



# RESPONDING TO COVID-19

PROTECTION AND GIVING BACK





## RESPONDING TO COVID-19

NXP's priority has been protecting the health and safety of our employees. Early in the COVID-19 pandemic, we activated our crisis-management plan and quickly established a dedicated Crisis Management Team consisting of executives and people from various groups, including Environment, Health and Safety, Human Resources, and Communications. Through this team, in concert with NXP country and site leaders, we implemented stringent health and safety protocols to safeguard employees and help minimize the spread of the virus on a local, regional, and global level.

### **Early Global Response:**

- Transitioned all employees whose jobs could be done remotely to working from home
- Enacted world-class health and safety protocols at all NXP sites
- Prohibited all visitors and non-essential employees from entering NXP sites
- Prohibited all business travel
- Closely monitored, tracked, and reported community COVID-19 data for the countries and cities where NXP employees live and work
- Regularly updated our most senior leadership-team members on the status and health of our workforce
- Launched an online information hub that included information about our COVID-19 policy, frequently asked questions, recommendations for working from home, ergonomic guides, and access to wellness resources

### **Protecting Our Employees**

With the support of our Information Technology teams, we quickly and successfully transitioned everyone with a job that could be done remotely to working from home. We provided guidance on relevant topics, such as setting up a home office and staying connected, along with access to wellness resources, such as ergonomic self-assessments. We also let employees transfer their NXP-owned chairs and computer equipment to their home offices.

To keep our manufacturing operations running, more than half of our employee population continued working in our wafer fabs and assembly and test sites. Additionally, engineers working in our high-security environments, employees needing access to labs and equipment, and those ensuring the day-to-day operations of NXP facilities maintained access to our sites.

Our sites implemented robust safety protocols, including screening measures for anyone coming onsite and mandatory use of Personal Protective Equipment (PPE), such as masks and goggles. We also installed sanitization stations, increased cleaning frequency, limited the capacity of conference rooms, staggered shift changeovers and breaks to prevent crowding, increased air-flow capacity, installed higher-grade HVAC filters, and increased the frequency of filter replacement.

We conducted three pulse surveys in 2020 to gauge how our employees were adapting to the new way of working and understand what NXP might do to help.

Once COVID-19 restrictions are eventually lifted and the majority of office-based employees begin returning to onsite work, we will offer eligible employees the option to follow a flexible work arrangement.

### **Safeguarding Our World**

NXP products enable life-saving solutions for health care and medical devices such as ventilators, which are vital for the sickest of COVID-19 patients. In 2020, we collaborate with distributors to prioritize the delivery of medical-device components throughout our global supply chain.

NXP also produces products used in other critical infrastructure sectors, including utilities, transportation, communication, and information technology. Our mobile wallet is just one example of a technology with life-saving potential, as it limits the need to handle cash or touch the payment terminal, thereby reducing the spread of germs.

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## Giving Back to Our Communities

In 2020, NXP employees around the world worked together and with customers and local communities to fight COVID-19. We also supported underserved populations in certain communities where a large number of our employees live and work, through corporate giving.



*NXP donated laptops and desktop computers to schools for virtual learning*

We worked with NXP country leaders to identify charitable organizations and determine funding amounts. In selecting areas to assist, we chose places that met a number of criteria, including the following:

- Insufficient number of primary care providers
- High infant-mortality rate, high poverty, or high elderly population
- Economic disruption complicates already difficult challenges, such as inconsistent access to food, health education, medical treatment, and educational support
- Rapid increases in demand for food and basic essentials, while support from donations, volunteers, and government is stagnant or diminishing

At the local level, NXP's in-kind donations and employee volunteerism covered a number of activities:

- We donated PPE, including employee-made face shields and masks, to local healthcare workers and support staff
- We donated tablets and other computer equipment to several groups, including students, for online education, to nursing home residents, as a way to help them stay connected to loved ones, and to those in financial need, to enable digital access
- Employees volunteered their time to raise and donate funds to support medical care and help people otherwise affected by the COVID-19 pandemic



*Employees made and donated protective face shields for healthcare workers*



*Employees donated money for a modular hospital to treat COVID-19 patients*



*NXP supported quick, secure transport to and from hospitals, around the clock*



*NXP donated bibs, gowns, and other PPE to frontline healthcare workers*