CSRD). Therefore, we are not reporting contingent labor metrics for 2024 and have updated prior reporting years to reflect this. We aim to report this disclosure again in 2025.
	2-9 Governance structure and composition	Governance: Overview, Board of Directors See our Proxy Statement, available on our Investor Relations website.
	2-10 Nomination and selection of the highest governance body	Governance: Board of Directors See our Proxy Statement, available on our Investor Relations website.

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Governance: Board of Directors See our Proxy Statement, available on our Investor Relations website.
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Strategy: Governance Introduction: Stakeholder Engagement Data and Indices: TCFD Index
	2-13 Delegation of responsibility for managing impacts	Sustainability Strategy Introduction: Stakeholder Engagement Data and Indices: TCFD Index
	2-14 Role of the highest governance body in sustainability reporting	Our Corporate Sustainability Report is reviewed and approved by the Nominating, Governance and Sustainability Committee of the Board of Directors.
	2-15 Conflicts of interest	Other than the compensation items described in our Proxy Statement, no decisions to enter into material transactions in which there were conflicts of interest with directors occurred during the financial year 2024. See our Proxy Statement, "Certain Relationships and Related Transactions" section for additional details. This document is available on our Investor Relations website.
	2-16 Communication of critical concerns	Governance: Ethics
	2-17 Collective knowledge of the highest governance body	NXP has had third-party consultants with sustainability expertise present to the Board of Directors to help the Board make business decisions that best align with sustainable development. NXP has five Board members with relevant sustainability experience.
	2-18 Evaluation of the performance of the highest governance body	See our Proxy Statement, "How Our Directors are Selected and Evaluated" section. This document is available on our Investor Relations website. Also see our Corporate Governance website.
	2-19 Remuneration policies	a. See our Proxy Statement, "How Our Directors are Compensated" and "Executive Compensation" sections. This document is available on our Investor Relations website. b. Sustainability Strategy: Aspirations

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	See our Proxy Statement, "Executive Compensation" section. This document is available on our Investor Relations website. Also see our Corporate Governance website.
	2-21 Annual total compensation ratio	See our Proxy Statement, "CEO Pay Ratio Disclosure" section. This document is available on our Investor Relations website.
	2-22 Statement on sustainable development strategy	Introduction: A Letter From Our CEO Sustainability Strategy: Approach
	2-23 Policy commitments	Governance: Ethics Social Responsibility See our Code of Conduct See our Human Rights Policy See our Auditable Standards on Social Responsibility Sustainability Policy
	2-24 Embedding policy commitments	Governance: Ethics Social Responsibility
	2-25 Processes to remediate negative impacts	Governance: Ethics Social Responsibility
	2-26 Mechanisms for seeking advice and raising concerns	Governance: Ethics
	2-27 Compliance with laws and regulations	We take Notices of Violations (NOVs) seriously. We work quickly to identify corrective actions and take steps to minimize the chance of reoccurrence. In 2024, we received two NOVs for minor infractions. One was related to administrative documentation for discontinuation of a radioactive element and the second was related to a required emergency preparedness procedure. We resolved the first administrative infraction quickly and are working with the local regulatory agency to ensure the second is closed as soon as possible. Neither NOV resulted in a fine to NXP. Outside of these administrative issues, we have otherwise maintained an exceptional compliance record.
	2-28 Membership associations	Introduction: Stakeholder Engagement

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Introduction: Stakeholder Engagement
	2-30 Collective bargaining agreements	Employees at all of our global locations have always had the freedom to associate and/or right to collective bargaining as provided by local statutes. In the countries and regions where there are collective-bargaining agreements, we are compliant with all agreements required by laws and regulations. Approximately 27% of our employees (including joint venture employees) are covered by collective-bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Strategy: Approach
	3-2 List of material topics	Sustainability Strategy: Approach
	3-3 Management of material topics	Sustainability Strategy: Approach Governance: Ethics, Cybersecurity Environment, Health and Safety Social Responsibility
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	See our Form 10-K, "Consolidated Statements of Operations," "Consolidated Statements of Changes in Equity," "Note 6 - Income Taxes," and "Operating Expenses" sections. This document is available on our Investor Relations website.
	201-2 Financial implications and other risks and opportunities due to climate change	See our Form 10-K, "Item 1A. Risk Factors" section. This document is available on our Investor Relations website. Data and Indices: TCFD Index
	201-3 Defined benefit plan obligations and other retirement plans	See our Form 10-K, "Postretirement Benefits" section. This document is available on our Investor Relations website. Team Members: Compensation and Benefits
	201-4 Financial assistance received from government	See our Form 10-K, "Notes to the Consolidated Financial Statements" chapter, including "Note 4 - Supplemental Financial Information" and "Note 6 - Income Taxes." This document is available on our Investor Relations website.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	We do not currently disclose this information.

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	We do not currently disclose this information. We focus on hiring the best and brightest individuals from the communities where we operate, for all levels of employment.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	We do not think this disclosure is applicable to NXP's operations at this time.
	203-2 Significant indirect economic impacts	We do not currently disclose this information.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	We do not currently disclose this information.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	We assess our worldwide operations and our suppliers for risks related to corruption. Our in-place policies and trainings mitigate these risks. Governance: Ethics, Anti-Bribery and Anti-Corruption
	205-2 Communication and training about anti-corruption policies and procedures	We define our anti-corruption policies and procedures in our Code of Conduct and include our policies and procedures in team-member training. This is also included in our Anti-Bribery and Anti-Corruption (ABAC) Policy. Governance: Ethics, Anti-Bribery and Anti-Corruption
	205-3 Confirmed incidents of corruption and actions taken	We track any anti-corruption allegations, conduct thorough reviews and take appropriate remedial measures. We consider this confidential information and do not report it publicly.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	We do not currently disclose this information.
GRI 207: Tax 2019	207-1 Approach to tax	Governance: Taxation
	207-2 Tax governance, control and risk management	Governance: Taxation
	207-3 Stakeholder engagement and management of concerns related to tax	Governance: Taxation
	207-4 Country-by-country reporting	We do not currently disclose this information.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	~92% of our finished product portfolio contains tin, tantalum, tungsten and gold (3TG).

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 301: Materials 2016	301-2 Recycled input materials used	Most of the purchased materials required to manufacture our products must be of a very high purity. Where feasible, we reuse purchased materials in other manufacturing processes.
	301-3 Reclaimed products and their packaging materials	We participate in various recycling programs, but are unable to determine the percentage of NXP products our customers or end users recycle. We provide information about the substances within our components so customers and end users can make informed decisions regarding disposal.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environment, Health and Safety: Climate Data and Indices: Performance Tables
	302-2 Energy consumption outside of the organization	We do not currently disclose this information.
	302-3 Energy intensity	Environment, Health and Safety: Climate Data and Indices: Performance Tables
	302-4 Reduction of energy consumption	Environment, Health and Safety: Climate Data and Indices: Performance Tables
	302-5 Reductions in energy requirements of products and services	Environment, Health and Safety: Climate Data and Indices: Performance Tables
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environment, Health and Safety: Water Efficiency Data and Indices: Performance Tables
	303-2 Management of water discharge-related impacts	Environment, Health and Safety: Water Efficiency Data and Indices: Performance Tables
	303-3 Water withdrawal	Environment, Health and Safety: Water Efficiency Data and Indices: Performance Tables
	303-4 Water discharge	Environment, Health and Safety: Water Efficiency Data and Indices: Performance Tables
	303-5 Water consumption	Environment, Health and Safety: Water Efficiency Data and Indices: Performance Tables

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	We do not think this disclosure is applicable to NXP's operations at this time. However, we started site-specific assessment of biodiversity to gain a better understanding of potential impacts and dependencies. Environment, Health and Safety: Biodiversity
	304-2 Significant impacts of activities, products and services on biodiversity	We do not think this disclosure is applicable to NXP's operations at this time.
	304-3 Habitats protected or restored	We do not think this disclosure is applicable to NXP's operations at this time.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	We do not think this disclosure is applicable to NXP's operations at this time.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environment, Health and Safety: Climate Data and Indices: Performance Tables
	305-2 Energy indirect (Scope 2) GHG emissions	Environment, Health and Safety: Climate Data and Indices: Performance Tables
	305-3 Other indirect (Scope 3) GHG emissions	Environment, Health and Safety: Climate Data and Indices: Performance Tables
	305-4 GHG emissions intensity	Environment, Health and Safety: Climate Data and Indices: Performance Tables
	305-5 Reduction of GHG emissions	Environment, Health and Safety: Climate Data and Indices: Performance Tables
	305-6 Emissions of ozone-depleting substances (ODS)	Data and Indices: Scope 1 Chemicals List
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Environment, Health and Safety: Pollution Data and Indices: Performance Tables
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment, Health and Safety: Overview, Resource Use and Circular Economy Product Stewardship
	306-2 Management of significant waste-related impacts	Environment, Health and Safety: Overview, Resource Use and Circular Economy Product Stewardship Social Responsibility: Supplier Engagement

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 306: Waste 2020	306-3 Waste generated	Environment, Health and Safety: Resource Use and Circular Economy Data and Indices: Performance Tables
	306-4 Waste diverted from disposal	Environment, Health and Safety: Resource Use and Circular Economy Data and Indices: Performance Tables
	306-5 Waste directed to disposal	Environment, Health and Safety: Resource Use and Circular Economy Data and Indices: Performance Tables
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Social Responsibility: Supplier Engagement Environment, Health and Safety: Overview
	308-2 Negative environmental impacts in the supply chain and actions taken	Social Responsibility: Supplier Engagement Environment, Health and Safety: Overview
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Team Members: Future Talent, Team-Member Retention Data and Indices: Performance Tables
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Team Members: Compensation and Benefits
	401-3 Parental leave	We provide our employees with parental leave that meets or exceeds local regulatory requirements, but our offerings vary by location. We do not currently disclose parental-leave data. For more details, visit our NXP Benefits website. Team Members: Compensation and Benefits
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	We do not currently disclose this information.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Environment, Health and Safety: Health and Safety
	403-2 Hazard identification, risk assessment and incident investigation	Environment, Health and Safety: Health and Safety
	403-3 Occupational health services	Environment, Health and Safety: Health and Safety
	403-4 Worker participation, consultation and communication on occupational health and safety	Environment, Health and Safety: Health and Safety

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Environment, Health and Safety: Health and Safety
	403-6 Promotion of worker health	Environment, Health and Safety: Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environment, Health and Safety: Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Environment, Health and Safety: Health and Safety
	403-9 Work-related injuries	Environment, Health and Safety: Health and Safety
	403-10 Work-related ill health	The main types of employee injuries include slips and falls, machine safety and ergonomics. Each incident is documented and corrective and/or preventative measures are put in place. Environment, Health and Safety: Health and Safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Team Members: Development and Growth
	404-2 Programs for upgrading employee skills and transition assistance programs	Team Members: Development and Growth
	404-3 Percentage of employees receiving regular performance and career development reviews	We do not currently disclose this percentage, but we disclose other information about performance and career development reviews in this Report. Team Members: Team-Member Retention
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Data and Indices: Performance Tables Governance: Board of Directors Team Members: Inclusion
	405-2 Ratio of basic salary and remuneration of women to men	We do not currently disclose this information.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	We track any discrimination allegations, conduct thorough reviews and take appropriate remedial measures. We consider this confidential information and do not report it publicly.

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social Responsibility: Human Rights See our Human Rights Policy See our Auditable Standards on Social Responsibility, "L&H.7. Freedom of Association and Collective Bargaining" clause
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Labor and Human Rights website
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Labor and Human Rights website
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	We do not think this is applicable to NXP's operations at this time.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	We do not think this is applicable to NXP's operations at this time.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	We do not think this is applicable to NXP's operations at this time.
	413-2 Operations with significant actual and potential negative impacts on local communities	We do not think this is applicable to NXP's operations at this time.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Social Responsibility: Supplier Engagement
	414-2 Negative social impacts in the supply chain and actions taken	Social Responsibility: Supplier Engagement
GRI 415: Public Policy 2016	415-1 Political contributions	We do not currently disclose this information.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	We do not think this is applicable to NXP's operations at this time.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	We do not think this is applicable to NXP's operations at this time.

Data and Indices: GRI Index

GRI Standard	Disclosure	2024 Disclosure/Location
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product Stewardship: Environmental Product Compliance
	417-2 Incidents of non-compliance concerning product and service information and labeling	NXP did not have a non-compliance with regulations concerning product information and labeling in 2024.
	417-3 Incidents of non-compliance concerning marketing communications	NXP did not have a non-compliance with marketing communications in 2024.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We do not currently disclose this information. Governance: Privacy

Data and Indices: SASB Index

SASB Topic	Code	Accounting Metric	Unit of Measure	2024 NXP Response
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Metric tons (t)CO_2-e	(1) 254,936 (2) 179,907
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	Please see the Sustainability Strategy chapter, the Climate section of the Environment, Health and Safety chapter and TCFD Index of the Data and Indices chapter of this Report.
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	(1) 6,652,926 (2) 88% (3) 39%
Water Management	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	(1) Total water withdrawn was 12,320,892. Of that, 29% was at manufacturing facilities located in regions with High or Extremely High Baseline Water Stress. (2) Total water consumed was 2,883,692. Of that, 20% was at manufacturing facilities located in regions with High or Extremely High Baseline Water Stress.[1]
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Metric tons (t), Percentage (%)	(1) 9,678 (2) 82%
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	n/a	NXP uses the following hierarchy of controls and procedures to assess, monitor and reduce the exposure of our employees to human health hazards: • Eliminate the hazard • Substitute with less hazardous processes, operations, materials or equipment • Use engineering controls and reorganization of work • Use administrative controls, including training • Use adequate personal protective equipment All of this is done to ensure effective control over risks identified through the risk assessment. Continuous monitoring of the documented controls is ongoing, to verify that the controls are indeed working appropriately and that the risk to employees is minimized. For more information, see the Health and Safety section of the Environment, Health and Safety chapter of this Report.

[1] Regions of water stress are classified as such based on the High or Extremely High Baseline Water Stress categories using the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct.

Data and Indices: SASB Index

SASB Topic	Code	Accounting Metric	Unit of Measure	2024 NXP Response
Employee Health & Safety	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Reporting currency	In 2024, NXP did not incur monetary losses as a result of legal proceedings associated with employee health-and-safety violations.
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	(1) At the end of 2024, 4% of employees were foreign nationals. (2) At the end of 2024, the percentage of employees located offshore from NXP's country of domicile was 16% of our workforce in the Americas, 16% in EMEA and 60% in APAC.
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	In 2024, ~16% of our finished-product portfolio contained IEC 62474-declarable substances. This percentage is based on the number of sellable parts, not revenue.
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Various, by product category	Metrics related to the energy-efficiency of a processor are not applicable to our business because NXP does not manufacture servers, desktops or laptops.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	n/a	See the Product Stewardship chapter, including the Responsible Mineral Sourcing section, of this Report. Also see the Responsible Minerals Sourcing website, which includes our Responsibly Sourced Minerals Policy, Conflict Minerals Reporting Template and Conflict Minerals Report filed under Form SD with the US Securities and Exchange Commission.
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Reporting currency	In 2024, NXP did not incur monetary losses as a result of legal proceedings associated with anticompetitive-behavior regulations.

Data and Indices: TCFD Index

The Task Force on Climate-Related Financial Disclosures (TCFD) defines a set of voluntary disclosures of climate-related financial risk that companies can use to inform their stakeholders. The TCFD structures their recommendations around four themes that represent core elements of how organizations operate: governance, strategy, risk management and metrics and targets.

2024 TCFD Index	
Governance	
Disclose the organization's governance around climate-related risks and opportunities.	
a. Describe the board's oversight of climate-related risks and opportunities.	The Nominating, Governance and Sustainability Committee of NXP's Board of Directors is responsible for reviewing the Company's policies and practices relating to significant issues of sustainability and public issues of concern that affect investors and other key stakeholders, including climate-related risks and opportunities. The Nominating, Governance and Sustainability Committee receives quarterly updates from representatives of the Sustainability Management Board and, in turn, reports on these efforts in plenary meetings of NXP's Board of Directors. A monitoring dashboard of top key performance indicators (KPIs) for our status on progress is reviewed on a quarterly basis. The Board and Board Committees consider climate-related issues when making decisions involving strategy, major plans of action, risk-management policies, annual budgets and business plans. The Board and Board Committees consider climate-related issues when setting the organization's performance ambitions, monitoring implementation and performance and overseeing strategic decisions. The Nominating and Governance Committee reviews and approves our emissions reduction ambitions, strategy, roadmap and budget. Please see our Nominating, Governance and Sustainability Committee Charter for more details. Please see the Governance section of the Sustainability Strategy chapter of this Report for more details.

Data and Indices: TCFD Index

2024 TCFD Index

b. Describe management's role in assessing and managing climate-related risks and opportunities.	The CEO and the NXP Management Team, together with and under the supervision of NXP's Board of Directors, are responsible for implementation of NXP's sustainability strategy, policies and aspirations. Climate-related risks and opportunities are included in the Sustainability function within the Company and are managed in the same way as other sustainability matters. NXP's Sustainability Management Board, which is comprised of Management Team members and other senior leaders, oversees the implementation of sustainability strategy and policy and ensures appropriate resourcing. The Sustainability Management Board is chaired by our General Counsel and Chief Sustainability Officer and supported by our Chief Financial Officer, Chief Strategy Officer, Chief Technology Officer, Chief People Officer and Chief Operations and Manufacturing Officer. The Sustainability Management Board meets regularly to ensure our sustainability performance is in line with our strategy and aspirations. The Nominating, Governance and Sustainability Committee receives quarterly updates from representatives of the Sustainability Management Board and, in turn, reports on these efforts in plenary meetings of NXP's Board of Directors. In addition to the Sustainability Management Board, NXP also has an Environment, Health and Safety (EHS) Management Board. While the Sustainability and EHS Management Boards approve the strategy and targets, the Sustainability and EHS Corporate Teams focus on policies, program development and measurable improvement plans, all while monitoring and controlling operational functions. The Sustainability and EHS Corporate Teams meet regularly with the Sustainability and EHS Management Boards to discuss and review NXP's performance. The Sustainability and EHS Corporate Teams set targets, conduct annual self-assessments and third-party audits, ensure timely closure of corrective-action plans, monitor and control working hours and rest days and conduct internal capacity-building. The Site Steering Committee Teams implement, measure and validate policies, drive continuous improvement at their respective sites and report progress to Site Management and the Sustainability and EHS Corporate Teams.

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.

a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Type of Risk and Opportunity	Time Horizon	Description
Acute Physical Risk: Severe Storms and Heavy Precipitation	Short-term (1-5 years)	At some of our sites, there is a risk of severe storms and heavy precipitation. This can include hail, rain, snow, high winds, lightning, flooding and tornadoes. The potential impact is primarily on our own operations.
Acute Physical Risk: Cyclones and Tropical Storms	Short-term (1-5 years)	At one of our sites, there is a risk of cyclones and tropical storms. This can include high winds, heavy rain, lightning, flooding, high currents and tornadoes. The potential impact is primarily on our own operations.
Market Opportunity: Low-carbon products	Short-term (1-5 years)	Semiconductor solutions enable the provision of green energy and the electrification of various sectors and help optimize power conversion for maximum energy efficiency. Supplying these kinds of energy-saving solutions has a potentially beneficial impact on our operations and the operations of downstream stakeholders.

Data and Indices: TCFD Index

2024 TCFD Index	
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Our climate-related acute physical risks have the potential to impact revenue through decreased production capacity and may also impact the well-being of our team members. Our climate-related market opportunity has the potential to impact our product strategy and R&D, as well as our revenue from increased product demand. Some risks that are as yet unknown, or are currently believed not to be material, could ultimately have an impact on our businesses, objectives, revenues, income, assets, liquidity and/or capital resources.
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We plan to conduct climate-related risk and opportunity assessments using scenario analysis. We will disclose subsequent results in future Reports.

Risk Management	
Disclose how the organization identifies, assesses and manages climate-related risks.	
a. Describe the organization's processes for identifying and assessing climate-related risks.	Various teams collaborate to assess climate risks and opportunities. This assessment is completed annually. For climate-related risks specifically, our Business-Resilience Team conducts our most comprehensive assessment of physical risks. This assessment of physical risks evaluates physical climate-related risks through site-specific risk data provided by a third party, stakeholder interviews, surveys and other sources. Risks are prioritized at the corporate and local levels by their scope and operational controls. We may expand on this as we increase our understanding of how climate risks may impact our business.
b. Describe the organization's processes for managing climate-related risks.	Site and corporate Business-Resilience Teams regularly review and update assessments of risks, including climate-related risks and their associated action plans. We document high-priority risks and identify action plans to reduce the relative impact of those risks. All significant risks and opportunities are escalated depending on the management team member responsible for the risk and opportunity type. Risk assessments and action plans are used as input for formal goal planning, management review updates and, if applicable, capital financial planning. Feedback obtained from management-team reviews, the Sustainability Office, the Sustainability and EHS Management Boards, Business-Resilience Teams and other stakeholders is also incorporated into risk assessments and action plans.

Data and Indices: TCFD Index

2024 TCFD Index	
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	The results of our climate-related risk assessment, along with other risks identified by the Business-Resilience Team, inform the Enterprise Risk Management function within NXP.

Metrics and Targets	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Our disclosure of climate-related metrics provides current and historical information regarding our emissions. In the Environment, Health and Safety chapter of this Report, we include both absolute and normalized data to factor in our production index (square meters of manufactured wafers) and align with our semiconductor peer group. We measure our carbon footprint in accordance with the GHG Protocol, a set of internationally recognized standards for quantifying and reporting GHG emissions. Our reporting encompasses all three of the protocols' defined categories: Scope 1 (direct emissions from owned or controlled sources), Scope 2 (indirect emissions, owned) and Scope 3 (upstream and downstream emissions across the value chain). While our primary focus remains on decarbonizing Scope 1 and 2 emissions, we are also working to reduce our Scope 3 footprint, which is understandably larger, due to its value-chain impact. As a part of this commitment, we successfully validated Science-Based Targets (SBTs) for Scope 1, 2 and 3 emissions during the year. We discuss energy, water and waste with equivalent levels of detail. We make all environmental data available in this Report and on our Environment, Health and Safety website.

Data and Indices: TCFD Index

2024 TCFD Index

	GHG Disclosure	Unit	2021	2022	2023	2024
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and related risks.	**Total Scope 1 and 2 (Market-Based) Emissions**	**tCO_2e**	**1,180,209**	**1,179,254**	**901,279**	**716,987**
	Normalized Scope 1 and 2 (Market-Based) Emissions	tCO_2e/m^2	17.6	16.0	15.6	**14.1**
	Scope 1 and 2 (Market-Based) Emissions Intensity	tCO_2e/ $ Million	107	89	68	**57**
	Total Scope 1 and 2 (Location-Based) Emissions	tCO_2e				**753,961**
	Normalized Scope 1 and 2 (Location-Based) Emissions	tCO_2e/m^2				**15**
	Total Scope 1, 2 (Market-Based) and 3 Emissions	**tCO_2e**		**19,733,276**	**12,759,219**	**10,473,132**
	Total Scope 1, 2 (Location-Based) and 3 Emissions	**tCO_2e**				**10,765,042**
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and related risks.	**Scope 1 Emissions**					
	PFC Emissions	tCO_2e	346,299	408,563	282,709	**179,907**
	HTF Emissions	tCO_2e	104,510	62,499	27,331	**15,615**
	Fossil-Fuel Emissions	tCO_2e	44,229	46,084	45,080	**43,738**
	N_2O Emissions	tCO_2e	19,400	20,503	15,569	**15,190**
	Other Scope 1 Emissions	tCO_2e	777	1,102	8	**485**
	Total Scope 1 Emissions	**tCO_2e**	**515,215**	**538,751**	**370,696**	**254,936**
	Scope 2 Emissions					
	Total Scope 2 (Market-Based) Emissions	**tCO_2e**	**664,994**	**640,503**	**530,582**	**462,051**
	Total Scope 2 (Location-Based) Emissions	**tCO_2e**				**753,961**

Data and Indices: TCFD Index

2024 TCFD Index					
	Scope 3 Emissions				
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and related risks.	Category 1 - Purchased Goods and Services	tCO_2e	3,429,662	3,291,179	**3,054,065**
	Category 2 - Capital Goods	tCO_2e	320,199	266,665	**327,800**
	Category 3 - Fuel- and Energy-Related Activities	tCO_2e	93,645	89,852	**92,106**
	Category 4 - Upstream Transportation and Distribution	tCO_2e	13,154	10,313	**10,380**
	Category 5 - Waste Generated in Operations	tCO_2e	10,945	9,544	**10,968**
	Category 6 - Business Travel	tCO_2e	9,092	12,980	**14,679**
	Category 7 - Employee Commuting	tCO_2e	63,079	64,805	**51,296**
	Category 8 - Upstream Leased Assets	tCO_2e	6,441	6,768	**6,245**
	Upstream Scope 3 Emissions	tCO_2e	3,946,217	3,752,106	**3,567,539**
	Category 9 - Downstream Transportation and Distribution	tCO_2e	13,306	10,583	**7,213**
	Category 10 - Processing of Sold Products	tCO_2e	79,506	56,351	**51,716**
	Category 11 - Use of Sold Products	tCO_2e	14,510,934	8,035,180	**6,125,662**
	Category 12 - End-of-life Treatment of Sold Products	tCO_2e	2,524	2,160	**2,065**
	Category 13 - Downstream Leased Assets	tCO_2e	649	674	**692**
	Category 14 - Franchises	tCO_2e	Not Applicable	Not Applicable	**Not Applicable**
	Category 15 - Investments[1]	tCO_2e	886	886	**1,258**
	Downstream Scope 3 Emissions	tCO_2e	14,607,805	8,105,834	**6,188,606**
	Total Scope 3 Emissions	**tCO_2e**	**18,554,022**	**11,857,940**	**9,756,145**

[1] During the SBTi target validation process, it was determined that Category 15 - Investments, although minor, should also be considered applicable to NXP. Although not included in precious reporting, we have now included Category 15 in our Scope 3 disclosures.

Data and Indices: TCFD Index

2024 TCFD Index

c. Describe the targets used by the organization to manage climate-related risks and opportunities, and the organization's performance against these targets.	NXP has established a well-defined roadmap to reduce emissions across our operations and value chain, ensuring measurable progress toward achieving our climate related aspirations, while supporting global efforts to limit warming to maximum 1.5°C. This roadmap includes both mid- and long-term targets. **Mid-Term Targets** • 35% reduction in Scope 1 and 2 absolute emissions by 2027 (2021 baseline) • 55% reduction in Scope 1 and 2 absolute emissions by 2030 (2021 baseline) • 35% reduction in Scope 3 absolute emissions by 2033 (2022 baseline) **Long-Term Ambitions** • Achieve carbon neutrality by 2035 for Scope 1 and 2 We have additional targets for energy and water: • 50% renewable electricity by 2027 • 60% wastewater recycled by 2027 We also have short-term targets for most of our mid-term goals. These are included in our Annual Incentive Plan (AIP) and are tied to the compensation of all NXP employees. Please see the Aspirations section of the Sustainability Strategy chapter, and the Climate and Water Efficiency sections of the Environment, Health and Safety chapter of this Report for our performance against these targets and more details.[2,3]

SBTi Validation

In 2024, we reached a significant milestone by completing the Science Based Targets initiative (SBTi) validation process. This validation reflects our commitment to climate action. Our validated targets include:
- 55% reduction in Scope 1 and 2 emissions by 2030 (2021 baseline) - aligned with a 1.5°C pathway
- 35% reduction in Scope 3 emissions by 2033 (2022 baseline) - aligned with a well-below 2°C pathway

[2] NXP's approach is to reduce its Scope 1 and Scope 2 emissions by 2035 by prioritizing the implementation of technically and socio-economically feasible solutions. We intend to offset any remaining Scope 1 and Scope 2 emissions. This carbon neutrality goal is not aligned with SBTi.
[3] We aim to achieve our renewable electricity goal through the use of unbundled renewable energy certificates, power purchase agreements and, in select cases, self-generation. This goal is not aligned with SBTi.

Appendices: Top 100 Supplier List

We pursue mutually beneficial relationships with our suppliers and contractors. We support their commitment to observe applicable rules of law and encourage their ongoing efforts to improve ethical practices regarding business, the environment and human rights. The NXP Top 100 Supplier List represents 99% of procurement expenditures in 2024 for materials, manufacturing and assembly of our products worldwide.

2024 Top 100 Supplier List			
ADVANCED ASSEMBLY MATERIALS	HDS	MULTEK	SMIC
AIR LIQUIDE	HENKEL	MURATA	SOITEC
ALLTEK TECHNOLOGY	HERAEUS	NANYA	SPIL
AMKOR	HONEYWELL	NEXPERIA	STATS CHIPPAC
ARDENTEC	INNOV SEMIPAK MATERIALS	NGKED	STMICROELECTRONICS
ASAHI KASEI E-MATERIALS CORPORATION	ITOCHU PLASTICS	NMC	SUBTRON
ASE	ITW	PEAK	SUMITOMO BAKELITE
ASMC	JENTECH	PHOENIX SILICON INTERNATIONAL	SUMITOMO CHEMICAL
AST	JSR CORPORATION	PHOTRONICS	TANAKA
ATX	KENJI TECHNOLOGY	POWERCHIP	TCI
BEIFANG QITI CHANPIN	KENLY	PURE WAFER	TDK
CHIPBOND	KES	RESONAC	TECHNIC
CPAK	KETECA	RJR TECHNOLOGIES	TECHNOPROBE
DAEDUCK	KINSUS	RS TECHNOLOGIES	TEKSCEND PHOTOMASK
DALSA	KOSTAT	SAMSUNG	TFME
DATANG NXP SEMICONDUCTORS	KOSTECSYS	SAMSUNG SEMICONDUCTOR	TRIO-TECH
DISCO	KYOCERA	SENJU	TSMC
DOU YEE	LEADING TECHNOLOGIES	SHANGHAI SINYANG SEMICONDUCTOR	UMC
DUPONT	LINDE	SHANGHAI SIRUIXIN MATERIALS	UTAC
ENTEGRIS	LINXENS	SHENZHENSHI BOSITE KEJI YOUXIAN GON	VACUUM ENGINEERING & MATERIALS
EPAK	MACDERMID	SHIN-ETSU	VANGUARD
FUJIFILM ELECT MATERIALS	MACOM TECHNOLOGY SOLUTIONS HOLDINGS	SHINKO	VERSUM
FURUKAWA	MAES	SILICON CARBIDE	WENSON
GLOBAL WAFERS	MITSUI HIGH-TEC	SILTRONIC	WIN
GLOBALFOUNDRIES	MS SCHRAMBERG	SKYWORKS	WOLFSPEED

NXP Semiconductors N.V. (NASDAQ: NXPI) is the trusted partner for innovative solutions in the automotive, industrial & IoT, mobile, and communications infrastructure markets. NXP's "Brighter Together" approach combines leading-edge technology with pioneering people to develop system solutions that make the connected world better, safer, and more secure. The company has operations in more than 30 countries and posted revenue of $12.61 billion in 2024.

Find out more at www.nxp.com.

Forward-Looking Statements

This document includes forward-looking statements which include statements regarding NXP's business strategy, carbon emissions, energy consumption, water consumption, and other sustainability aspirations as well as any other statements which are not historical facts. By their nature, forward-looking statements are subject to numerous factors, risks and uncertainties that could cause actual outcomes and results to be materially different from those projected. These factors, risks and uncertainties include the following: market demand and semiconductor industry conditions; the ability to successfully introduce new technologies and products; the demand for the goods into which NXP's products are incorporated; trade disputes between the U.S. and China, potential increase of barriers to international trade, including the imposition of new or increased tariffs, and resulting disruptions to NXP's established supply chains; the impact of government actions and regulations, including as a result of executive orders, including restrictions on the export of products and technology; increasing and evolving cybersecurity threats and privacy risks; the ability to generate sufficient cash, raise sufficient capital or refinance corporate debt at or before maturity to meet both NXP's debt service and research and development and capital investment requirements; the ability to accurately estimate demand and match our production capacity accordingly or obtain supplies from third-party producers; the access to production capacity from third-party outsourcing partners and any events that might affect their business or NXP's relationship with them; the ability to secure adequate and timely supply of equipment and materials from suppliers; the ability to avoid operational problems and product defects and, if such issues were to arise, to correct them quickly; the ability to form strategic partnerships and joint ventures and to successfully cooperate with alliance partners; the ability to win competitive bid selection processes; the ability to develop products for use in customers' equipment and products; the ability to successfully hire and retain key management and senior product engineers; global hostilities, including the invasion of Ukraine by Russia and resulting regional instability, sanctions and any other retaliatory measures taken against Russia and the continued hostilities and the armed conflict in the Middle East, which could adversely impact the global supply chain, disrupt our operations or negatively impact the demand for our products in our primary end markets; the ability to maintain good relationships with NXP's suppliers; our ability to generate sufficient cash, raise sufficient capital or refinance our debt at or before maturity to meet our debt service, research and development and capital investment requirements; and a change in tax laws could have an effect on our estimated effective tax rate. In addition, this document contains information concerning the semiconductor industry, our end markets and business generally, which is forward-looking in nature and is based on a variety of assumptions regarding the ways in which the semiconductor industry, our end markets and business will develop. NXP has based these assumptions on information currently available, if any one or more of these assumptions turn out to be incorrect, actual results may differ from those predicted. While NXP does not know what impact any such differences may have on its business, if there are such differences, its future results of operations and its financial condition could be materially adversely affected. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak to results only as of the initial publication date of this document. Except for any ongoing obligation to disclose material information as required by the United States federal securities laws, NXP does not have any intention or obligation to publicly update or revise any forward-looking statements after we distribute this document, whether to reflect any future events or circumstances or otherwise. For a discussion of potential risks and uncertainties, please refer to the risk factors listed in our SEC filings. Copies of our SEC filings are available on our Investor Relations website, www.nxp.com/investor or from the SEC website, www.sec.gov.