2025 Corporate Sustainability Report

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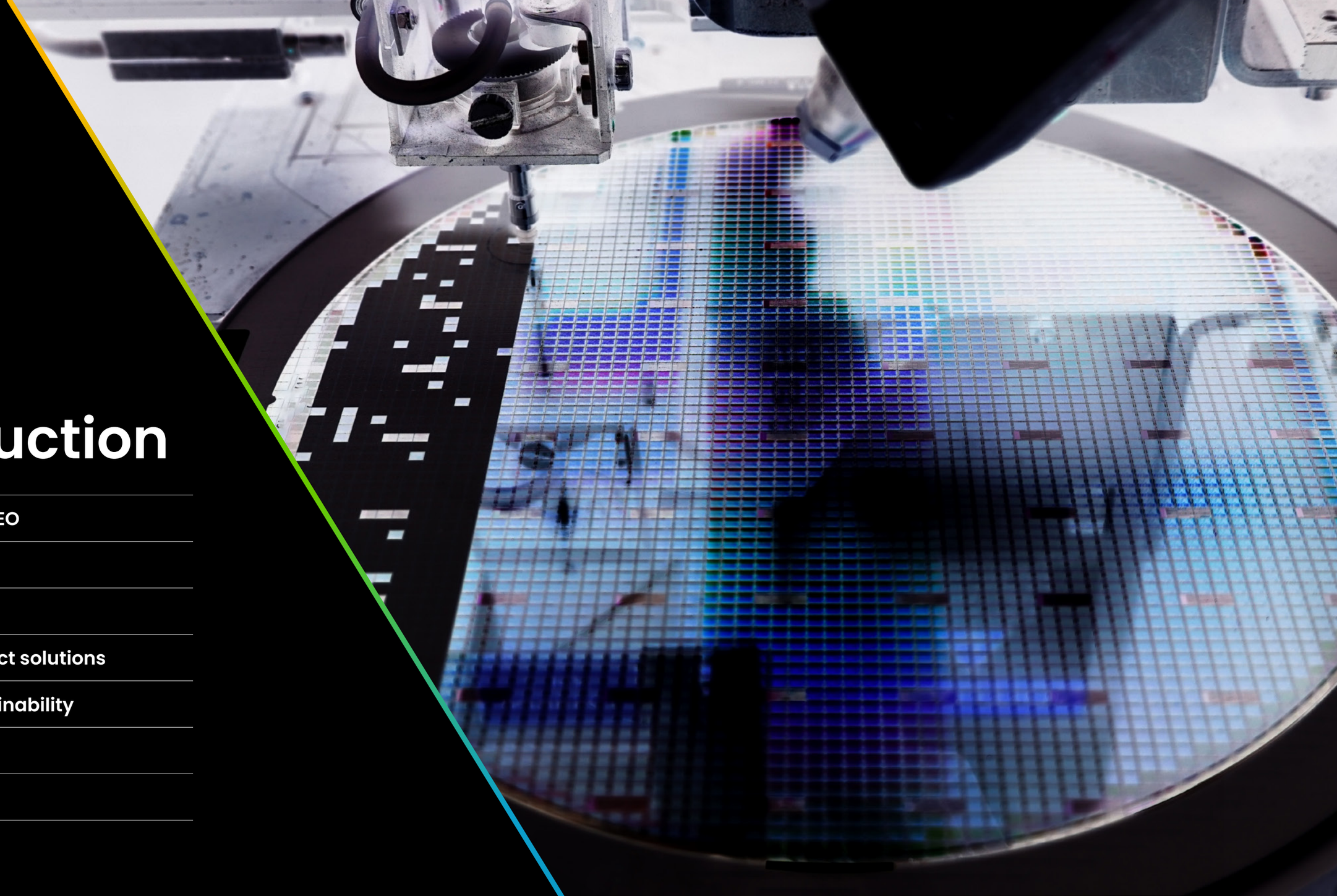

Introduction

A letter from our CEO

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> This report reflects our unwavering commitment to sustainable development and our focus on achieving meaningful, measurable progress year after year.

A letter from our CEO

We operate with a clear purpose: bring together bright minds to create breakthrough technologies that make the connected world better, safer and more secure. With this commitment comes the responsibility to pioneer solutions that help contribute to a more sustainable future.

As we advance technologies that power everything from electric vehicles to smart factories, we also hold ourselves accountable to evolve our business and advance our long-standing commitment to creating smarter, more sustainable solutions that help shape a brighter future for all.

In 2025, we expanded smart home capabilities that optimize energy use through our collaboration with Honeywell, using our i.MX 8M Plus applications processor to power autonomous building systems. We also took steps to reduce plastic waste by partnering with Inotec to leverage NXP's UCODE RAIN RFID technology, enabling 20-year traceability for reusable flower trays. In addition, NXP's NAFE family of analog front-end devices supports AI-assisted pH monitoring systems that safeguard water quality. These advances reinforce our belief that innovation — increasingly enhanced by responsible AI-enabled solutions — holds tremendous potential to create a smarter, more sustainable future.

I'm proud of the progress we've made to enhance the sustainability of our operations, including achieving our water and waste recycling target ahead of our original commitment. We're continuing to reduce our environmental footprint and uphold strong ethical standards throughout our operations and across our entire value chain.

We will continue to lead with transparency and collaboration as we move forward on our path to carbon neutrality by 2035. This report reflects our unwavering commitment to sustainable development and our focus on achieving meaningful, measurable progress.

Empowered by our global team members, our customers and our partners, we'll keep driving the world forward — sustainably and with purpose.

Best regards,

Rafael Sotomayor
President and CEO
NXP Semiconductors

2025 Highlights

Sustainability at NXP

Our sustainability mission is to enable a better, safer, more secure and more sustainable world through innovation. This aspiration has given rise to a series of global aspirations that inform our efforts and enable us to gauge our performance, celebrate our accomplishments and address opportunities for improvement. Our aspirations are listed below.

Innovation

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

Develop higher-performing, more energy-efficient products

Environment

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[1]

35% reduction in Scope 3 by 2033

50% renewable electricity by 2027

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

[1] 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. While our goals to reduce Scope 1 and 2 emissions by 2030 and Scope 3 emissions by 2033 are validated by SBTi, this carbon neutrality goal has not received SBTi validation.

2025 Sustainability highlights

Limited assurance for Scope 1 and 2 emissions

Conducted our first comprehensive review of our **human rights program**

Named one of **TIME's Most Sustainable** Companies of 2025

96% of IDL team members completed sustainability training

Installed PFC-abatement equipment at **4 sites**

Elevated cybersecurity risk practices across our supplier network

93% of team members feel NXP is committed to ethical practices

Recertified our EHS management system to **ISO14001 and ISO45001**

Presented the Top 10 Enterprise Award by the **Global ERG Network**

Exceeded our goals for **waste and water recycling**

Helped buildings be more sustainable using our **i.MX 8M Plus processor**

73% of audited suppliers improved their performance

Published our inaugural **Climate Transition Plan**

Recognized by Clarivate as a **Top 100 Global Innovator**

Our business

Business overview

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 end markets. We have manufacturing locations in the Netherlands, Mainland China, Malaysia, Singapore, Taiwan, Thailand and the US. For a list of the other countries and regions where we operate, visit our Worldwide Locations web page.

Value chain

Our value chain reflects the full lifecycle of our products and the global reach of our business. Upstream, it encompasses sourcing raw materials, engaging suppliers and leveraging external manufacturing partners. Our own operations include design, manufacturing and assembly and testing, supported by essential corporate functions that enable efficiency, compliance and resilience. Downstream, the value chain extends to customers, distributors, the use of sold products and product end-of-life. Across all stages, we operate in all major geographic regions.

Total Quality

We believe Total Quality is a critical component of how we operate and we are committed to operating according to stringent, internationally recognized requirements for quality and reliability. We are accredited by the ANSI National Accreditation Board (ANAB) as a certified management systems certification body under ISO/IEC 17021-1. Additionally, all our manufacturing sites are ISO 9001 certified and our sites that manufacture automotive products are IATF 16949 certified.

When customers think of NXP, we want them to think Total Quality, including the following principles.

- First-time-right development, designs and qualifications
- Delivering zero defects to our customers
- Providing flawless customer support

We enable this through a quality mindset. See the Quality web page for more details.

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.

2025 Snapshot

32,169
Team members

+30
Countries worldwide

$12.27B
Revenue

11,034
Total R&D employees

~9,500
Patent families owned

Sustainable product solutions

Approach

Developing technologies that enable a more connected, safer and secure world is the core of our business. We drive innovation that supports the sustainable transformation of key industries and promotes energy-efficient solutions. Development of sustainable products is a strategic focus embedded in our long-term planning.

As part of the new era of edge artificial intelligence (AI) computing, our innovations can drive efficiency and reduce waste by leveraging edge computing, which requires less energy than cloud computing and provides a more energy-conscious approach to processing data closer to the source. Generative AI can also increase energy and water consumption. We adopt AI responsibly, prioritizing energy-efficient solutions and leveraging AI to accelerate sustainability progress.

We developed a manufacturing Product Carbon Footprint (PCF) methodology that covers emissions from manufacturing (Scope 1 and 2 emissions), as well as external supplier emissions (upstream Scope 3 emissions). This allows us to provide product-level data to customers and guide strategic decisions with transparency and scale.

We continue to work on assessing the sustainability of our portfolio. This helps inform our strategic direction and supports our ongoing efforts to reduce our climate impact and mitigate climate change by offering solutions to our customers that will also reduce their footprint.

2025 Product solutions

Beyond internal processes, we collaborate closely with customers to co-develop innovative solutions that reduce environmental impact at the system level, helping them meet their sustainability goals while advancing ours.

Take, for example, the future of smart buildings that optimize energy use without compromising comfort. This vision is reality through our collaboration with Honeywell, where our **i.MX 8M Plus applications processor** powers autonomous building systems. By integrating AI and machine learning, these systems analyze real-time sensor data to predict occupancy patterns and adjust heating, cooling and lighting dynamically, leading to reduced energy waste, lower operational costs and progress toward carbon neutrality.

Similarly, addressing plastic waste requires bold solutions. Through our collaboration with Inotec, NXP leverages **UCODE RAIN RFID technology** to enable 20-year traceability for reusable flower trays. Embedded RFID tags allow growers and retailers to track trays throughout their lifecycle, ensuring accountability and preventing loss. This simple yet powerful solution replaces single-use plastics with durable, trackable alternatives, reducing landfill waste and conserving resources.

Safeguarding water is essential. Our **NAFE family of analog front-end devices** powers AI-assisted pH monitoring systems that ensure water quality. These systems detect changes instantly, enabling treatment plants to act before problems escalate. Communities gain reliable access to clean water and ecosystems remain protected from harmful pollutants.

2025 Product highlights

Enabled flower tray reuse with **UCODE RAIN RFID**

Helped buildings to be smarter and more sustainable using our **i.MX 8M Plus processor**

Supported healthcare efficiency and safety through our **RAIN RFID and NFC**

Healthcare, too, benefits from innovation. Hospitals are complex ecosystems where inefficiency can cost lives and resources. We collaborate with healthcare innovators and integrators to deploy **RAIN RFID and NFC technologies** that streamline operations, improve asset tracking and authenticate medications. Innovators like **Bluesight's Kit Check™**, deployed in over 900 US hospitals, automate kit verification using our UCODE RAIN RFID with 99.9% accuracy, reducing waste and preventing errors.

Another example is **Ypsomed's SmartPilot™**, which uses NXP's NFC to guide patients through self-administration and verify disposables, improving adherence while cutting medical waste. As healthcare supply chains grow in complexity, the value of visibility will only increase. RFID and NFC technologies help unify scattered data and information into a single, trustworthy picture, visualizing the entire supply chain. It shows exactly where vital resources are, how they are used, when they reach end-of-life and when low stock levels need replenishment. This transparency prevents waste and improves inventory control, as well as supporting the principles of a circular economy, where products and materials are kept in use for as long as possible.

Looking ahead, sustainable innovation is also taking flight through our work in climate-resilient drone technologies. In collaboration with leading research and safety organizations such as Fraunhofer IMTE, NXP enables autonomous drones that monitor coastlines, support early detection of environmental threats and help protect fragile ecosystems. Powered by NXP's energy-efficient **i.MX applications processors**, our **RT crossover MCUs** and **secure connectivity solutions**, these drones can fly longer, process data locally at the edge and operate with a minimal environmental footprint. By reducing the need for fuel-intensive patrol missions and enabling precise, data-driven intervention, this technology strengthens climate-adaptation efforts and supports communities facing rising environmental risks. It is a powerful example of how intelligent, efficient systems can safeguard natural resources while advancing global sustainability goals.

These solutions are more than technological milestones; they are proof of NXP's unwavering commitment to sustainability. We are driving progress toward our sustainability goals, developing higher-performing, energy-efficient products and ensuring responsible use of natural resources. Together, we are shaping a future where technology and sustainability go hand in hand, creating a smarter, safer and more sustainable world for all.

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 our **Sustainable Product Solutions** web page for updates, news and other insights.

"Change is inevitable, but progress is intentional. Our sustainability mission — built on transparency and accountability helps drive continuous improvement and positive change to help build a better world for tomorrow. Every accomplishment we achieved in 2025 is more than progress — it's an ongoing promise that, together, we can create a legacy of lasting impact.

Jennifer Wuamett
Executive Vice President, General Counsel,
Chief Sustainability Officer
NXP Semiconductors

Approach to sustainability

About this report

This report is developed with reference to the Global Reporting Initiative (GRI) Standards and is informed by and aligned with other global leading reporting frameworks, such as the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD). We remain an active signatory to the United Nations Global Compact (UNGC). In 2025, we upheld this commitment by completing the Communication on Progress questionnaire, available on the UN Global Compact website. We actively monitor developments in sustainability and reporting and continuously adapt our disclosures to align with relevant emerging standards and regulations.

Data presented in this report covers the 2025 calendar year — January 1 to December 31 — unless otherwise stated. This report includes information and data from all our worldwide locations and joint ventures under NXP's operational control, including SSMC and our recent acquisitions. Environmental data includes owned, controlled and leased manufacturing sites. 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 web page.

Sustainability strategy

As our sustainability programs evolve, we are focused on two priorities, which are enhancing how our technologies can drive sustainability for NXP and our partners and embedding these initiatives across our business.

Our sustainability strategy is guided by globally recognized frameworks, including the UN Sustainable Development Goals (SDGs). Our focus and activities are shaped by regularly assessing and considering insights from internal and external stakeholders, sustainability standards and regulations, peer disclosures, rating reports and industry research.
This process helps us align our priorities with stakeholder expectations and emerging sustainability risks and opportunities.

Updated our Sustainability Policy in 2025

Additional reports and resources

- Climate Transition Plan
- Conflict Minerals Reports
- Country-by-country tax reporting
- Executive Summary
- Independent Limited Assurance Statement
- Interactive Analyst Center
- ISO 14001 and 45001 certificates
- Modern Slavery Reports
- Proxy, 10k and IFRS
- SBTi target validations
- Smarter World Blog
- SpeakUp
- Sustainability Homepage
- Sustainability Stories

Aspirations

We take pride in the meaningful steps we're taking to reduce our negative impacts and amplify positive ones.
Year after year, we advance our sustainability aspirations with measurable progress — here is what we achieved in 2025.

	Aspirations	Progress in 2025
Innovation	Design and develop manufacturing technologies that positively impact the planet and society	We continued to improve our portfolio-assessment approach to better understand how our products enable sustainable solutions and identified opportunities to maximize positive impact.
	Develop higher-performing, more energy-efficient products	We continued to work to increase the energy efficiency and performance of our products with the goal of reducing our use of raw materials and lowering our emissions.
Environment	Ensure efficient and responsible use of natural resources	We strive to improve our operations and minimize environmental impact. We conserve natural resources, reduce emissions and manage substances of concern responsibly. By embracing circular-economy principles, we cut material use, extend product life cycles and promote reuse and recycling.
	35% reduction in Scope 1 and 2 emissions by 2027 and 55% by 2030; carbon neutrality by 2035[1]	We decreased our absolute Scope 1 and 2 emissions by 47% compared to our baseline year of 2021.
	35% reduction in Scope 3 by 2033	We decreased our Scope 3 emissions by 54% compared to our baseline year of 2022.
	50% renewable electricity by 2027[2]	We used 47% renewable electricity, an increase of 16 percentage points compared to our baseline year of 2021.
	60% wastewater recycled by 2027	We recycled 61% of wastewater, meaning we achieved our 2027 target ahead of schedule. Overall, we had an increase of 13 percentage points compared to our baseline year of 2021.
	90% waste recycled by 2027	We recycled 94% of waste, meaning we achieved our 2027 target ahead of schedule. Overall, we had an increase of 18 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 2024.
	Zero tolerance of forced labor and human-rights abuses	We conducted our first comprehensive review of the relevance, adequacy and effectiveness of NXP's human rights program. We continued to audit suppliers and implemented a Vendor Collaboration Portal for Conflict Mineral reporting.
	Zero workplace injuries	We maintained a low Total Case Incident Rate (TCIR) of 0.08, 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 an action plan.
	Integrate sustainability into our business strategy	We continued to integrate our Sustainability Program throughout the business, and, in 2025, we launched a company-wide sustainability training which was mandatory for all employees.

[1] NXP aims 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. While our Scope 1, 2 and 3 emissions reduction goals are validated by SBTi, this carbon neutrality goal has not received validation.
[2] We aim to achieve our renewable electricity goal through the use of unbundled renewable energy certificates (RECs), power purchase agreements and, in select cases, self-generation. This goal has not been validated by SBTi.

Climate-related 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. The baseline years for our targets were chosen to reflect the most accurate and representative data available. More details are available in our Climate Transition Plan.

2025 Annual Incentive Plan

Since 2022, we have connected our sustainability efforts to employee remuneration by adding sustainability measures to the nonfinancial scorecard component of our short-term Annual Incentive Plan (AIP). This scorecard 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 list includes the 2025 nonfinancial scorecard goals.

Retention — NXP aimed to retain global team members by focusing on managing voluntary attrition. This measure was chosen because stability and continuity of talent strengthen innovation, productivity, efficiency and reflects a positive work culture. By year-end, the retention rate of global team members aligned with the pre-established stretch goal and was below the benchmark.

Team member engagement — NXP's goal was to maintain an employee engagement index greater than the technology benchmark. This was selected because engagement is central to NXP's culture and creates long-term value and builds a stable, resilient and capable team. The 2025 IDL (indirect labor) engagement index ranked between the 70th and 75th percentile of the technology benchmark, which was below our target.

Women in the workforce — NXP sought to continue progress in improving women's representation over 2024 results. NXP believes an inclusive workplace where qualified women have opportunities to grow and deliver generates stronger outcomes for shareholders. By year-end 2025, the representation of women in the IDL workforce matched the prior year's results, which is considered a threshold level of performance.

Energy efficiency — NXP's goal was to reduce carbon emissions by end of 2025 corrected for loading, using a baseline factory utilization rate of 95% with 47% renewable electricity. This goal supports NXP's carbon-neutrality roadmap, which includes annual emission-reduction targets aligned with mid-term and long-term goals. As of year-end, we reduced carbon emissions in alignment with the established target.

Water efficiency — NXP aimed to recycle water in manufacturing, recognizing water as a critical production input and, at the same time, a crucial resource for the communities in which we operate. Conserving usage by withdrawing less is foundational to our goal, and led to an increased focus on improving the water recycling rate. At year-end, the company recycled water above the pre-established stretch goal and achieved our mid-term recycling rate commitment in advance of 2027.

Sustainability training — The measure was to educate the IDL population on the importance of the sustainability program. It was chosen to strengthen individual ownership of sustainability initiatives and reinforce progress toward NXP's sustainability goals. By year-end, the company achieved 96% compliance in completing the two mandatory sustainability training modules.

Additional sustainability aspirations

In addition to the ambitions outlined above, we remain committed to advancing our sustainability journey through initiatives that foster inclusion within our workforce, strengthen social responsibility and ensure comprehensive training of our team members on ethics and privacy. For more details, please refer to the Inclusion, Social responsibility and Ethics and privacy sub-sections of this report.

Climate aspirations

Mid-term targets

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

35%
reduction in Scope 3 absolute emissions by 2033 (2022 baseline) - SBTi-validated target

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

Long-term ambitions

Achieve
carbon neutrality
by 2035 for Scope 1 and 2[3]

[3] NXP aims 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. While our Scope 1, 2 and 3 emissions reduction goals are validated by SBTi, this carbon neutrality goal has not received validation.

Stakeholder engagement

Sustainability supplier engagement program

At the core of NXP's Supplier Engagement Program is our Supplier Code of Conduct, which all suppliers must adhere to and which establishes rigorous standards for human rights, ethical behavior and environmental stewardship throughout our supply chain. Building on this foundation, we conduct annual risk assessments and supplier surveys to identify priorities for engagement on sustainability. Tailored engagement strategies help drive continuous improvement. The program implements supplier-specific actions, enforces compliance through audits and corrective measures and supports ongoing training and accessible grievance mechanisms. Through this comprehensive approach, we ensure our suppliers are aligned with NXP's sustainability objectives and requirements, while strengthening the responsibility and resilience of our global supply chain.

Community impact

NXP is committed to making a positive impact in the communities where we operate. Our team members contribute their time, skills and resources to support initiatives focused on education, poverty alleviation, hunger, health and well-being. Through structured volunteering and giving programs, we enable meaningful, locally driven community engagement across our global footprint.

Giving — NXP supports local communities through company-sponsored giving campaigns, including food drives, scholarship programs and the donation or repurposing of office equipment. In addition, NXP provides $10 per hour in matching donations for team member volunteer hours recorded through the NXP Gives Back platform.

Volunteering — Team members are encouraged to participate in both NXP-sponsored volunteer events and local community initiatives. Activities include environmental clean-ups, education-focused programs and partnerships with nonprofit organizations such as United Way (US), the Counseling and Support Center (Romania) and Buenos Chicos (Mexico).

STEM education — NXP supports STEM education through guest lectures, lab tours, university partnerships and collaborative innovation centers worldwide. Key initiatives — such as participation in EcoCar, the National University Students Intelligent Car Race and the NXP Cup — help to develop future technology talent.

For additional details on 2025 community engagement activities, please visit our Community Outreach web page.

Stakeholder engagement process

Stakeholder engagement and feedback are a critical part of our sustainability strategy as it informs our processes, culture and expectations. In 2025, we continued to interact with our internal and external stakeholders (see the following table) through various activities.

Stakeholder group	Engagements	Purpose of engagement	How outcomes are accounted for
External stakeholders			
Civil Society Organizations (CSOs) and NGOs	Dialogue, multi-stakeholder projects and conferences	Align business and civil society expectations on sustainability and environmental due-diligence and collaborate to support affected stakeholders	Update policies and actions to integrate best practices serving affected stakeholders
Customers	Conferences, product launches, trade shows, sustainability and business-review meetings, customer-satisfaction survey and review of customer documentation	Understand and align with customer expectations and collaborate to create more sustainable products	Ensure compliance with customer requirements and reduce audit needs through alignment
Governments / public sector	Multi-stakeholder projects, meetings and conferences and industry-association meetings	Provide industry perspective how regulatory impacts companies and enable proactive response	Update processes, disclosures and reporting to comply with regulations
Industry associations	Participation in or leadership of workgroups and meetings	Share best practices with peers and maintain alignment with industry expectations	Integrate relevant industry codes and standards into operations and plans
Shareholders / investors	Shareholder meetings, investor calls and conferences	Align with investor priorities and add value to their initiatives and NXP activities	Share feedback with relevant teams and implement improvements
Suppliers	Supplier due-diligence audits, surveys, engagement letters and review meetings	Drive sustainability impact across supply-chain (e.g., GHG emission reduction and due-diligence best practices)	Conduct supplier due-diligence audits, complete corrective action closures and coordinate improvement initiatives
Internal stakeholders			
NXP team members	Quarterly Pulse meetings (all hands), surveys, Employee Resource Groups (ERGs), town halls and other meetings, summits and tours	Highlight innovation, gather insights on priorities and concerns and foster a culture of success and responsibility	Summarize feedback for leadership and implement improvements based on identified needs
NXP sustainability experts	Regular meetings, working groups, surveys and projects	Leverage internal expertise to strengthen Sustainability Program	Incorporate SME proposals and escalate to Sustainability Management Board as needed

Memberships and partner organizations
Alliance on Processors and Semiconductor Technologies (ALLPROS)
Dignity in Work for All (Previously Verité Southeast Asia)
European Partnership for Responsible Minerals (EPRM)
European Semiconductor Industry Association (ESIA)
Global Business Initiative (GBI) on Human Rights
International Labour Organization (ILO)
International Organization for Migration (IOM)
Organisation for Economic Co-operation and Development (OECD)
Responsible Business Alliance (RBA)
Responsible Labor Initiative (RLI)
Responsible Minerals Initiative (RMI)
SEMI Semiconductor Climate Consortium (SEMI SCC)
Semiconductor Industry Association (SIA)
Semiconductor PFAS Consortium
United Nations Global Compact (UNGC)

Governance

Approach

Our sustainability strategy is aligned with and incorporated into the company's long-term business strategy. The CEO and the NXP Management Team, together with and under the supervision of NXP's Board of Directors, are responsible for implementing NXP's sustainability strategy, policies and aspirations. Our 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. The scope and responsibilities of each Committee are documented in written charters, which can be viewed at our Board Committees web page.

Board composition

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.

- 10 Board Directors
- 9 independent, non-executive Directors
- Board chair is independent
- 40% of women on Board, including chair
- 6 Board meetings in 2025
- >75% attendance for all meetings
- Average Board tenure is 6.3 years
- Age of youngest director is 54
- Age of oldest director is 69
- Unitary Board system

Sustainability oversight

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 Committee and Human Resources Compensation Committee for sustainability matters within their core areas of expertise. The Nominating, Governance and Sustainability Committee receives quarterly updates from representatives of the Sustainability Management Board and, in turn, reports on these efforts in meetings of NXP's Board of Directors.

NXP's Sustainability Management Board, which is composed 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.

Board Committee oversight

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

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

Audit Committee
Oversight of financial and sustainability disclosure processes, controls and assurance

- Oversee controls and procedures for 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

50%
of Board directors have sustainability experience

NXP sustainability governance model

Board of Directors
Ultimate sustainability oversight[1]

Nominating, Governance and Sustainability Committee
Sustainability Program oversight

Management Team Sustainability Management Board
Chaired by Chief Sustainability Officer

NXP Sustainability Program

- Brand and reputation
- Customers
- Governance
- People
- Reporting
- Strategic business model
- Sustainable manufacturing

[1] As our CEO also serves on the Board of Directors, the CEO participates in the Board's ultimate oversight of the company's sustainability strategy and related matters.

Environment, health and safety

EHS management

Climate

Water

Resource use and circular economy

Pollution

Biodiversity

Health and safety

EHS data

EHS management

Governance

Our Environmental, Health and Safety (EHS) Management Board is responsible for 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. Our 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 EHS impacts and risks worldwide.

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. The Global EHS Team also coordinates with multiple regulatory agencies to ensure proper permitting, reporting and compliance with local requirements.

EHS-related policies

The following policies and codes cover topics related to climate, emissions, energy, water, effluents, waste, resource use, circular economy, pollution, biodiversity and health and safety.

- Auditable Standards on Social Responsibility
- Biodiversity Policy
- Code of Conduct
- Supplier Code of Conduct
- Sustainability Policy

Assessments and audits

All NXP manufacturing sites conduct internal environmental and health and safety risk assessments continually. These evaluations address material handling, energy, water and waste management, as well as the likelihood of adverse safety events. Findings inform programs, procedures and engineering controls designed to minimize risk.

As part of the ISO certification process, each site completes an annual EHS Self-Assessment 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 nonconformities accordingly.

The EHS and Social Responsibility Teams use external audit firms to conduct EHS audits. Our registrar, Lloyd's Register Quality Assurance (LRQA), conducts annual third-party audits of select sites to evaluate compliance with our EHS certifications. Larger offices and R&D sites conduct annual self-assessments and are audited by a third party approximately every five years.

In 2025, NXP successfully completed all the required surveillance measures at four sites and our corporate headquarters, in accordance with the ISO 14001 and ISO 45001 standards and achieved recertification status. LRQA audited a sampling of compliance and management systems at all selected sites. A formal report was issued and corrective actions are tracked until LRQA indicates that they have been satisfactorily closed. Currently, all our manufacturing sites as well as our headquarters are certified to both ISO 14001 and ISO 45001.

> All NXP manufacturing sites conduct internal environmental and health and safety risk assessments continually.

Recertified our EHS management system to **ISO14001 and ISO45001**

We take Notices of Violations (NOVs) seriously. We work quickly to identify corrective actions and take steps to minimize the chance of recurrence. In 2025, we received feedback on our compliance from external agency inspections and received six NOVs for minor infractions. Four NOVs were a result of reporting errors. Two NOVs were a result of technical-design and process-safety updates. We worked closely with external agencies to address any findings, and all NOVs are either closed or pending closure by authorities. No NOVs resulted in a fine to NXP[1]. We continue to partner with the local regulatory agencies to ensure compliance with all EHS requirements.

As part of our membership in the Responsible Business Alliance (RBA), each of our eight manufacturing sites completes an RBA Self-Assessment that covers EHS management systems and other topics. In 2025, our sites in Thailand and Malaysia underwent RBA VAP audits. There were no significant EHS-related findings from either audit, but they did recommend strengthening some procedural areas.

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 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 EHS. For example, waste technicians and other team members who work with waste are trained on waste reduction and sorting methods in addition to a specialized hazardous-waste class. Training and awareness include engaging our team members in incident investigations to identify potential improvements and assist in the implementation and ongoing improvement of management systems. In 2025, we also launched mandatory company-wide sustainability training.

Metrics

We continuously monitor and evaluate our EHS performance using quantitative data, which we report annually in this report. This chapter covers key metrics on greenhouse-gas (GHG) emissions, energy, water, waste, health and safety, with additional data provided in the Data Tables: EHS Data sub-section of this report. Information about our aspirations, targets and goals is outlined in the Approach to Sustainability sub-section of this report. Our data-management systems track and calculate our EHS performance at each manufacturing site to ensure accuracy and consistency. For our environmental data, we may use estimations where actual data is not available based on our internal processes and procedures. For information on data assurance, please see the Climate sub-section of this report.

[1] External agency inspections often include an assessment of compliance with permits, regulations and standards, including water-related requirements. In 2025, NXP recorded no instances of regulatory non-compliance.

Climate

Approach

We take a comprehensive approach to managing greenhouse-gas emissions across Scope 1, Scope 2 and Scope 3, integrating reduction targets into operational planning and strategy.

Our Scope 1 and 2 emissions stem primarily from direct manufacturing operations and purchased electricity, while Scope 3 — representing the majority of NXP's footprint — includes upstream and downstream activities such as purchased goods, capital equipment and the use of sold products.

While we remain focused on decarbonizing Scope 1 and 2 emissions and meeting our carbon-neutrality ambition, we are also working to reduce our Scope 3 footprint in line with our target validated by the Science Based Targets Initiative (SBTi).

Emission reporting

We measure our carbon footprint in accordance with the GHG Protocol and the Intergovernmental Panel on Climate Change (IPCC) 2019 Refinement to the 2006 Guidelines. We calculate Scope 1 and 2 emissions using actual data wherever possible. For Scope 1, this includes, in order of preference, supplier website reporting, meter readings, supplier invoices and start and end inventory logs. When data is missing, a controlled and documented estimation method is used. Emission factors for both scopes are fully documented and come from recognized international sources and are updated annually utilizing review and approval processes.

Scope 2 location-based emissions use, in order of preference, supplier website reporting, meter readings and invoices, with estimates only when information is incomplete. Country level grid averages are applied and reviewed yearly. Scope 2 market-based emissions use supplier-specific data and qualifying contractual instruments, with residual mix factors applied when contracts are not available. Assumptions relate to contract validity, coverage and annual factor updates. We claim the use of renewable electricity at four of our locations in Nijmegen, Bangkok, Tianjin and Kuala Lumpur. These claims are supported by Renewable Energy Certificates (RECs) sourced from hydro, biomass and biogas generation technologies.

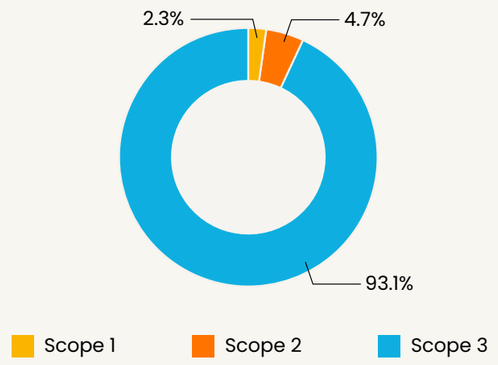
Scope 3 emissions are calculated using spend, activity-based data and modeled estimates when needed. Emission factors come from recognized category-specific databases, with assumptions focused on the use of spend based inputs and the need for modeled values where used.

Scope 1 and 2 methodology details

NXP applies the IPCC methodology to calculate emissions from HTFs, PFCs and N_2O. Scope 1 emission factors for fossil fuel combustion are sourced from the IPCC Guidelines, using country-specific factors for natural gas and town gas. To calculate the emissions from PFCs, NXP uses the 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 3, Chapter 6. GWP100 values are taken from IPCC AR6 to calculate PFC CO_2e emissions. Where possible we use the same approach for HTFs. In some situations, we need to fall back to older Assessment Report (AR) versions or supplier information. The country specific factors for natural gas and town gas include sources drawn from recognized regional and national datasets, including the US International Energy Agency (IEA) database, the National Environment Agency (NEA) of Singapore and the International Energy Agency (IEA).

For Scope 2 emissions, NXP applies both location-based and market-based calculation methods. Market-based emissions are calculated using supplier-specific emission factors whenever available. For electricity from unknown or non-contracted sources, the relevant residual-mix factor is applied. In countries where the residual-mix is not available we make use of the location-based emission factor as a replacement. Emission factors are drawn from recognized regional and national datasets, including the Association of Issuing Bodies (AIB), US Environmental Protection Agency (EPA) eGRID database and electricity production factors published by the IEA.

2025 proportion of Scope 1, 2 and 3 emissions



In 2025, NXP continued the deployment of abatement systems across its manufacturing sites. These systems are designed to treat and destroy GHGs prior to release, thereby reducing the overall climate impact of our operations. We apply the IPCC 2019 Tier 2c methodology, which provides default destruction efficiencies for GHG abatement technologies used to reduce emissions. Reductions in GHG CO_2e attributable to abatement are calculated using established modeling approaches that may incorporate reasonable estimates based on the IPCC methods and on the process model.

Our climate data is collected and managed in line with our internal procedures and controls. In early 2026, NXP obtained external limited assurance over its 2025 Scope 1 and 2 greenhouse-gas emissions data, reinforcing the credibility and transparency of our climate reporting. For more information, please read our 2025 Independent Limited Assurance Statement.

Actions

For Scope 1 emissions, we focus 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.

For Scope 2 emissions, we are accelerating the transition to renewable electricity with a mid-term target of increasing renewable electricity use to 50% by 2027. This includes actively exploring regional opportunities for renewable electricity supply, securing power purchase agreements and improving onsite generation efficiency with advanced technologies. We also aim to reduce our overall consumption of electricity by optimizing processes and upgrading equipment, such as exhaust and air-extraction systems, lighting, cooling towers and chillers.

For Scope 3 emissions, we continue to focus on improving data accuracy and prioritize the most material categories — namely the use of sold products, purchased goods and services and capital goods — to drive meaningful emission reductions and support our climate goals. We are reducing upstream emissions through our improved supplier engagement program. We are also working to design products with energy efficiency in mind, helping our customers reduce emissions during the use phase of NXP products. Additionally, we are identifying reduction opportunities for smaller impact categories across our entire value chain.

Climate transition plan

We have developed our first Climate Transition Plan where we further outline our decarbonization strategy in line with our commitment. The plan includes our emissions inventory, targets, emission reduction levers and actions and governance.

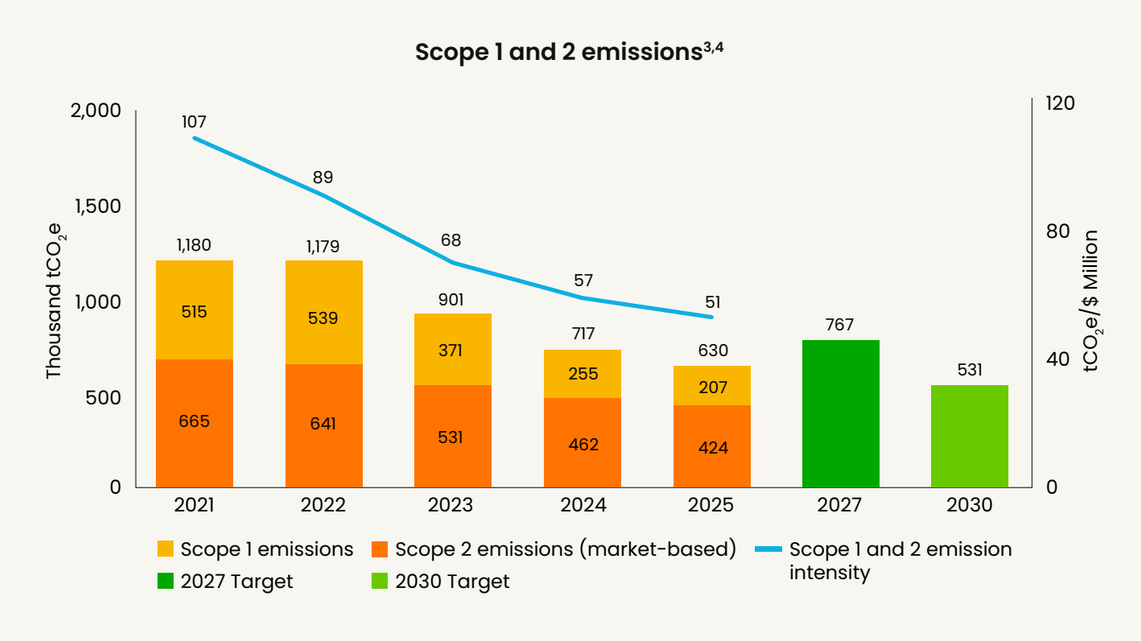
GHG emissions

Scope 1 and 2 emission results

Driven by a combination of factors — including, but not limited to, abatement projects and the procurement of renewable electricity certificates — our absolute Scope 1 and Scope 2 market-based emissions decreased by 12% compared to 2024. Looking ahead, our mid-term goal is to reduce Scope 1 and 2 absolute emissions by 35% by 2027, from a 2021 baseline. To date, we have achieved a 47% reduction against that baseline. Emissions trends may fluctuate over time due to factors such as factory loading, methodology enhancements and other variables.

We track Scope 2 reduction progress primarily through market-based emissions, which aligns with the methodology applied to calculate NXP's climate-related targets. We also disclose Scope 2 emissions using the location-based approach for transparency.

In 2025, location-based Scope 2 emissions were 708,581 tCO_2e compared to 423,655 tCO_2e market-based emissions[2]. Because location-based calculations exclude renewable electricity purchases and instruments, these figures are generally higher than market-based emissions.



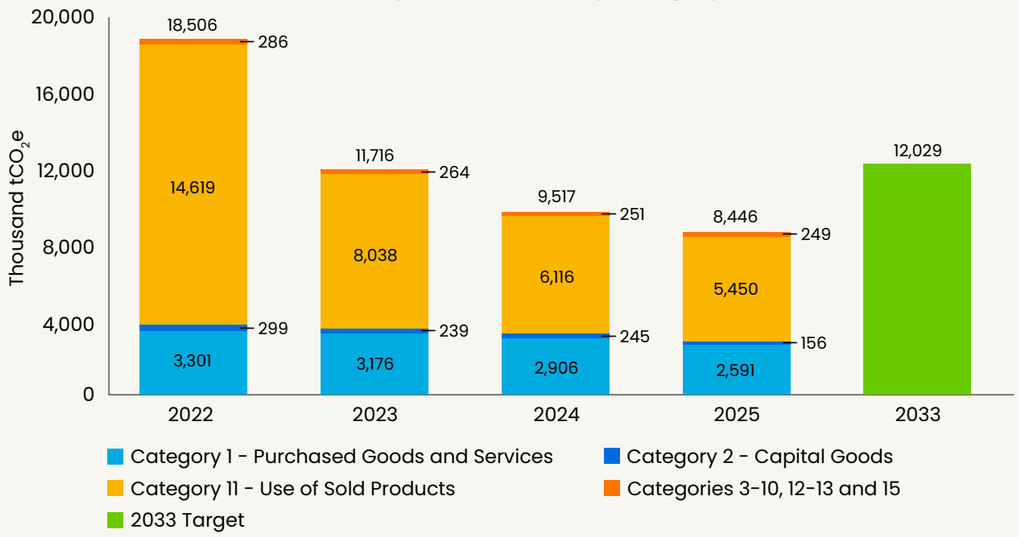
[2] Market-based emissions reflect actual data from energy providers.
[3] Our Scope 1 emissions arise from chemical processes used in production and from burning fuel in manufacturing sites. Our Scope 2 data includes indirect emissions from the generation of purchased energy from all our manufacturing and largest non-manufacturing sites as we prioritize data collection from sites that meaningfully contribute to overall emissions. Scope 2 emissions are reported as CO_2-equivalents using supplier emission factors in line with the GHG Protocol, with CH_4 and N_2O negligible relative to CO_2.
[4] Our current Scope 3 emissions reduction target has been achieved. However, given the inherent variability of Scope 3 emissions—driven by factors such as changes in our value chain, supplier data, and methodological updates—we expect reported results to fluctuate over time.

Scope 3 emission results

Our Scope 3 emissions account for the largest share of NXP's climate impact, reflecting the broader environmental impact of our value chain. These emissions may vary year-over-year due to shifts in business activity, factory loading and refinements in our calculation methodologies. We account for all categories defined by the GHG Protocol and, for higher-impact categories 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. We work toward continuous improvement and strive to achieve greater granularity and accuracy in our data going forward.

Our total absolute Scope 3 emissions decreased by 11% in 2025 compared to 2024, mainly due to a shift in the sales mix toward more energy-efficient products, improvements in our calculation methodology and a slight decrease in spend on capital goods. Within the 15 categories defined by the GHG Protocol, three categories account for approximately 97% of NXP's total Scope 3 emissions.

Scope 3 emissions by category[6]



[6] We have restated categories 1, 2, 5, 10, 11 and 12 of our Scope 3 emissions to include additional data that became available in 2025. These updates apply to reporting years 2022 through 2024.

Category 1

Purchased goods and services

Emissions from the extraction, production and transportation of goods and services purchased or acquired by NXP; main contributors include materials and semi-finished goods used in our front- and back-end manufacturing processes

30.7% of total Scope 3

Category 2

Capital goods

Upstream emissions from the production of capital goods, mainly tools and equipment, purchased or acquired by NXP

1.9% of total Scope 3

Category 11

Use of sold products

Emissions associated with the electricity production required to power the semiconductors manufactured by NXP throughout their entire life cycle. Calculations cover all products sold in a reporting year[5]

64.5% of total Scope 3

[5] To estimate product lifespan, we apply industry standards such as AEC Q100 and analyze end-market data to understand 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.

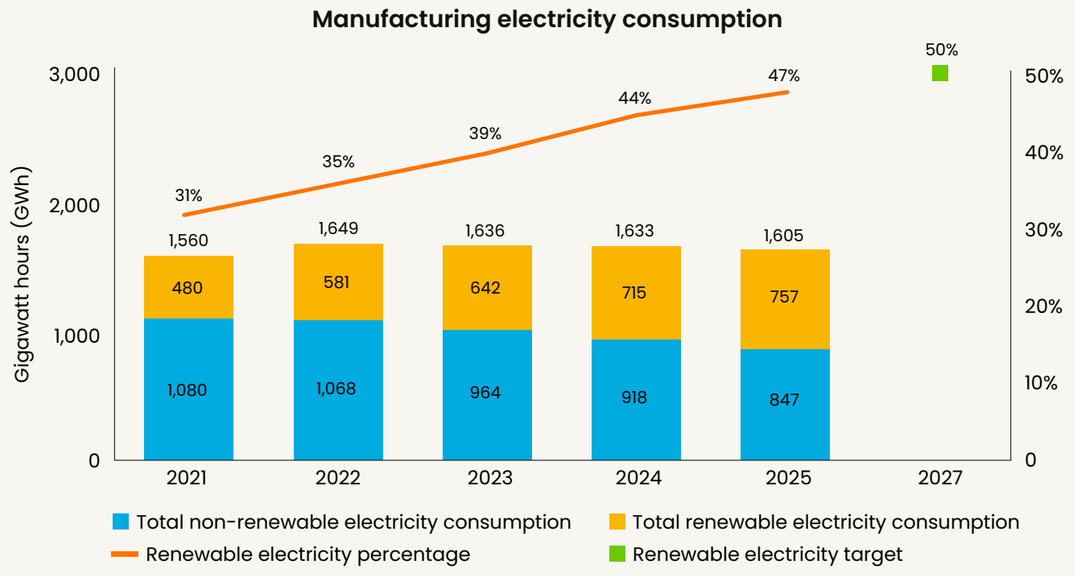
Energy

Our manufacturing, non-manufacturing and office sites primarily source energy from the local electrical grid. We purchase renewable electricity where available and continue to rely on fossil-fuel-based electricity in regions where reliable and abundant alternative sources are not available. To supplement higher-carbon-content energy, we have installed onsite renewable-electricity installations at select manufacturing locations, including Bangkok (Thailand), Kuala Lumpur (Malaysia), Tianjin (Mainland China) and Kaohsiung (Taiwan).

In addition, we use natural gas for heating, cooling and humidity management equipment critical to manufacturing and test processes and diesel fuel for emergency generators. Other fossil fuels used in minor amounts include gasoline, liquefied petroleum gas and town gas. Emissions from these fossil fuels are included in our Scope 1 totals.

Electricity results

Our absolute electricity consumption related to manufacturing sites has decreased by 2% compared to 2024 and our renewable-electricity usage increased by 3 percentage points to 47%.



2025 Climate highlights

Limited assurance for Scope 1 and 2 emissions

47% decrease in Scope 1 and 2 emissions since our 2021 baseline

Installed PFC-abatement equipment at **4 sites**

Enhanced supplier engagement program to reduce our Scope 3 emissions

Increased renewable energy to **47%**

Chandler site was a finalist in Valley Metro's **Clean Air Award**

Water

Approach

Semiconductor manufacturing, especially wafer fabrication, is a water-intensive process. To reduce incoming water consumption, we focus on a mid-term goal of increasing our water recycling rate to 60% by 2027.

Actions

Our Facilities and Manufacturing Teams have made great strides in identifying additional opportunities to increase water recycling and finding ways to optimize processes. 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. In addition to our water recycling efforts, we look for opportunities to reduce our overall water consumption.

Water stress

We assessed water stress at all our manufacturing sites. We use both the Water Stress Index (WSI) from Verisk Maplecroft and the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct. According to the WRI, two of our manufacturing sites — Chandler and Bangkok — are classified as high or extremely high baseline water stress. These sites account for 28% of our water withdrawal and may become increasingly vulnerable to water scarcity; however, we currently do not experience issues accessing sufficient water resources for our operations. More information about the risk of water stress and our mitigation measures can be found in the TCFD sub-section of this report.

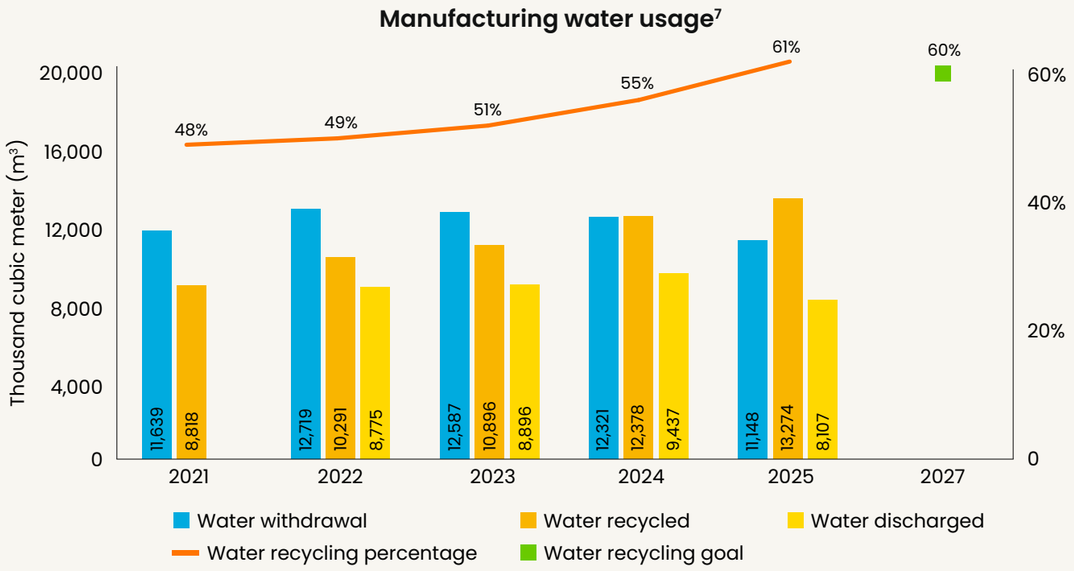
Wastewater

We are committed to returning water to the environment that is clean and safe. 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. 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.

Water results

Our water withdrawal decreased by 10% compared to 2024 and our wastewater recycling increased by 6 percentage points to 61%. Our water-related metrics include data from manufacturing sites only, given that the non-manufacturing impacts are negligible.



61% wastewater recycled, achieving our 2027 commitment

[7] We began to publicly disclose our wastewater discharge in 2022.

Resource use and circular economy

Approach

We optimize every stage of the value chain to repurpose waste as input, improving operational efficiency and advancing a circular economy. We increase our recycling by keeping products and materials in use through reuse, resale, repurposing and recycling.

Circular economy goes beyond waste management. It is integral to product design, supply-chain collaboration and operations. It creates value by extending product life, reducing resource use and enabling material recovery. This approach supports our long-term vision of sustainable innovation and aligns with global circularity principles.

Actions

This list highlights our key actions that demonstrate our commitment to driving circularity across our operations and product lifecycle.

Waste reduction — We strive to minimize generated waste and expand recycling capabilities through collaboration with local vendors.

Design for circularity — We integrate sustainability into product design to enable longer life cycles, material recovery and compliance. We create closed-loop systems that minimize resource extraction and maximize reuse, such as battery passport technology, tire tracking solutions, NFC and UCODE tags and smart logistics solutions.

Resource recovery — We recycle and reuse spent materials, such as sulfuric acid and selling reclaimed materials to other companies. We also recover precious metals (gold, palladium, platinum and silver) and non-precious metals (copper, nickel and tin) through our E-Scrap Program.

Packaging optimization — We reduce packaging waste by using reusable containers, designing for minimal material use and ensuring recyclability. We also help enable closed-loop systems and reduce single-use plastics with smart logistics solutions and RFID tracking.

Sustainable operations — We replace single-use plastics in cafeterias and pantries with reusable alternatives and are seeking more sustainable production methods, where feasible.

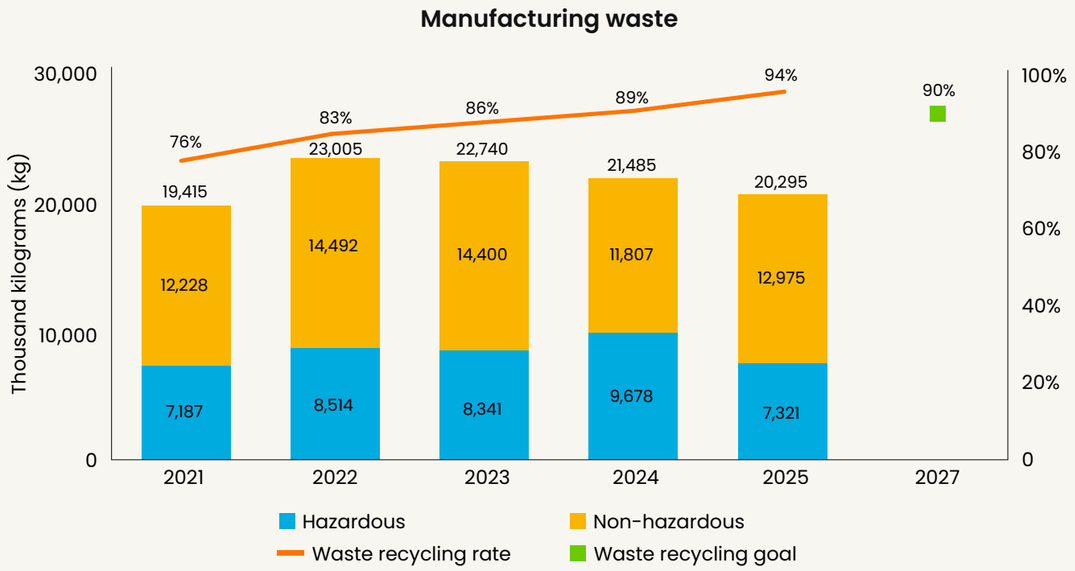
Sustainable packaging

We are committed to reducing environmental impact through a global initiative aimed at eliminating plastic from the packaging of hardware boards and kits. As part of this effort, we have transitioned to Forest Stewardship Council (FSC)-certified cardboard and boxes, minimized the use of petroleum-based inks and replaced plastic bubble wrap, tape and ties with paper-based alternatives. We strive to explore opportunities to extend this initiative to other areas of distribution.

Waste results

Semiconductor manufacturing generates both hazardous and non-hazardous waste streams, including solvents, metal-plating waste and spent sulfuric acid. Our operations generate paper, plastic, metal and kitchen waste, along with general office waste. We also have one-time waste from construction and other one-time manufacturing activities. One-time waste from construction or other manufacturing activities represented less than 2% of total waste in 2025 and is excluded from standard waste metrics unless noted. The waste-related metrics in this report include data from predominantly manufacturing sites.

In 2025, our EHS Team continued to advance waste-reduction and recycling efforts from our manufacturing processes. We recycled 94% of our total waste (hazardous and non-hazardous), an increase of 4.4 percentage points compared to 2024. This recycling rate includes waste-to-energy activities; excluding these, the 2025 recycle rate is 73%.



94%
waste recycled, achieving our 2027 commitment

Pollution

Approach

We are committed to mitigating our environmental impact, including our impact on pollution. We outline below our efforts to control air pollution. We cover our processes around preventing wastewater pollution in the Water sub-section of this report, including a discussion of our onsite water-treatment facilities, monitoring and effluent-discharge standards. We cover our management of hazardous and other substances in the Environmental product compliance sub-section of this report.

Non-GHG emissions

Our non-greenhouse-gas (non-GHG) emissions, which include nitrogen oxides (NOx), sulfur oxides (SOx) and volatile organic compounds (VOCs). These mostly come from our manufacturing processes, including the use of chemical solvents in the photolithography process and from our boilers and emergency generators. We aim to reduce our non-GHG emissions by installing and updating abatement equipment.

Type	Unit	2022	2023	2024	2025
Total NOx emissions	kg	34,492	33,844	54,707	**49,246**
Total SOx emissions	kg	633	768	854	**801**
Total VOC emissions	kg	129,988	83,427	101,917	**86,888**

Biodiversity

Approach

In 2025, we conducted thorough biodiversity evaluations at our four NXP manufacturing sites in Kaohsiung, Kuala Lumpur, Nijmegen and one of our Austin sites. These baseline assessments provide essential insights into the potential biodiversity impacts and dependencies at each location and are critical for identifying any potential actions needed at our facilities.

Preliminary findings indicate that most biodiversity impacts associated with our operations are minimal. However, emissions reduction and water management emerged as the most salient topics for NXP. Both topics are already integrated into our existing environmental programs and mitigation roadmaps. We remain committed to continuous improvement and, at this stage, no additional actions have been identified as necessary. This initiative will extend into 2026, with plans to expand assessments to our remaining global manufacturing sites. Following the completion of the baseline phase, NXP will periodically review and update these assessments through our EHS Management-of-Change process, as well as through standalone reviews conducted every few years or when significant circumstances arise.

This approach ensures that we continuously monitor the impact of our operations on biodiversity and are able to take timely actions if necessary. These assessments are aligned with the EU Corporate Sustainability Reporting Directive (CSRD) and follow the Taskforce on Nature-related Financial Disclosures (TNFD)'s Locate, Evaluate, Assess and Prepare (LEAP) approach. In line with our Biodiversity Policy and Supplier Code of Conduct, we continue to encourage our business partners to develop their own biodiversity policies and conduct local biodiversity assessments to ensure responsible practices throughout our value chain.

Biodiversity assessments conducted at **4 sites**

Health and safety

Approach

We have developed robust health[8] and safety programs and initiatives to safeguard our team members, partners and visitors and to help achieve our ambition of zero workplace injuries and illnesses. We are certified to ISO 45001, the Occupational Health and Safety Management System, and — as part of that certification — every manufacturing site has an employee worker-safety council.

The employee worker-safety council includes designated team members who are encouraged to consult and participate in the EHS Management System process. These team members perform periodic walkthroughs to evaluate safety and potential areas of risk in order to continuously improve and demonstrate our commitment to safety. They also meet regularly to assist with hazard identification and risk assessments, investigate incidents, implement EHS policies, identify opportunities for continuous improvement of the EHS Management System and take an active role in safety awareness and training. All areas of the workplace are incorporated in assessments, including areas of production, offices, labs and other technical areas.

Product safety-related information is included in our Environmental product compliance sub-section.

Actions

Our proactive health and safety initiatives include the following actions.

Health-related actions

- Occupational-health specialists at most sites and onsite clinics at manufacturing sites
- Contracted doctors at certain locations for job-related medical services for our team members
- Reduced work-related ergonomics injuries and strains, allowing for a more ergo-friendly work environment
- Health-insurance plans and organized annual physicals and preventative health screenings at many sites
- Subsidized gym-membership plans, access to fitness classes and/or onsite fitness facilities at many of our sites
- Programs and guidance on nutrition, weight loss and avoiding smoking, drinking alcohol and drug use
- Resources and assistance programs to source and/or consult with specialists for mental well-being
- Internal and external online resources addressing various life events

Safety-related actions

- 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 so anyone can report 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
- Prevent noise exposure through control, testing and personal protective equipment (PPE) for high-noise areas
- 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

[8] Health encompasses medical and physical well-being, as well as emotional and mental wellness.

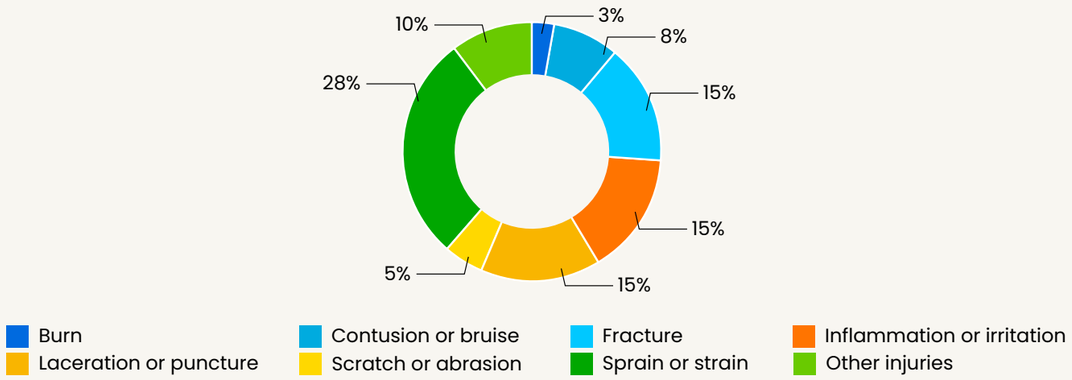
Contractor health and safety

We are committed to ensuring a safe and healthy workplace for all people, including our contractor workforce. At our manufacturing sites, all contractors must complete the necessary safety training before working onsite. 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.

Health and safety results

In 2025, there were no incidents that resulted in fines or sanctions in connection with non-compliance with health and safety laws or regulations. There were no fatal work-related accidents for our workers or contractors. The main type of employee injury was sprains and strains. Each incident is documented and then corrective and preventive measures are put in place. We had 399 days lost to work-related injuries and ill health. We had 35 occupational illnesses and injuries, a severity rate of 1.16 and a Total Case Incident Rate (TCIR)[9] of 0.08. Our performance remains within our industry benchmark.

2025 injuries by category



[9] Our TCIR is the same as our total recordable injury rate (TRIR). To calculate this metric, we follow OSHA's formula: (Number of injuries and illnesses X 200,000) / Employee hours worked = Incidence rate.

2025 Health and safety highlights

Achieved a low injury rate (TCIR) of **0.08**

Thailand's Ministry of Public Health gave our Bangkok site a **health and wellness award**

Nijmegen site piloted a **brain-based safety initiative**

Team members

Engagement and awards

Inclusion

Attraction, development and retention

Compensation and benefits

Team members data

Engagement and experience

Engagement survey and feedback

To assess and improve engagement, we consistently invite team members to share their feedback through the Winning Culture Survey. In 2025, we introduced a refreshed survey format designed to simplify the experience for team members while sharpening our focus on the areas that matter most for our culture — speed, innovation, ownership and reducing barriers in our processes. The survey was offered to all NXP team members globally. In our 2025 cycle, 90% of our indirect-labor team members participated.

Ethics remains a clear strength, with favorability scores continuing to exceed external technology benchmarks. Engagement and ownership remain steady year-over-year with results positioning NXP above the 70th percentile technology-sector benchmark. The areas of innovation and speed reflect meaningful opportunities for improvement. These results signal the need for greater clarity, faster decision-making and stronger alignment across teams.

The 2025 results reflected opportunities related to strengthening confidence in the future, improving communication and alignment across levels and addressing barriers in work processes that slow execution. As we focus on these areas and continue to drive greater transparency, we aim to strengthen our culture of accountability, performance and continuous improvement.

In the coming year, we aim to prioritize actions that build confidence in the future, reinforce communication and streamline operational processes to improve speed and innovation. By addressing these opportunities directly, we aim to enhance the overall team-member experience and strengthen the capabilities needed to deliver on our strategy.

External recognition and awards

In 2025, NXP earned numerous recognitions across our global locations, reflecting our continued commitment to people, partnership, innovation, inclusion and sustainability. In China, NXP received the IC Employer - Corporate Culture & Team Spirit Award for advancing strong organizational culture and talent development, while our Tianjin site was honored with Heraeus' Long-Term Partnership Award celebrating 30 years of collaboration. Additionally, NXP was named one of the 2025 Best Companies for Women in India by Avtar. To view a detailed list of NXP awards by country, visit the **Awards and Recognition** web page of our website.

2025 Survey results

90%	81%	82%	87%
Response rate	Engagement	Great place to work	Proud

Inclusion

Approach

As a global company with a geographically and culturally diverse workforce, NXP is committed to fostering an environment where every team member feels valued, respected and supported. Our Global Inclusion Policy reinforces our expectation that all individuals work in a setting free from discrimination or harassment. In alignment with the NXP Code of Conduct, we maintain zero tolerance for discrimination based on race, gender, religion, disability, nationality, age, gender identity or other protected attributes.

Our inclusive approach to recruitment, hiring, development and promotion is grounded in objective, skill-based criteria. We continue to embed inclusion into our workplace through leadership development, broad-based training and strong support for Employee Resource Groups (ERGs), which help build community and amplify diverse perspectives across NXP. We also have an Inclusion Council that includes top executives and reviews progress around inclusion, representation, retention, development and other initiatives.

Actions

The following list includes some of the practices and initiatives we have in place to support inclusion.

Exit-interview process — We continued our voluntary exit-interview process to better understand drivers of attrition, including for women and under-represented groups.

ERG expansion and recognition — We have many ERGs for team members to participate in and, in 2025, we established new chapters of the Emerging Professionals/Young Community ERG in Mexico and launched a STEM ERG. Additionally, our ERGs received the Global ERG Network's Top 10 Enterprise Award for the second consecutive year.

Inclusion insights — We have 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. The goal of these conversations is to enhance engagement, collaboration and innovation while driving higher performance.

Events and awareness — We promote cultural-enrichment events throughout the year. In 2025, we spotlighted men's health during "Movember," celebrated International Women's Day and Diversity Week, brought awareness to people with disabilities through NXP France Diversity Fruits Week and hosted an Intersectionality webinar during Pride Month.

Recognized by Avtar & Seramount as one of the **Best Companies for Women in India**

Representation

We are committed to attracting, developing and retaining the best-available talent while strengthening representation and inclusion across our workforce. We actively track and monitor workforce demographics to assess progress.[1] Since our 2020 baseline, overall company-wide women representation has remained relatively consistent at 36% both in 2020 and in 2025. However, the average increase across gender representation aspirations was 3%, since 2020 with notable progress in critical talent segments.

Representation of women in R&D roles increased from 16% in 2020 to 20% in 2025, reflecting a 4% increase in the number of women in these roles. Women in executive roles also increased from 13% to 18% over the same period, representing a 5% increase in the number of women executives.

Aspirations

40%	30%	20%	25%	50%
Women in overall global workforce	Women in global indirect labor workforce	Women in executive positions	Women in R&D positions	Minority representation in the United States

2025 Results

36%	26%	18%	20%	55%
Women in overall global workforce	Women in global IDL workforce	Women in executive positions[2]	Women in R&D positions	Minority representation[3]

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

[2] Executive positions are defined as individuals at the level of Vice President and above.

[3] 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.

Employee Resource Groups

ERGs continue to play a significant role in advancing inclusion and strengthening team-member engagement. In 2025, we launched our STEM ERG, expanding our program to ten primary ERGs with global representation across Asia, Europe and the Americas. Membership is open to all NXP team members and each ERG has defined missions and executive oversight. We monitor ERG progress through membership growth, participation metrics and team-member feedback to ensure these groups remain impactful and relevant.

2025 Employee Resource Groups

Asian Cultural Team

Black Achievement Leadership Team

Emerging Professionals / Young Community

EQUAL

Hispanic Education Awareness Team

Interconnection

No eXtra Planet

STEM

United Veterans

Women in NXP

Attraction, development and retention

Talent attraction

Our people fuel the innovation that makes the connected world better, safer and more secure. Attracting and retaining top talent across all functions is central to our long-term strategy.

Our new-in-career and internship programs continue to play a critical role in building the next generation of semiconductor talent. These programs focus on technical development, real-world experience and professional readiness. Many interns convert to full-time roles, strengthening our pipeline across engineering, manufacturing, finance, human resources, sales and other business areas.

The following list includes some of the ways we engage with students and emerging professionals through global university partnerships, ambassador programs and collaborative research initiatives.

- University-led projects and ambassador engagement
- Participation in Semiconductor Research Consortium (SRC) projects
- Women in Tech (WIT) scholarships, mentorship programs and International Women in Engineering Day activities

We attract experienced professionals by leveraging a combination of targeted recruitment strategies, employer branding and engaging candidate experiences. Through professional networking platforms, industry events and partnerships with relevant organizations, we connect with top talent for experienced opportunities. We emphasize NXP's culture of innovation, career-development opportunities and competitive pay and benefits to appeal to seasoned experts, ensuring that candidates are not only qualified but also aligned with the company's values and long-term vision.

Global online learning	Unit	2022	2023[4]	2024	2025
Total global online courses completed	Courses	9,497	387,179	262,552	**337,819**
Total NXP online training hours	Hours	168,229	451,356	230,817	**364,146**
Average online training hours	Hours	5.1	13.7	7.2	**11.9**

[4] Due to changes in our internal training system, 2022 and 2023 numbers are calculated differently than for other years.

Development

We believe continuous learning is essential to building a high-performing, future-ready workforce. We are committed to creating opportunities for team members to grow at every stage of their career through a blend of hands-on experiences, peer learning and formal education. Guided by our preferred learning 70/20/10 model – 70% on-the-job experience, 20% learning through others and 10% formal-education — we empower team members to develop new skills, deepen expertise and expand their leadership capabilities.

We offer a broad range of development resources designed to support both role-specific capability building and long-term career aspirations. This includes on-demand learning platforms, skill-based training and tuition assistance for accredited programs and professional certifications. Our development programs support team members in strengthening performance, growing as leaders and contributing to NXP's long-term success.

A key part of our approach is fostering internal mobility and career progression. We actively encourage team members to explore new roles, pursue stretch assignments and grow within the company. This includes increased visibility of open roles, manager support for internal movement and talent practices designed to identify and promote high-performing team members. Strengthening internal mobility helps us retain talent, build organizational capability and create long-term, fulfilling career paths at NXP. In 2025, our global promotion rate was 8.8%.

We conduct annual performance reviews for all team members as part of our commitment to accountability, growth and continuous improvement. Our Enabling Performance Process provides clear expectations, structured feedback and regular opportunities for dialogue between managers and team members. Performance is assessed against defined goals and behavioral expectations aligned with our company values and strategic priorities. In 2025, 97.7% of eligible employees completed an annual performance review.

Beyond the annual review cycle, the Enabling Performance process encourages ongoing two-way feedback throughout the year, supporting timely alignment, recognition of contributions and continuous development. The process includes forward-looking development planning, enabling team members to identify skill-building opportunities, discuss career aspirations and set agile goals. Together, these practices support internal mobility, inform promotion decisions and help recognize and reward high performance across the organization.

Retention

We are dedicated to retaining team members and minimizing turnover by fostering a supportive, inclusive and engaging work environment. Voluntary turnover varies by country, but we continue to maintain rates that perform favorably against external benchmarks in the markets where we operate. The 2025 voluntary turnover rate was 5.1%, a small decrease compared to 5.4% in 2024.

We focus on retention through programs that strengthen the employee experience, support well-being and build long-term career opportunities. Our approach includes targeted retention actions for critical roles and top-performing talent, as well as broad-based programs designed to support all team members. These efforts help us create an environment where team members feel valued, connected and able to thrive.

Programs that support retention

Hybrid work model supporting team-member experience — NXP's global 3/2 hybrid model is designed to balance flexibility with in-person collaboration supporting connection, engagement and productivity. By combining onsite presence with remote work, this approach enables meaningful collaboration, strengthens team connections and supports a consistent team-member experience across regions while remaining aligned with local requirements and business needs.

Continuous focus on well-being — We prioritize the physical, mental, financial and overall well-being of our team members as a core component of the team-member experience. Our approach includes a structured well-being calendar that highlights global and regional initiatives across these focus areas. In 2025, we continued our global Recharge Days, providing coordinated no-meetings days aligned with select company and regional holidays to support rest, recharge and focus. Additionally, our voluntary Wellbeing@NXP program offers resources and initiatives designed to support team members in building sustainable well-being habits aligned with their individual needs and goals.

Consistent communications and business updates — Transparency and connection are foundational to our culture. We support this through quarterly town halls, frequent business updates and small-group sessions that strengthen dialogue between leaders and NXP team members. Managers also conduct regular well-being check-ins to ensure team members feel supported and are set up for success.

The following list includes a sample of the development programs we offer.

The Leadership Development Program

is an intensive six- to nine-month in-person program for nominated leaders designed to enhance leadership skills and effectiveness through hands-on development experiences.

The NXP Mentoring Program

is a global platform that connects team members across the company to share knowledge, gain perspective and build leadership readiness through mentoring relationships.

The NXP Manager Intensive

is a three-day in-person program that equips managers with tools and behaviors to drive high performance, foster engagement and lead effectively through change.

The Women's Leadership Program

is a six-month, virtual global experience designed to support mid-career women in accelerating their leadership journey and expanding their influence.

Compensation and benefits

Compensation

We provide team members with performance-based total rewards packages, including base salary, short-term incentives and equity and cash incentives. We believe that pay decisions should be made based on four key factors, which are reflected in the following list.

1. External considerations (i.e., market conditions)
2. Specific knowledge and skills
3. Team-member performance and contributions
4. Internal pay equity

We utilize 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.

Rewarding performance is a critical element of our overall program. We are 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 AIP compensation to non-financial measures, including those linked to sustainability aspirations.

Pay equity

We have policies and procedures in place to evaluate pay equity. We perform pay equity reviews twice a year, alongside NXP's annual salary review and short- and long-term incentives 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 during decision-making.

We also analyze potential compensation recommendations or changes within functional areas and departments in order to 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, contribution, tenure and skill-related factors.

Benefits

We are committed to providing a comprehensive benefits package that includes various offerings that support the overall health and well-being of our team members. Globally, NXP does not differ benefits between part-time and full-time team members. We also offer spouse and dependent benefits either through statutory coverage or employer-sponsored benefits.

Offerings by region

Americas

Benefits include medical, dental and vision insurance and competitive retirement contributions. 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, local meal allowances, onsite health centers and support for cultural events such as 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.

Responsible business practices

Social responsibility

Environmental product compliance

Ethics and privacy

Taxation

Risk and resilience

Responsible business practices data

Social responsibility

Human-rights due diligence

We apply a management system framework to our human-rights due diligence process. This includes conducting comprehensive risk-assessment of our business value chain, implementing policies, standards and protocols to address and remediate the salient human rights risks. We prioritize engagement with critical rights holders throughout our due diligence process to ensure their well-being remains central to our efforts to identify and mitigate potential human-rights impacts.

Our due diligence processes underpin how we manage labor and human rights, health and safety and environmental risks across our operations and supply chain. These processes encompass risk assessments, compliance monitoring and remediation, in addition to proactive consultation and engagement. They also include performance measurement and transparent public reporting.

We also collaborate with other organizations and external stakeholders to make collective progress on human rights issues in our business value chain. We are regularly invited to participate in high-level events such as the United Nations Responsible Business and Human Rights Forum to share our practical approach to implementing human-rights due diligence. Engagement in international platforms and multi-stakeholder forums allows NXP to promote collaborative action, exchange best practices and support the integration of human rights and environmental due diligence into standard business operations.

By participating in dialogues with peers, civil society and policy-makers, NXP helps advance responsible business conduct and strengthen supply chain accountability across regions. Our 2025 mandatory company-wide sustainability training for all employees included topics on human-rights due diligence, including human rights, forced labor and modern slavery and other supply chain management topics.

Additional information on our **Corporate Social Responsibility and Human Rights Audit Program** can be found in our Modern Slavery Reports available on our Sustainability Documents web page.

Social-responsibility aspirations

Goals for our operations

No priority or major nonconformances from **internal/ customer audits**

Work week of no more than 60 hours, including overtime work, and one rest day per six days worked

Goals for our supply chain

100% of key suppliers sign Supplier Code of Conduct conformity statement

85% closure rate for corrective action plans

100% certified mineral smelters

Governance

In our operations and 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 ensure compliance with our policies and standards.

The Nominating, Governance and Sustainability Committee provides Board-level oversight of social-responsibility policies, goals, reporting and stakeholder feedback and, in turn, provides updates to the Board. Our Sustainability Management Board ensures strategic alignment and resourcing for initiatives. The Sustainability Office, including the Human-Rights Working Group and Social Responsibility and Human Rights Team working with this office, develops strategies, monitors performance and escalates issues as needed. Cross-functional teams — including Legal, Purchasing, Supply Chain and Manufacturing Site Steering Committee — support implementation, compliance, assessment, guidance and continuous improvement across the organization.

We commit to the eight fundamental ILO Conventions. Additionally, NXP is committed to the guidelines and principles set out in the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights (UDHR), the OECD Guidelines for Multinational Enterprises and the UN Global Compact. Our policies and standards are either fully aligned with or more stringent than regulatory, industry-group and customer requirements. These commitments form the fundamental foundation for NXP's due-diligence process.

NXP sets standards for NXP operations and our supply chain to comply with. We have updated policies as needed to align with relevant regulatory requirements and the Responsible Business Alliance (RBA) Code of Conduct Version 8.0, as well as customer and stakeholder expectations.

Human rights and supplier-related policies

- Auditable Standards on Social Responsibility
- Code of Conduct
- Human Rights Policy
- Responsibly Sourced Minerals Policy
- Supplier Code of Conduct

Assessments

Salient human-rights risks

Annual country-risk assessments include a review of salient human-rights issues and incorporate local stakeholder feedback as well as published information from government and non-government sources. These salient topics are incorporated into the due-diligence process. The monitoring process seeks to uphold our policies, guidelines and Auditable Standards on Social Responsibility, which are built around international standards and norms for labor and human rights. All countries with manufacturing operations are included in the assessment, as well as supplier locations.

Living wage analysis

Additionally, in 2025, NXP used the regularly updated living wage benchmark data from The Fair Wage Network to conduct a second round of 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 full-time employees globally were paid at or above the living wage of the region/city thresholds where NXP operates, as defined by The Fair Wage Network. We are remediating cases where salaries are below the living-wage benchmark. We will continue to evaluate the living-wage review as part of our annual market-pricing analysis.

RBA validated assessment program

As an RBA member, NXP has access to their tools and programs, including the Validated Assessment Program (VAP). The VAP is similar to NXP's onsite audit protocol, but uses 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.

Every two to three years, each of our own manufacturing sites undergoes a third-party audit. The audit is either conducted by Dignity in Work for All, using the NXP Auditable Standards on Social Responsibility or by a designated audit firm that uses the RBA VAP protocol. We also use this tool for our supply chain. We track and follow up with suppliers who had initiated and completed the RBA VAP audits and ensured that progress was made in closing the VAP audit findings via RBA-Online.

Supply chain risk

We have 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. To help drive continuous improvement, we conduct annual risk assessments and audit those suppliers identified in the risk-assessment process. 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, environment, child labor and/or health and safety. We also assess labor agents within this analysis.

Suppliers undergo an annual supplier risk assessment. In 2025, 206 supplier locations received a risk-assessment score equal to or above 49%, indicating high or priority risk. When a supplier is located in an area identified as high or priority risk, we often require them to complete an NXP Self-Assessment Questionnaire and/or participate in an audit.

Audits

Our Corporate Social Responsibility and Human Rights Audit Program covers labor and human rights, environment, health and safety, business ethics, management systems and compliance with the NXP Supplier Code of Conduct. We perform announced or unannounced onsite audits of our suppliers which are conducted by an approved third-party firm accompanied, at a minimum, by an NXP-certified RBA Lead Auditor. Our 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. Audits also include interviews with labor agents and onsite service providers, such as janitorial, cafeteria, security and other services.

We administer supplier training before a supplier's upcoming NXP Social Responsibility Audit, during the closure timeline of the supplier's corrective-action plan and when a supplier requests training. Suppliers must have workplace grievance mechanisms in place that ensure the confidentiality, anonymity and protection of whistleblowers who may report any complaints, issues or concerns. Supply-chain team members are also welcome to use NXP's workplace grievance mechanism.

2025 Social responsibility highlights

73% of audited suppliers improved their performance

Living wage analysis completed for all NXP team members

Conducted our first comprehensive review of the relevance, adequacy and effectiveness of our **human rights program**

100% suppliers signed off on our Supplier Code of Conduct

91% closure rate for audited suppliers

Strengthened supply-chain worker outreach through **civil-society partnerships**

Social-responsibility results

In 2025, we completed 11 supplier audits in Mainland China, Malaysia, Singapore and Taiwan. From our supplier audits we identified a total of 401 nonconformances. Of those nonconformances, all 401 reached the 90-day maturity mark. We closed 364 of those nonconformances, yielding a closure rate of 91%.

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.

Priority violations by type

We identified 13 priority violations — 1 related to health and safety and 12 related to labor and human rights — from 6 of the suppliers audited.

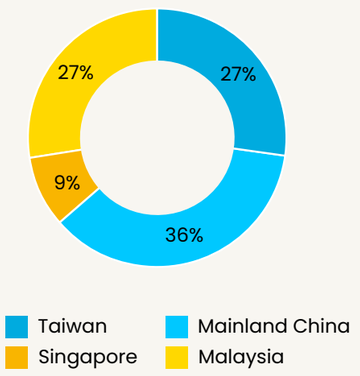
Health and safety priority violations

The one finding was for blocked emergency exits at a supplier in Malaysia. The blocked exits were cleared and visual signage and training was implemented. The priority finding has been remediated and closed.

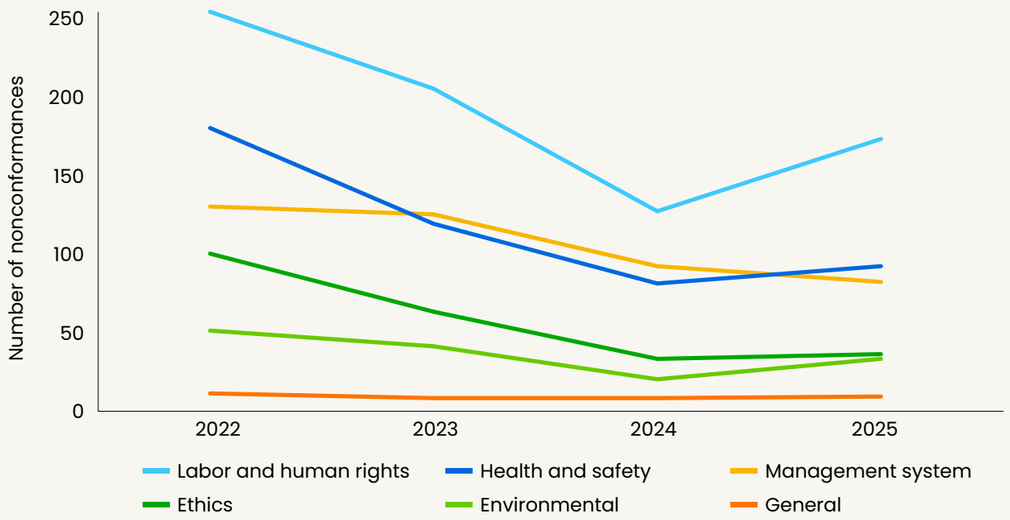
Labor and human rights priority violations

Three of the findings were due to recruitment fees and legal-document retention at suppliers in Malaysia and Taiwan. Nine were working-hours findings that include excessive work hours and no rest days at suppliers in Malaysia, Mainland China and Singapore. Three of the working-hours and rest-day findings are still open, but the rest of the priority violations are closed.

Supplier audits by geography



Nonconformance by type of violation



Salient human-rights issue results

The following table outlines the matters within NXP and our supply chain that we determined are most critical to labor and human rights, as well as our performance on each in 2025.

Salient issue	2025 Results of our operations	2025 Results of our supply chain
No fees	Workers did not pay recruitment-related fees.	Seven out of the eleven audited suppliers had nonconformances related to hiring fees. The one supplier that did not reimburse passport replacement fee 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 the eleven suppliers audited, an onsite contractor at one supplier location was found to retain workers' documentation, but has returned all documentation back to workers. Another supplier was found lacking in policies and procedures that prevent retention of workers' personal documents.
Fair treatment of vulnerable workers	Continued compliance with Employer Pays policy. All workers treated with respect and dignity during recruitment and hiring.	Three out of the eleven suppliers audited were found to have minor gaps in fair treatment policy and procedure. They have resolved the gaps with policy and procedure implemented. Worker engagement is a critical area of focus during an onsite supplier audit. Workers were provided with the NXP anonymous phone line to report any concerns or impacts to their rights, but no major issues were reported.
Working hours and rest days	All workers were in compliance with the 60-hour-per-week schedule, with some minor deviations, while there were some challenges in consistently getting one rest day after six days of work. These issues were more prevalent during the festive period, particularly in Malaysia, but were managed with strict management oversight and approvals.	Eight out of the eleven suppliers audited, were not fully conformant to NXP's requirements for working hours and rest days. By the end of 2025, five of these suppliers had fully closed their nonconformances, while three remain in progress. Because nonconformances can take several months to resolve, NXP maintains continuous follow-up with each supplier until full closure is achieved.
Young workers	There was no child labor. All young workers worked in accordance with relevant laws and regulations.	Zero cases of child-labor findings were identified.
Accurate contracts	Accurate contracts were issued to all workers in their native language.	Six of the eleven audited suppliers had inaccurate contracts. All suppliers have closed this nonconformance.
Fair wages	There were no discrepancies in wages or benefits.	Three of the eleven audited suppliers had discrepancies in wages and benefits. All suppliers have closed this nonconformance.

Responsible mineral sourcing

While NXP does not generally use minerals in their raw form or purchase them directly from mining companies, smelters or refiners (SORs), we require our suppliers to report the SORs that source the minerals we purchase. While other social responsibility initiatives are owned by the Corporate Social Responsibility and Human Rights Program, responsible mineral sourcing is owned by NXP's ECO-Products Team. This Team validates supplier-provided SOR data against the list of conformant SORs, as designated by the Responsible Minerals Assurance Process (RMAP).

As an active member of the Responsible Minerals Initiative (RMI), NXP works with industry partners to promote responsible mineral sourcing practices. We encourage our suppliers to direct their SORs to participate in the RMAP and leverage RMI resources to strengthen due diligence.

Since 2017, the systems and processes we have put in place drive our 3TG (tin, tantalum, tungsten and gold) supply-chain to be conflict-free. All suppliers, including contractors and external manufacturers, must comply with NXP's Supplier Code of Conduct, which includes requirements relating to conflict minerals and responsible mineral sourcing. If a 3TG or cobalt SOR becomes non-conformant, NXP works proactively to resolve the issue with the SOR or will remove them from the supply chain. As of this report, 100%[1] of 3TG SORs were certified as conformant.

Our ECO-products processes and Global Procurement Team support our efforts to collect comprehensive substance information for all of our products. The database allows us to track additional minerals against our portfolio of products. Our due-diligence activities are based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs). In 2025, we also continued mapping the supply chain of additional minerals with the focus on copper and nickel, using the Extended Minerals Reporting Template (EMRT).

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 web page.

[1] This data point is reported annually and primarily reflects the 2025 calendar-year data. However, unlike most of the data in this report, it does not align with the 2025 calendar year (January 1 to December 31), but aligns instead with our Conflict Minerals Specialized Disclosure Form (Form SD) filing.

2025 Responsible mineral highlights

100% certified conflict-free 3TG smelters

Vendor collaboration portal implemented for conflict mineral reporting

Environmental product compliance

Approach

We have several programs in place to regulate our use of hazardous chemicals and materials and we follow some of the most rigorous legislation and 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), EU RoHS-exempted lead (Pb) applications and critical raw materials (CRMs).

We comply with all relevant legislation and aim 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.

An internal Chemical Management Committee meets regularly to review current and pending regulations, such as the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH, 1907/2006) and the Restriction of Hazardous Substances (RoHS, 2011/65/EU), 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.

NXP tracks and verifies compliance with other major legislation in the countries and regions where we operate. Besides EU REACH and EU RoHS, this includes China RoHS, EU End-of-Life Vehicle Directive (ELV, 2000/53/EC), EU Persistent Organic Pollutants (POP, (EU) 2019/1021), EU Waste of Electrical and Electronic Equipment Directive, (WEEE, 2002/96/EC), EU Directive 94/62/EC for Packaging and Packaging Waste, California Proposition 65, US Toxic Substances Control Act (TSCA), US Conflict Minerals and Ozone-Depleting Substances in the Montreal Protocol. Learn more at our **Environmental Certifications** web page.

Product design

To address current and future requirements for compliance during the product 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.

Supplier requirements

Suppliers must meet the requirements of the **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 provided on a homogeneous material level.

> The goal is to not only remain compliant and proactive but also, where possible, exceed legal and safety requirements.

99%
RoHS-compliant portfolio

Notable legislation and substances

Legislation / substances	Description
EU REACH and Substances of Very High Concern (SVHCs)	Our semiconductor products are EU REACH-compliant with the condition that these devices do not contain any of the substances currently on Annex XIV ("Authorization List") published by ECHA, as well as substances above the maximum limits under the given applications of Annex XVII ("Restriction List") of the REACH Regulation (EC) 1907/2006. Our products do not contain the substances on the Candidate list of SVHCs above 0.1% by weight per article, except where noted in the appendix of our current EU REACH Statement. In 2025, 89% of our product portfolio does not contain SVHC > 0.1% by weight per article. We work to reduce SVHCs by monitoring legislation, tracking internal usage and raising awareness to our innovation, engineering and manufacturing teams as well as our suppliers. According to the EU Waste Framework Directive (2008/98/EC) and related amendments, NXP is subject to notifying on articles supplied to the EU market reporting Substances of Very High Concern (SVHCs) above 0.1% by weight per article. At present, NXP has submitted 78 notifications, covering about 7,800 products, to the public ECHA SCIP Database.
Per- and polyfluoroalkyl substances (PFAS)	We comply with the World Semiconductor Council's (WSC's) Voluntary Agreement for perfluorooctane sulfonate (PFOS). In 2017, we eliminated all manufacturing uses of PFOS and have eliminated all uses of perfluorooctanoic acid (PFOA) from our manufacturing processes. We actively collaborate with regulators and the semiconductor industry — both in Europe and globally — to identify alternatives to other PFAS chemicals used in semiconductor manufacturing. Through our membership in the PFAS Consortium and ALLPROS, we maintain ongoing dialogue with regulators to address the complexities of semiconductor processes and work toward long-term solutions. These include implementing adequate emission-control and destruction techniques and developing robust monitoring and measurement methods to ensure compliance and transparency. Additionally, we continue to perform due diligence with our material suppliers to determine PFAS content in our products.
EU RoHS and lead (Pb)	Our 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). In 2025, 96% of our product portfolio was RoHS compliant and 3% was RoHS compliant with exemptions. For more information, see our RoHS Declaration. Our Pb-free initiative commits to the removal of lead (Pb) from our entire product portfolio without impacting technical specifications or customer manufacturing processes. In 2025, 96% of our product portfolio was Pb-free. We only sell non-RoHS-compliant products, when required by our customers, for use in legally allowed applications.
Halogens and antimony oxides	Our goal is to maximize the number of products that are free of halogens (chlorine and bromine) and antimony oxides. The threshold for halogen-free is set at 900 ppm at the homogeneous level. In 2025, 98% of our product portfolio was halogen-free.
Ozone-depleting substances (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. In addition, NXP semiconductor products do not contain any ODSs.

Ethics and privacy

Approach

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 insider trading. We take measures to deter non-compliance through our policies, system controls and trainings provided to all employees.

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.

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 regularly assess global ethics risks. Assessment and oversight of privacy, anti-bribery and corruption risks is included in our Enterprise Risk Management program. For more information on our Enterprise Risk Management program, see the Risk and resilience sub-section of this report.

Policies

Our Code of Conduct (the Code), which is available in 12 languages and was last revised in 2021, details the behavior expected from every team member, director, contractor or anyone else who works on behalf of NXP. To incorporate the Code into our way of working, we provide Code of Conduct trainings to our team members, including employees, contractors and temporary workers. The Code outlines restrictions on lobbying and political activity, including a statement that we do not use corporate funds to make payments or donations to political parties, organizations or politicians.

Our Code of Conduct training goal is 99% completion by all enrolled individuals. At the end of 2025, we rolled out the annual refresher training and we achieved a completion rate of 96%. In 2026, as we continue to work toward our completion rate goal, we will determine whether exemption should be given for those on long-term leave of absence because of sick leave, parental leave or other extenuating circumstances.

We also have an Anti-Bribery and Anti-Corruption (ABAC) Policy, which outlines the necessary approvals to ensure that any request for sponsorship or donation is not being used as a bribe in disguise. To accommodate these approvals, we designed an application for submission and tracking. This policy 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.

Allegations management

All concerns raised are taken seriously and investigated. We apply the highest standards of confidentiality in the handling of all reports received. Our strict non-retaliation policy ensures that whistleblowers and anyone assisting in the investigation of concerns and grievances reported in good faith are fully protected from harassment, discrimination or any adverse impact on their employment or career.

> We apply the highest standards of confidentiality in the handling of all reports received.

Ethics training aspiration

99%
completion of our Code of Conduct training by all enrolled individuals

We offer a variety of ways to submit a report or share concerns including through the NXP Ethics Committee, a local Ethics Liaison or, if anonymity is desired, the SpeakUp system administered by a third party. Our reporting channels are communicated to all team members through the Code, dedicated intranet web pages, trainings, our website and various other means. Our reporting channels can be used by any employee, contractor, business partner, stakeholder or other third parties.

All reports are assessed and discussed by the Ethics Committee. After the initial assessment of a report, an investigation team, equipped with the right expertise and skill set to conduct an in-depth investigation, is appointed. If the report can be substantiated, we take appropriate follow-up actions such as 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.

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 that have been received. In 2025, NXP received 196 reports, of which 73% were substantiated and 88% were closed. The most-reported types of violations over 2025 included violations of internal policies, theft and harassment.

Privacy

We respect the privacy of everyone involved in doing business for or with NXP and ensure data is handled in a fair, lawful and ethical way. We take the principles of data protection, such as data minimization and purpose limitation, seriously. Our policies require that we promptly record and respond to data breaches. Where required by law, we also report data breaches to the relevant authorities.

We have a Privacy Policy, a Privacy Statement and other guidelines relating to privacy including our Data-Breach Procedure and Data-Retention Policy. We also take measures to ensure that third parties who process personal data on our behalf do so in accordance with applicable laws and regulations.

Examples of privacy and data protection initiatives

- Running a Privacy-and-Data-Protection Program to ensure we stay compliant with applicable privacy laws and regulations
- Recording the activities of business processes that handle personal data
- Performing impact assessments for data protection and privacy
- Designating Privacy Champions to closely align with the Privacy Team on matters within their department
- Providing general privacy training for all NXP team members with additional training for departments that deal with data protection and privacy in their day-to-day activities

2025 Ethics highlights

93% of team members feel NXP is committed to ethical practices

Code of Conduct refresher training deployed via Workday

Active feedback channels for whistleblower reports in place

Data privacy trainings conducted for specific employees

Taxation

Approach

Our 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; it encompasses all taxes and it applies worldwide to all NXP group members. The NXP Code of Conduct serves as an ethical framework 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.

We are committed to complying with all applicable tax regulations in the jurisdictions where we operate. We seek to declare profit in the jurisdiction where its economic substance arises, avoiding the artificial use of low tax jurisdictions solely to gain tax benefits. Our tax structure is based on global standards and frameworks supported by the OECD. We are fully committed to the OECD Base Erosion and Profit Shifting (BEPS) Action Plan. We believe that operating within this framework creates a constant contribution to the advancement of the UN SDGs. Additional details about our approach to tax can be found on our Taxation web page. Once released, our 2025 country-by-country tax report will also be available on that web page.

Taxation oversight

The Audit Committee of the Board of Directors receives regular updates from the chief financial officer and approves NXP's annual tax strategy. The NXP Tax Team ensures that this strategy and its derived goals remain current and aligned with NXP's overall business objectives.

Potential violations of NXP's Tax Policy can be reported confidentially through management, an ethics liaison, the NXP Ethics Committee or the SpeakUp line. A strict non-retaliation policy protects anyone who raises concerns.

Engaging with tax authorities and stakeholders

We are committed to open and transparent relationships with tax authorities. 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.

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. For instance, NXP is an active member of the European Business Tax Forum (EBTF), which is focused on raising the bar in the public tax debate and it has subscribed to the Dutch Tax Governance Code promoted by the VNO-NCW, a Dutch employers' federation. In all interactions, whether public or private, NXP consistently upholds the same position.

Maintained **zero tolerance** for tax evasion and artificial tax structures

Risk and resilience

Enterprise risk management

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

The Enterprise Risk Management (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 ERM process helps us promptly identify, evaluate, prioritize, respond to and manage key risks impacting NXP's strategic objectives. The framework includes a yearly risk identification and assessment along with quarterly monitoring, reporting and evaluation.

Information security

Our program for IT Risk Management is a component of NXP's overall process for Enterprise Risk Management. Our chief information security officer manages the information security risks identified in the Enterprise Risk Management process. Our Audit Committee has oversight responsibility for reviewing the effectiveness of NXP's governance and management of Information Technology (IT) risks. Our senior leadership regularly briefs the Audit Committee on cybersecurity matters and briefs the full Board on these issues at least annually.

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. 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.

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

Training on cybersecurity-related areas is an ongoing exercise. The NXP IT Service Desk workers, along with all NXP team members, are trained to identify cybersecurity issues, including while using AI, 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. Our eMedia Policy, which is available in 15 languages, details the responsibilities team members have to protect NXP information and systems. In 2025, a new mandatory online training is provided on this policy to users who have access to NXP information systems. Training is also provided to all newly onboarded users.

Business resilience

We cultivate a resilient culture through proactive, standardized management systems that are modeled after the guidelines of ISO 22316 for Organizational Resilience, ISO 22361 for Crisis Management, ISO 31000 for Risk Management, ISO 22301 for Business Continuity and IATF 16949 Section 6.1.2.3 for Contingency Plans. Business Resilience Councils, teams and playbooks are established at the global, local and organizational levels of NXP to anticipate opportunities and risks, continuously improve our business performance, respond to critical incidents and comply with applicable requirements.

2025 Information security highlights

Digital disaster recovery plans formalized for critical applications

Elevated cybersecurity risk practices across our supplier network

Unified security approach by adopting **Zero Trust strategies**

We assess our operations to enhance resilience and minimize potential disruptions. Numerical analyses are completed for positive and negative impacts to image and reputation, life safety and financials. Through regular simulation exercises and resilience-based prioritization, we test and strengthen our preparedness for events such as equipment failures, supply chain issues, natural disasters, cyberattacks and more.

Teams are quickly notified whenever events happen and this immediately triggers an assessment and action-planning process. Proactive and timely communication with our customers is a key part of this process. The Executive Vice President Steering Committee receives reports on resilience and crisis situations and provides strategic and tactical direction. For a more detailed overview of NXP's Business Resilience Office, see our Global Business Resilience and Crisis Management Overview.

Critical materials

We recognize the essential role that minerals and raw materials play in semiconductor manufacturing. Many of these resources originate from regions with geopolitical instability, which can create supply chain vulnerabilities and regulatory challenges. To mitigate these risks, our Global Procurement, Business Resilience and ECO-Products Teams collaborate closely to monitor global developments and engage suppliers, ensuring a resilient and responsible supply chain.

Our sourcing strategy is designed to secure long-term supply continuity through geographically diverse, qualified suppliers, supported by proactive business continuity planning, strategic safety stock and robust supplier management. Resiliency is embedded in our supplier selection and qualification processes, guided by key metrics such as single-source exposure, alternate-supply capability and regional risk factors.

Our resiliency plans are aligned with customer needs. While we prioritize cost optimization, affordability and proximity to manufacturing sites, we never compromise our ability to pivot quickly in response to disruptions. We remain confident in the integrity of our sourcing practices and the strength of our supply chain. We maintain multiple pathways to sustain supply through diversified and compliant sources should risks arise.

In 2025, we completed a climate risk and opportunity assessment with scenario analysis. Our **climate risk and opportunity assessment is informed by our ERM assessment**. For information about our climate risk and opportunity assessment, please see our TCFD sub-section.

Appendices

EHS data

Team members data

Responsible business practices data

Governance data

GRI

SASB

TCFD

Limited assurance statement

Top suppliers

Environment, health and safety (EHS) data[1]

EHS metrics	Unit	2022	2023	2024	2025
Climate					
Greenhouse-gas emissions					
Total Scope 1 and 2 (market-based) emissions	**tCO_2e**	**1,179,254**	**901,279**	**716,987**	**630,292**
Normalized Scope 1 and 2 (market-based) emissions*	tCO_2e/m^2	16	16	14	**12**
Scope 1 and 2 (market-based) emissions intensity*	tCO_2e/$ Million	89	68	57	**51**
Total Scope 1 and 2 (location-based) emissions	**tCO_2e**			**1,008,897**	**915,218**
Normalized Scope 1 and 2 (location-based) emissions*	tCO_2e/m^2			20	**17**
Scope 1 and 2 (location-based) emissions intensity*	tCO_2e/$ Million			80	**75**

* These metrics are not part of the assurance scope as per the limited assurance report of the independent auditor on the FY25 Scope 1 and 2 GHG emissions.

Total Scope 1, 2 (market-based) and 3 emissions	**tCO_2e**	**19,684,799**	**12,617,737**	**10,234,348**	**9,076,312**
Total Scope 1, 2 (location-based) and 3 emissions	**tCO_2e**			**10,526,258**	**9,361,238**

Scope 1 emissions[2]					
CO_2	tCO_2e	46,084	45,080	43,738	**47,106**
CH_4[3]	tCO_2e	0	0	0	**0**
N_2O	tCO_2e	20,503	15,569	15,190	**17,771**
HFC	tCO_2e	0	0	0	**0**
PFCs[4]	tCO_2e	408,563	282,709	179,907	**121,774**
HTFs	tCO_2e	62,499	27,331	15,615	**17,053**

[1] For our environmental data, we may use estimations where actual data is not available based on our internal processes and procedures.
[2] This inventory covers GHG protocol gases. These gases are disclosed individually in metric tonnes and expressed collectively in CO_2-equivalent to provide a complete and comparable view of our climate impacts.
[3] Methane (CH_4) is not a source of emissions for NXP. During combustion, most of the carbon contained in the fuel is released as carbon dioxide (CO_2). However, it is possible that small quantities of CH_4 may also be emitted.
[4] NF_3 is reported as part of PFCs. For fiscal year 2025 its CO_2 equivalent is 32,262 tCO_2e.

EHS metrics	Unit	2022	2023	2024	2025
Other Scope 1 emissions[5]	tCO_2e	1,102	8	485	**2,933**
Total Scope 1 emissions	**tCO_2e**	**538,751**	**370,696**	**254,936**	**206,637**
Total SF_6 from PFCs and HTFs	tCO_2e	103,144	73,750	47,020	**24,827**
Scope 1 emission category breakout					
CO_2, CH_4, and N_2O[6]	Metric ton				**142**
HFC, HTFs (including HTF SF_6) and non-ODP refrigerants	Metric ton				**9**
PFCs (including SF_6 and NF_3)[6]	Metric ton				**132**
SF_6 from HTFs and PFCs[7]	Metric ton				**5**
Scope 2 emissions[8]					
Total Scope 2 (market-based) emissions	**tCO_2e**	**640,503**	**530,582**	**462,051**	**423,655**
Total Scope 2 (location-based) emissions	**tCO_2e**			**753,961**	**708,581**
Scope 3 emissions[9]					
Category 1 — Purchased Goods and Services	tCO_2e	3,301,327	3,175,622	2,905,797	**2,590,585**
Category 2 — Capital Goods	tCO_2e	299,200	238,759	245,242	**156,320**
Category 3 — Fuel- and Energy-Related Activities	tCO_2e	93,645	89,852	92,106	**92,099**
Category 4 — Upstream Transportation and Distribution	tCO_2e	13,154	10,313	10,380	**9,877**
Category 5 — Waste Generated in Operations	tCO_2e	9,762	10,475	14,175	**12,417**

[5] Emissions from leased vehicles is included in our "Other Scope 1 emissions" category as of 2025.
[6] These gases are reported at an aggregated level for simplicity and IP considerations. When converted to CO_2e, appropriate and distinct Global Warming Potentials (GWPs) are applied, based on IPCC AR6 values.
[7] This value represents the extraction of SF_6 from HTFs and PFCs for illustrative purposes and should not be considered additional to the values reported under HTFs and PFCs.
[8] Our Scope 1 emissions arise from chemical processes used in production and from burning fuel in manufacturing sites. Our Scope 2 data includes indirect emissions from the generation of purchased energy from all our manufacturing and largest non-manufacturing sites as we prioritize data collection from sites that meaningfully contribute to overall emissions. Scope 2 emissions are reported as CO_2-equivalents using supplier emission factors in line with the GHG Protocol, with CH_4 and N_2O negligible relative to CO_2.
[9] We began disclosing Scope 3 data in 2023, including 2022 data. We have restated categories 1, 2, 5, 10, 11 and 12 of our Scope 3 emissions to include additional data that became available in 2025. These updates apply to reporting years 2022 through 2024.

EHS metrics	Unit	2022	2023	2024	2025
Category 6 — Business Travel	tCO_2e	9,092	12,980	14,679	**14,058**
Category 7 — Employee Commuting	tCO_2e	63,079	64,805	51,296	**47,902**
Category 8 — Upstream Leased Assets	tCO_2e	6,441	6,768	6,245	**6,298**
Upstream Scope 3 emissions	tCO_2e	3,795,700	3,609,573	3,339,922	**2,929,555**
Category 9 — Downstream Transportation and Distribution	tCO_2e	13,306	10,583	7,213	**5,600**
Category 10 — Processing of Sold Products	tCO_2e	72,924	54,661	50,617	**51,383**
Category 11 — Use of Sold Products	tCO_2e	14,619,455	8,037,858	6,115,541	**5,449,919**
Category 12 — End-of-life Treatment of Sold Products	tCO_2e	2,626	2,229	2,119	**2,173**
Category 13 — Downstream Leased Assets	tCO_2e	649	674	692	**461**
Category 14 — Franchises	tCO_2e	Not Applicable	Not Applicable	Not Applicable	**Not Applicable**
Category 15 — Investments	tCO_2e	886	880	1,258	**6,930**
Downstream Scope 3 emissions	tCO_2e	14,709,846	8,106,885	6,177,440	**5,516,465**
Total Scope 3 emissions	**tCO_2e**	**18,505,545**	**11,716,458**	**9,517,361**	**8,446,020**

Energy consumption and mix[10]				
Energy consumption and mix by source[11]				
Energy from fossil sources	Fuel consumption from coal and coal products	MWh	0	**0**
	Fuel consumption from crude oil and petroleum products	MWh	1,938	**1,586**
	Fuel consumption from natural gas	MWh	216,715	**232,208**
	Fuel consumption from other fossil sources	MWh	0	**0**
	Consumption of purchased or acquired electricity heat, steam and cooling from fossil sources	MWh	831,349	**771,938**

[10] NXP does not sell energy in the form of electricity, heating, cooling or steam; therefore, sold energy equals 0 MWh.
[11] Data for "Energy consumption and mix by source" only includes data from our manufacturing sites.

EHS metrics		Unit	2022	2023	2024	2025
Energy from fossil sources	**Total fossil energy consumption**	**MWh**			**1,050,002**	**1,005,732**
	Share of fossil sources in total energy consumption	**%**			**57%**	**55%**
Energy from nuclear sources	**Total consumption from nuclear sources**	**MWh**			**86,565**	**75,092**
	Share of consumption from nuclear sources in total energy consumption	**%**			**5%**	**4%**
Energy from renewable sources	Fuel consumption for renewable sources, including biomass	MWh			0	**0**
	Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	MWh			711,467	**753,448**
	Consumption of self-generated, non-fuel renewable electricity	MWh			3,917	**4,015**
	Total renewable electricity consumption	**MWh**			**715,384**	**757,462**
	Share of renewable sources in total energy consumption	**%**			**39%**	**41%**
Total energy consumption (fossil, nuclear and renewable)		**MWh**			**1,851,952**	**1,838,286**

Direct energy use[12]					
Diesel-fuel consumption	GJ	2,916	2,182	3,082	**1,997**
Natural-gas consumption	GJ	783,985	776,793	750,384	**813,679**
Other fossil-fuel consumption	GJ	42,852	32,977	33,684	**25,980**
Total direct energy-consumption	**GJ**	**829,753**	**811,952**	**787,150**	**841,656**

Indirect energy/electricity consumption[13]					
By manufacturing site type	Wafer fabs electricity consumption	kWh	978,844,757	965,844,284	960,045,223	**948,421,527**
	Assembly and test electricity consumption	kWh	670,145,207	669,858,479	673,254,090	**656,105,812**

[12] Direct energy use is included in our Scope 1 values and includes data from manufacturing sites only.
[13] Indirect energy use is included in our Scope 2 values.

EHS metrics		Unit	2022	2023	2024	2025
By manufacturing electricity energy sources	Total non-renewable electricity consumption	kWh	1,067,586,299	993,692,034	917,914,966	**847,065,016**
	Total renewable electricity consumption	kWh	581,403,665	642,010,729	715,384,347	**757,462,323**
Total manufacturing indirect energy use/electricity consumption		**kWh**	**1,648,989,964**	**1,635,702,763**	**1,633,299,313**	**1,604,527,339**
Total non-manufacturing indirect energy use/electricity consumption		**kWh**	**55,849,072**	**56,272,241**	**51,542,307**	**48,104,738**

Energy consumption by type[14]						
By consumption type	Electricity	GJ	5,936,364	5,888,529	5,865,775	**5,761,846**
	Heating	GJ	0	0	0	**0**
	Cooling	GJ	0	0	0	**0**
	Steam	GJ	0	0	0	**0**
	Fuel	GJ	829,753	811,952	787,150	**841,656**
By renewables	Renewable electricity consumption	GJ	2,093,162	2,311,248	2,569,209	**2,720,167**
	Non-renewable electricity consumption	GJ	4,672,955	4,389,233	4,083,716	**3,883,334**
Total energy consumption		**GJ**	**6,766,117**	**6,700,481**	**6,652,925**	**6,603,502**

Renewable electricity and energy[145]						
Renewable electricity	Renewable electricity consumption	kWh	581,403,665	642,010,729	715,384,347	**757,462,323**
	Percentage of renewable electricity[16]	%	35%	39%	44%	**47%**
Renewable energy	Renewable energy consumption	GJ	2,093,162	2,311,248	2,569,209	**2,720,167**
	Percentage of renewable energy[17]	%	31%	34%	39%	**41%**

[14] This data includes manufacturing sites only.
[15] This data includes manufacturing sites only.
[16] We use our percentage of renewable electricity for our 2027 sustainability goal.
[17] This percentage includes direct and indirect energy usage.

EHS metrics		Unit	2022	2023	2024	2025
Pollution						
Non-greenhouse-gas (GHG) emissions						
Total NOx emissions		kg	34,492	33,844	54,707	**49,246**
Total SOx emissions		kg	633	768	854	**801**
Total VOC emissions		kg	129,988	83,427	101,917	**86,888**
Water						
Water use at manufacturing sites						
Water withdrawal	Surface water	m^3	0	0	0	**0**
	Seawater	m^3	0	0	0	**0**
	Groundwater	m^3	806,691	751,058	810,519	**736,613**
	Produced water	m^3	0	0	0	**0**
	Third-party water	m^3	11,912,711	11,836,065	11,510,373	**10,411,142**
	Total water withdrawal	**m^3**	**12,719,402**	**12,587,123**	**12,320,892**	**11,147,755**
Water consumption	**Total water consumption**	**m^3**	**3,944,367**	**3,690,676**	**2,883,692**	**3,041,030**
	Water consumption intensity	m^3/$ Million	0.0003	0.0003	0.0002	0.0002
Water discharge	Surface water	m^3	966,746	825,603	656,612	**396,651**
	Seawater	m^3		0	0	**0**
	Groundwater	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	**7,710,074**
	Total water discharge	**m^3**	**8,775,035**	**8,896,447**	**9,437,200**	**8,106,725**

EHS metrics		Unit	2022	2023	2024	2025
Water use at manufacturing sites in regions with water stress[18]						
Water withdrawal in regions of water stress	Surface water	m^3	0	0	0	**0**
	Seawater	m^3	0	0	0	**0**
	Groundwater	m^3	0	0	1,502	**3,090**
	Produced water	m^3	0	0	0	**0**
	Third-party water	m^3	3,494,938	3,553,191	3,602,408	**3,167,093**
	Total water withdrawal	**m^3**	**3,494,938**	**3,553,191**	**3,603,910**	**3,170,183**
	Percentage of withdrawal in regions of water stress	%	27%	28%	29%	**28%**
Water consumption in regions of water stress	**Total water consumption in regions of water stress**	**m^3**	**869,003**	**1,149,777**	**578,514**	**785,966**
	Percentage of consumption in regions of water stress	%	22%	31%	20%	**26%**
Water discharge in regions of water stress	Surface water	m^3	0	0	0	**0**
	Seawater	m^3	0	0	0	**0**
	Groundwater	m^3	0	0	0	**0**
	Produced water	m^3	0	0	0	**0**
	Third-party water	m^3	2,625,935	2,403,414	3,025,396	**2,384,217**
	Total water discharge	**m^3**	**2,625,935**	**2,403,414**	**3,025,396**	**2,384,217**

Wastewater recycling					
Total wastewater recycling	m^3	10,290,624	10,896,333	12,378,371	**13,274,184**
Percentage of wastewater recycling rate[19]	%	49%	51%	55%	**61%**

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

EHS metrics		Unit	2022	2023	2024	2025
Resource use and circular economy						
Total regular ongoing waste		kg	23,005,443	22,740,245	21,484,875	**20,295,384**
Total one-time waste[20]		kg	163,942	173,937	817,654	**433,216**
Total waste		**kg**	**23,169,385**	**22,914,182**	**22,302,529**	**20,728,600**
Total e-scrap reclaim[21]		kg	683,553	662,853	636,988	**635,299**
Regular hazardous and non-hazardous waste						
Total hazardous waste		kg	8,513,808	8,340,735	9,677,645	**7,320,618**
Total non-hazardous waste		kg	14,491,635	14,399,510	11,807,230	**12,974,766**
Regular waste diverted from disposal[22]						
Hazardous waste	Onsite recycling	kg	0	0	0	**0**
	Offsite recycling	kg	5,539,209	5,548,889	7,889,795	**5,827,464**
	Total diverted from disposal	**kg**	**5,539,209**	**5,548,889**	**7,889,795**	**5,827,464**
Non-hazardous waste	Onsite recycling	kg	0	0	0	**0**
	Offsite recycling	kg	12,315,919	12,239,671	9,299,118	**9,049,498**
	Total diverted from disposal	**kg**	**12,315,919**	**12,239,671**	**9,299,118**	**9,049,498**
Total regular waste diverted from disposal		**kg**	**17,855,128**	**17,788,560**	**17,188,913**	**14,876,962**
Regular waste directed to disposal[23]						
Hazardous waste	Offsite incineration with energy recovery	kg	988,901	1,149,615	758,980	**1,163,198**

[20] One-time waste accounted for 2% of total waste generation in 2024 and is not included in our normal waste metrics unless otherwise indicated.
[21] This data is collected on an annual basis, but is not aligned with the calendar year.
[22] We currently do not report waste with preparation for reuse and other recovery operations.
[23] We currently do not report waste with other disposal operations.

EHS metrics		Unit	2022	2023	2024	2025
Hazardous waste	Offsite incineration without energy recovery	kg	537,330	535,428	374,843	**320,669**
	Offsite landfilling	kg	1,448,368	1,106,803	654,027	**9,287**
	Onsite directed to disposal	kg	0	0	0	**0**
	Total directed to disposal	**kg**	**2,974,599**	**2,791,846**	**1,787,850**	**1,493,154**
Non-hazardous waste	Offsite incineration with energy recovery	kg	197,012	687,150	1,218,323	**2,961,059**
	Offsite incineration without energy recovery	kg	320,260	86,463	35,261	**11,370**
	Offsite landfilling	kg	1,658,444	1,386,226	1,254,528	**952,839**
	Onsite directed to disposal	kg	0	0	0	**0**
	Total directed to disposal	**kg**	**2,175,716**	**2,159,839**	**2,508,112**	**3,925,268**
Total regular waste directed to disposal[24]		**kg**	**5,150,315**	**4,951,685**	**4,295,962**	**5,418,422**

Recycling rate (regular waste only)					
Hazardous waste recycling rate	%	65%	67%	82%	**80%**
Non-hazardous waste recycling rate	%	85%	85%	79%	**70%**
Overall waste recycling rate	**%**	**83%**	**86%**	**89%**	**94%**

Health and safety					
Total injury count employees	#	36	36	25	**35**
Total injury count contractors	#	12	11	12	**9**
Employee and contractor fatalities	#	0	0	0	**0**
Severity rate	Rate	2.86	0.64	2.07	**1.16**

[24] Total regular waste directed to disposal is the same metric as total amount of non-recycled waste.

EHS metrics	Unit	2022	2023	2024	2025
Total case incident rate (TCIR)	Rate	0.1	0.1	0.07	**0.08**
Number of days lost to work-related injuries and fatalities	#				**399**
Proportion of injury occurrences by category[25]					
Percentage of burn injuries	%				**3%**
Percentage of contusion or bruise Injuries	%				**8%**
Percentage of fracture injuries	%				**15%**
Percentage of inflammation or irritation injuries	%				**15%**
Percentage of laceration or puncture injuries	%				**15%**
Percentage of scratch or abrasion injuries	%				**5%**
Percentage of sprain or strain injuries	%				**28%**
Percentage of other Injuries	%				**10%**
EHS incidents					
Number of spills	#	0	0	0	**0**
Health and safety fines	#	0	0	0	**0**
Environmental fines	#	1	1	2	**0**
EHS certifications					
Percentage of ISO 14001-certified manufacturing sites	%	100%	100%	100%	**100%**
Percentage of ISO 45001-certified manufacturing sites	%	100%	100%	100%	**100%**

[25] Starting in 2025, we break out injury categories differently from prior year, meaning we do not have comparable historic data to report.

Team members data[1,2]

Team members metrics		Unit	2022	2023	2024	2025
Workforce demographics						
Extended workforce	Joint venture	HC | %	1,492 | 4%	1,454 | 4%	1,420 | 4%	**1,439 | 4%**
	Employees	HC | %	33,037 | 96%	32,738 | 96%	31,637 | 96%	**30,730 | 96%**
	Total	**HC | %**	**34,529 | 100%**	**34,192 | 100%**	**33,057 | 100%**	**32,169 | 100%**
Employees by geography	Mainland China	HC	5,779	5,789	5,669	**5,495**
	United States	HC	5,536	5,209	4,704	**3,928**
	Malaysia	HC	4,127	3,860	3,533	**3,195**
	Taiwan	HC	3,478	3,349	3,255	**3,191**
Employees by region	Americas	%	18%	18%	16%	**14%**
	APAC	%	61%	60%	60%	**59%**
	EMEA	%	21%	22%	24%	**27%**
Percentage of employees that require a work visa		%	3%	4%	4%	**4%**
Approximate percentage of employees covered by collective-bargain agreements[3]		%	20%	23%	27%	**29%**
Workforce by employment type						
Number of permanent employees by gender	Men	HC	20,753	20,687	19,947	**19,508**
	Women	HC	12,079	11,815	11,422	**10,986**
	Other	HC	0	0	0	**0**

[1] We have updated our team-members data table to better align with existing and emerging sustainability standards. As a result, our data break outs differ from our 2024 Report and we have changes in some of our historical data.
[2] The sum of percentages may not add up to 100% due to rounding.
[3] Employees covered by collective-bargain agreements include joint venture employees, but excludes data from our TTTech Auto acquisition.

Team members metrics			Unit	2022	2023	2024	2025
Number of permanent employees by gender	Not reported		HC	3	3	2	**3**
	Total		**HC**	**32,835**	**32,505**	**31,371**	**30,497**
Number of temporary employees[4]			HC	5,202	4,397	4,390	**4,358**
Number of full-time employees by gender	Men	Americas	HC	4,594	4,338	3,956	**3,287**
		APAC	HC	10,611	10,553	10,180	**9,789**
		EMEA	HC	5,154	5,369	5,354	**5,961**
	Women	Americas	HC	1,411	1,356	1,252	**1,079**
		APAC	HC	9,417	9,121	8,752	**8,298**
		EMEA	HC	983	1,057	1,141	**1,341**
	Other	Americas	HC	0	0	0	**0**
		APAC	HC	0	0	0	**0**
		EMEA	HC	0	0	0	**0**
	Not reported	Americas	HC	1	1	0	**0**
		APAC	HC	0	0	0	**0**
		EMEA	HC	2	1	1	**3**
	Total		**HC**	**32,173**	**31,796**	**30,636**	**29,758**
Number of part-time employees by gender	Men	Americas	HC	12	7	9	**7**
		APAC	HC	0	0	2	**0**
		EMEA	HC	541	592	636	**640**
	Women	Americas	HC	13	13	11	**7**
		APAC	HC	0	0	0	**1**
		EMEA	HC	298	329	342	**317**

[4] Temporary employees include contractors and other employees with non-guaranteed hours.

Team members metrics			Unit	2022	2023	2024	2025
Number of part-time employees by gender	Other	Americas	HC	0	0	0	**0**
		APAC	HC	0	0	0	**0**
		EMEA	HC	0	0	0	**0**
	Not reported	Americas	HC	0	0	0	**0**
		APAC	HC	0	0	0	**0**
		EMEA	HC	0	1	1	**0**
	Total		**HC**	**864**	**942**	**1,001**	**972**

Gender demographics							
Employees by gender	Men	HC | %	20,912 | 63%	20,859 | 64%	20,137 | 64%	**19,684 | 64%**
	Women	HC | %	12,122 | 37%	11,876 | 36%	11,498 | 36%	**11,043 | 36%**
	Other	HC | %	0 | —%	0 | —%	0 | —%	**0 | —%**
	Not reported	HC | %	3 | 0.01%	3 | 0.01%	2 | 0.01%	**3 | 0.01%**
Top management by gender	Men	HC | %	134 | 84%	150 | 84%	160 | 83%	**150 | 82%**
	Women	HC | %	25 | 16%	29 | 16%	33 | 17%	**32 | 18%**
	Other	HC | %	0 | —%	0 | —%	0 | —%	**0 | —%**
	Not reported	HC | %	0 | —%	0 | —%	0 | —%	**0 | —%**
Women in executive positions		%	16%	16%	17%	**18%**
Direct labor (DL) employees by gender	Men	HC | %	5,776 | 45%	5,325 | 45%	5,059 | 45%	**4,846 | 45%**
	Women	HC | %	7,144 | 55%	6,632 | 55%	6,271 | 55%	**5,906 | 55%**
	Other	HC | %	0 | —%	0 | —%	0 | —%	**0 | —%**
	Not reported	HC | %	1 | 0.01%	0 | —%	0 | —%	**0 | —%**

Team members metrics		Unit	2022	2023	2024	2025
Indirect labor (IDL) employees by gender	Men	HC | %	15,136 | 75%	15,534 | 75%	15,078 | 74%	**14,838 | 74%**
	Women	HC | %	4,978 | 25%	5,244 | 25%	5,227 | 26%	**5,137 | 26%**
	Other	HC | %	0 | —%	0 | —%	0 | —%	**0 | —%**
	Not reported	HC | %	2 | 0.01%	3 | 0.01%	2 | 0.01%	**3 | 0.02%**
R&D employees by gender	Men	HC | %	9,099 | 81%	9,536 | 80%	9,241 | 80%	**8,800 | 80%**
	Women	HC | %	2,107 | 19%	2,327 | 20%	2,363 | 20%	**2,233 | 20%**
	Other	HC | %	0 | —%	0 | —%	0 | —%	**0 | —%**
	Not reported	HC | %	1 | 0.01%	2 | 0.02%	1 | 0.01%	**1 | 0.01%**
Age demographics						
Employees by age	Under 30 years old	HC | %	7,119 | 22%	6,654 | 20%	5,950 | 19%	**5,324 | 17%**
	30-50 years old	HC | %	19,296 | 58%	19,281 | 59%	19,070 | 60%	**19,265 | 63%**
	Over 50 years old	HC | %	6,622 | 20%	6,803 | 21%	6,617 | 21%	**6,141 | 20%**
Top management by age	Under 30 years old	HC | %	0 | —%	0 | —%	0 | —%	**0 | —%**
	30-50 years old	HC | %	47 | 30%	58 | 32%	58 | 30%	**55 | 30%**
	Over 50 years old	HC | %	112 | 70%	121 | 68%	135 | 70%	**127 | 70%**
US race and ethnicity demographics						
US employees by race and ethnicity	White (not Hispanic / Latino)	%	49%	48%	46%	**45%**
	Asian (not Hispanic / Latino)	%	22%	24%	25%	**24%**
	Hispanic / Latino	%	16%	15%	15%	**16%**
	Black or African American (not Hispanic / Latino)	%	6%	5%	5%	**5%**

Team members metrics		Unit	2022	2023	2024	2025
US employees by race and ethnicity	Native American or Alaska Native (not Hispanic / Latino)	%	0.7%	0.6%	0.6%	**0.7%**
	Native Hawaiian or other Pacific Islander (not Hispanic / Latino)	%	0.2%	0.2%	0.3%	**0.3%**
	Two or more races (not Hispanic / Latino)	%	1%	1%	2%	**2%**
	Undeclared	%	6%	6%	7%	**7%**
	Total minority representation in the United States	**%**	**51%**	**52%**	**54%**	**55%**
US top management by race and ethnicity	White (not Hispanic / Latino)	%	64%	63%	63%	**63%**
	Asian (not Hispanic / Latino)	%	13%	17%	18%	**20%**
	Hispanic / Latino	%	7%	6%	5%	**6%**
	Black or African American (not Hispanic / Latino)	%	7%	6%	5%	**5%**
	Native American or Alaska Native (not Hispanic / Latino)	%	0%	0%	0%	**0%**
	Native Hawaiian or other Pacific Islander (not Hispanic / Latino)	%	0%	0%	0%	**0%**
	Two or more races (not Hispanic / Latino)	%	1%	1%	1%	**0%**
	Undeclared	%	7%	7%	8%	**7%**

Employee hiring[5]						
Hiring by region	Americas	HC | %	1,219 | 17%	365 | 15%	368 | 17%	**279 | 18%**
	APAC	HC | %	4,779 | 66%	1,399 | 56%	1,110 | 52%	**931 | 59%**
	EMEA	HC | %	1,261 | 17%	745 | 30%	650 | 31%	**371 | 23%**

[5] Hiring data includes external hires only and excludes all hires related to any M&A activities in 2025.

Team members metrics		Unit	2022	2023	2024	2025
Hiring by gender	Men	HC | %	4,238 | 58%	1,536 | 61%	1,285 | 60%	**954 | 60%**
	Women	HC | %	2,992 | 41%	959 | 38%	841 | 40%	**626 | 40%**
	Other	HC | %	0 | —%	0 | —%	0 | —%	**0 | —%**
	Not reported	HC | %	29 | 0.4%	14 | 1%	2 | 0.1%	**1 | 0.1%**
Hiring by age	Under 30 years old	HC | %	3,932 | 54%	1,535 | 61%	1,149 | 54%	**851 | 54%**
	30-50 years old	HC | %	3,039 | 42%	856 | 34%	859 | 40%	**607 | 38%**
	Over 50 years old	HC | %	288 | 4%	118 | 5%	120 | 6%	**123 | 8%**
Total global hiring		**HC**	**7,259**	**2,509**	**2,128**	**1,581**
Employee attrition[6]						
Total global employee turnover		HC | %	4,132 | 13.2%	2,706 | 8.3%	3,111 | 9.8%	**3,575 | 11.8%**
Voluntary turnover						
Voluntary turnover by region	Americas	HC | %	591 | 10.3%	332 | 5.6%	228 | 4.2%	**253 | 5.3%**
	APAC	HC | %	2,833 | 14.7%	1,528 | 7.7%	1,251 | 6.5%	**1,070 | 5.8%**
	EMEA	HC | %	242 | 3.8%	264 | 3.8%	251 | 3.5%	**225 | 3.2%**
Voluntary turnover by gender	Men	HC | %	1,969 | 10.0%	1,132 | 5.5%	959 | 4.7%	**916 | 4.8%**
	Women	HC | %	1,695 | 14.6%	989 | 8.3%	769 | 6.6%	**632 | 5.7%**
	Other	HC | %	0 | —%	0 | —%	0 | —%	**0 | —%**
	Not reported[7]	HC | %	3 | 100%	3 | 85.7%	2 | 80.0%	**0 | —%**

[6] We have not included data from our TTTech Auto acquisition in our attrition metrics because our data integration for these metrics happened after the reporting period of this report.
[7] Voluntary turnover rates for employees with undeclared gender appear significantly higher due to the very small underlying headcount. As a result, even a single departure can produce a disproportionately higher than turnover for other gender categories.

Team members metrics		Unit	2022	2023	2024	2025
Voluntary turnover by age	Under 30 years old	HC | %	1,599 | 25.2%	871 | 13.0%	639 | 10.6%	**504 | 9.6%**
	30-50 years old	HC | %	1,646 | 5.9%	942 | 4.9%	830 | 4.4%	**837 | 4.5%**
	Over 50 years old	HC | %	422 | 6.6%	311 | 4.6%	261 | 3.9%	**207 | 3.3%**
Global employee voluntary turnover		**HC | %**	**3,667 | 11.7%**	**2,124 | 6.5%**	**1,730 | 5.4%**	**1,548 | 5.1%**
Involuntary turnover						
Involuntary turnover by region	Americas	HC | %	79 | 1.4%	311 | 5.3%	637 | 11.6%	**914 | 19.0%**
	APAC	HC | %	226 | 1%	200 | 1.0%	598 | 3.1%	**828 | 4.5%**
	EMEA	HC | %	160 | 3%	71 | 1.0%	146 | 2.0%	**285 | 4.0%**
Involuntary turnover by gender	Men	HC | %	248 | 1%	405 | 2.0%	959 | 4.7%	**1,349 | 7.0%**
	Women	HC | %	211 | 2%	177 | 1.5%	421 | 3.6%	**677 | 6.1%**
	Other	HC | %	0 | —%	0 | —%	0 | —%	**0 | —%**
	Not reported[8]	HC | %	6 | 100%	0 | —%	1 | 40.0%	**1 | 50.0%**
Involuntary turnover by age	Under 30 years old	HC | %	136 | 2%	97 | 1.4%	156 | 2.6%	**232 | 4.4%**
	30-50 years old	HC | %	199 | 1%	221 | 1.1%	513 | 2.7%	**697 | 3.7%**
	Over 50 years old	HC | %	130 | 2%	264 | 3.9%	712 | 10.6%	**1,098 | 17.3%**
Global employee involuntary turnover		**HC | %**	**465 | 1.5%**	**582 | 1.8%**	**1,381 | 4.3%**	**2,027 | 6.7%**
Development[9]						
Online training						
Total global online courses completed		Courses	9,497	387,179	262,552	**337,819**

[8] Involuntary turnover rates for employees with undeclared gender appear significantly higher due to the very small underlying headcount. As a result, even a single departure can produce a disproportionately higher than turnover for other gender categories.
[9] We have not included data from our TTTech Auto acquisition in our development metrics because our data integration for these metrics happened after the reporting period of this report.

Team members metrics		Unit	2022	2023	2024	2025
Total NXP online training hours		Hours	168,229	451,356	230,817	**364,146**
Average online training hours		Hours	5.1	13.7	7.2	**11.9**
Average online training by employee type	IDL	Hours	8.0	17.6	9.7	**16.6**
	DL	Hours	0.6	4.6	2.9	**3.3**
Average online training by gender	Men	Hours	5.7	14.5	7.0	**8.8**
	Women	Hours	4.1	9.5	7.7	**17.5**
	Other	Hours				**0.0**
	Not reported	Hours				**6.0**
Performance reviews and promotions						
Percentage of employees that completed an annual performance review out of eligible employees		%	98%	99%	99%	**98%**
Percentage of employees that completed an annual performance review out of total employees		%	97%	98%	98%	**97%**
Global employee promotion rate		%	11%	10%	9%	**9%**
Team-member engagement						
Engagement survey and feedback[10]	Response rate	%	89%	90%	87%	**90%**
	Engagement	%	85%	88%	86%	**81%**
	Great place to work	%	83%	89%	86%	**82%**
	Proud	%	88%	91%	90%	**87%**

[10] Year-over-year engagement survey results presented in this table may not always be directly comparable. In some years, the population surveyed includes all employees, while in other years it reflects only IDL employees. Additionally, these results represent a snapshot at a specific point in time rather than an average across the entire year.

Responsible business practices data

Responsible business practices data	Unit	2022	2023	2024	2025
Environmental product compliance					
Percentage of RoHS-compliant products without exemptions	%	93%	96%	96%	**96%**
Percentage of RoHS-compliant products with exemptions	%	5%	3%	3%	**3%**
Percentage of REACH-compliant products	%	79%	88%	86%	**89%**
Percentage of Pb-free products	%	93%	96%	96%	**96%**
Percentage of halogen-free products	%	96%	97%	98%	**98%**
Percentage of products by revenue that contain IEC 62474 declarable substances	%	21%	19%	16%	**11%**
Social responsibility					
Social-responsibility management in the supply chain	Yes/No	Yes	Yes	Yes	**Yes**
Percentage of employees paid at or above the regional living wage	%			99.9%	**99.9%**
Percentage of suppliers who signed NXP's Supplier Code of Conduct	%	99%	100%	100%	**100%**
Audit results					
Total number of audits[1]	#	14	17	16	**11**
Closure rate from reporting year-end	%	88%	86%	85%	**91%**
Closure rate as of 2025 year-end	%	100%	99%	99%	**91%**
Number of priority violations for supplier audits	#	33	17	13	**13**

[1] Total number of audits include labor-agent audits.

Responsible business practices data	Unit	2022	2023	2024	2025
Conflict minerals					
Percentage of certified conflict-free for 3TG smelters	%	99%	100%	100%	**100%**
Percentage of our finished product portfolio contains 3TG	%	90%	97%	92%	**95%**
Ethics					
Total number of reports received	#	121	133	143	**196**
Substantiated reports	%	62%	49%	64%	**73%**
Closed reports	%	96%	93%	96%	**88%**
Code of Conduct training completion rate	%	99%	96%	94%	**96%**

Governance data

Governance metrics		Unit	2022	2023	2024	2025
Board independence						
Size of the Board		HC	10	10	10	**10**
Non-executive, independent directors on the Board		HC | %	9 | 90%	9 | 90%	9 | 90%	**9 | 90%**
Independent chairperson		Yes/No	Yes	Yes	Yes	**Yes**
Board and management team (MT) demographics						
Gender demographics						
Women on the Board		HC | %	4 | 40%	4 | 40%	4 | 40%	**4 | 40%**
Woman chairperson or equivalent		Yes/No	No	Yes	Yes	**Yes**
Board of Directors by gender	Men	HC | %	6 | 60%	6 | 60%	6 | 60%	**6 | 60%**
	Women	HC | %	4 | 40%	4 | 40%	4 | 40%	**4 | 40%**
	Other	HC | %				**0 | —%**
	Not reported	HC | %				**0 | —%**
Woman CEO or equivalent		Yes/No	No	No	No	**No**
Number of MT members		HC				**12**
Women MT members		HC | %				**1 | 8%**
Age and tenure demographics						
Age of the youngest director		Age	51	52	53	**54**
Age of the oldest director		Age	78	69	70	**69**
Board of Directors age range		Age	27	17	17	**15**

Governance metrics		Unit	2022	2023	2024	2025
Board average age		Age	64.5	60.5	61.5	**61.5**
Average Board tenure		Years	5.0	3.5	4.8	**6.3**
Board of Directors by age	Under 30 years old	HC | %				**0 | —%**
	30–50 years old	HC | %				**0 | —%**
	Over 50 years old	HC | %				**10 | 100%**
Board meetings						
Number of Board meetings		#	5	8	8	**6**
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**
Board Committees						
Audit Committee						
Size of Audit Committee		HC	4	4	4	**4**
Non-executive, independent directors on Audit Committee		HC | %	4 | 100%	4 | 100%	4 | 100%	**4 | 100%**
Non-executive, independent Audit Committee chairperson		Yes/No	Yes	Yes	Yes	**Yes**
Compensation Committee						
Size of Compensation Committee		HC	4	5	5	**5**
Non-executive, independent directors on Compensation Committee		HC | %	4 | 100%	5 | 100%	5 | 100%	**5 | 100%**
Non-executive, independent Compensation Committee Chairperson		Yes/No	Yes	Yes	Yes	**Yes**

Governance metrics	Unit	2022	2023	2024	2025
Nominating, Governance and Sustainability Committee					
Size of Nominating, Governance and Sustainability Committee	HC	3	4	4	**4**
Non-executive, independent directors on Nominating, Governance and Sustainability Committee	HC | %	3 | 100%	4 | 100%	4 | 100%	**4 | 100%**
Non-executive, independent Nominating, Governance and Sustainability Committee Chairperson	Yes/No	Yes	Yes	Yes	**Yes**
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	5	5	5	**5**
Percentage of MT with compensation linked to sustainability	%	100%	100%	100%	**100%**
Percentage of Board of Directors with compensation linked to Sustainability	%	10%	10%	10%	**10%**
Board experience					
Executive leadership	HC	5	5	6	**7**
Industry and technology experience	HC	10	10	10	**10**
Strategic planning	HC	7	9	9	**9**
Financial expertise	HC	8	8	8	**8**
Manufacturing and operations	HC	9	9	9	**10**
International experience	HC	8	8	8	**9**
Human capital	HC	5	5	5	**5**
Risk management	HC	8	8	8	**7**

Governance metrics	Unit	2022	2023	2024	2025
IT and cybersecurity	HC	8	8	8	**8**
Corporate governance	HC	9	9	9	**9**
Sustainability expertise	HC	5	5	5	**5**
Chairperson experience					
Executive leadership	Yes/No		–	–	**Yes**
Industry and technology experience	Yes/No		Yes	Yes	**Yes**
Strategic planning	Yes/No		Yes	Yes	**Yes**
Financial expertise	Yes/No		Yes	Yes	**Yes**
Manufacturing and operations	Yes/No		–	–	**Yes**
International experience	Yes/No		–	–	**Yes**
Human capital	Yes/No		–	–	**–**
Risk management	Yes/No		–	–	**–**
IT and cybersecurity	Yes/No		–	–	**–**
Corporate governance	Yes/No		Yes	Yes	**Yes**
Sustainability expertise	Yes/No		–	–	**–**

GRI

Statement of Use	NXP Semiconductors has reported the information cited in this Global Reporting Initiative (GRI) content index for the period January 1, 2025 to December 31, 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

2025 GRI disclosure
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. Worldwide Locations
2-2 Entities included in the organization's sustainability reporting
a. Approach to sustainability b. There is no difference between the entities included in financial reporting and sustainability reporting.
2-3 Reporting period, frequency and contact point
a. The reporting period covers calendar year 2025, unless otherwise stated. NXP publishes Corporate Sustainability Reports on an annual basis. b. Our reporting period aligns with our annual financial reporting. c. Publication date: March 30, 2026 d. Contact point- csr@nxp.com
2-4 Restatements of information
We have restated categories 1, 2, 5, 10, 11 and 12 of our Scope 3 emissions to include additional data that became available in 2025. These updates apply to reporting years 2022 through 2024.

2025 GRI disclosure
2-5 External assurance
NXP obtained external limited assurance over its 2025 Scope 1 and Scope 2 greenhouse-gas emissions data. More details are available in our 2025 Independent Limited Assurance Statement. We used same assurance provider as our financial reporting. Other information in this Corporate Sustainability Report is not assured, but we perform extensive internal due diligence and data validation.
2-6 Activities, value chain and other business relationships
a. Semiconductors b. Our business, Social responsibility, Top suppliers c. NXP has a joint-venture in Singapore with our partner Taiwan Semiconductor Manufacturing Company (TSMC). d. No significant changes.
2-7 Employees
Team members data
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. These metrics are reported in head count using year-end totals.
2-9 Governance structure and composition
Governance. Also, see our Proxy Statement, available on our Annual General Meeting web page.

2025 GRI disclosure
2-10 Nomination and selection of the highest governance body
See our Proxy Statement, available on our Annual General Meeting web page.
2-11 Chair of the highest governance body
Governance data. Also, see our Proxy Statement, available on our Annual General Meeting web page.
2-12 Role of the highest governance body in overseeing the management of impacts
Governance, TCFD. Also, see our Modern Slavery Report, available on our Sustainability Documents web page.
2-13 Delegation of responsibility for managing impacts
Governance, TCFD. Also, see our Modern Slavery Report, available on our Sustainability Documents web page.
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
See our Proxy Statement, available on our Annual General Meeting web page.
2-16 Communication of critical concerns
Ethics and privacy
2-17 Collective knowledge of the highest governance body
When needed, 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 5 Board members with relevant sustainability experience. Governance data
2-18 Evaluation of the performance of the highest governance body
See our Proxy Statement, "How Our Directors are Selected and Evaluated" section, available on our Annual General Meeting web page.

2025 GRI disclosure
2-19 Remuneration policies
See our Proxy Statement, "How Our Directors are Compensated" and "Executive Compensation" sections, available on our Annual General Meeting web page.
2-20 Process to determine remuneration
See our Proxy Statement, "Executive Compensation" section, available on our Annual General Meeting web page.
2-21 Annual total compensation ratio
See our Proxy Statement, "CEO Pay Ratio Disclosure" section, available on our Annual General Meeting web page.
2-22 Statement on sustainable development strategy
A letter from our CEO, Approach to sustainability
2-23 Policy commitments
Approach to sustainability, Social responsibility, Environmental product compliance, Ethics and privacy. Sustainability Policy, Code of Conduct, Supplier Code of Conduct, Auditable Standards on Social Responsibility, Human Rights Policy, Biodiversity Policy, Responsible Mineral Sourcing Policy
2-24 Embedding policy commitments
Approach to sustainability, Social responsibility, Environmental product compliance, Ethics and privacy
2-25 Processes to remediate negative impacts
Approach to sustainability, Social responsibility, Environmental product compliance, Ethics and privacy, EHS management
2-26 Mechanisms for seeking advice and raising concerns
Ethics and privacy

2025 GRI disclosure
2-27 Compliance with laws and regulations
In 2025, we received feedback on our compliance from external agency inspections and received six NOVs for minor infractions. Four NOVs were a result of reporting errors. Two NOVs were a result of technical-design and process-safety updates. We worked closely with external agencies to address any findings, and all NOVs are either closed or pending closure by authorities. No NOVs resulted in a fine to NXP. We continue to partner with the local regulatory agencies to ensure compliance with all EHS requirements.
2-28 Membership associations
Approach to sustainability
2-29 Approach to stakeholder engagement
Approach to sustainability
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 29% of our employees (including joint venture employees) are covered by collective-bargaining agreements. This percentage does not include data from our TTTech Auto acquisition.
GRI 3: Material topics 2021
3-1 Process to determine material topics
Approach to sustainability, TCFD
3-2 List of material topics
Approach to sustainability, TCFD
3-3 Management of material topics
Approach to sustainability, TCFD

2025 GRI disclosure
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, available on our Annual General Meeting web page.
201-2 Financial implications and other risks and opportunities due to climate change
See our Form 10-K, "Item 1A. Risk Factors" section, available on our Annual General Meeting web page. TCFD
201-3 Defined benefit plan obligations and other retirement plans
See our Form 10-K, "Postretirement Benefits" section. This document is available on our Annual General Meeting web page. 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 Annual General Meeting web page.
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.
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. Attraction, development and retention
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.

2025 GRI disclosure
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 operations and suppliers for risks related to corruption. Our in-place policies and trainings mitigate these risks. Ethics and privacy
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. Ethics and privacy
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. Ethics and privacy
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
Taxation
207-2 Tax governance, control and risk management
Taxation
207-3 Stakeholder engagement and management of concerns related to tax
Taxation

2025 GRI disclosure
207-4 Country-by-country reporting
Once released, our 2025 country-by-country tax report will also be available our Taxation web page.
GRI 301: Materials 2016
301-1 Materials used by weight or volume
~95% of our finished product portfolio contains tin, tantalum, tungsten and gold (3TG).
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. Resource use and circular economy
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. Resource use and circular economy, Environmental product compliance
GRI 302: Energy 2016
302-1 Energy consumption within the organization
Climate, EHS data, TCFD. Also, see our Climate Transition Plan.
302-2 Energy consumption outside of the organization
We do not currently disclose this information.
302-3 Energy intensity
Climate, EHS data, TCFD.Also, see our Climate Transition Plan.
302-4 Reduction of energy consumption
Climate, EHS data, TCFD. Also, see our Climate Transition Plan.

2025 GRI disclosure
302-5 Reductions in energy requirements of products and services
Sustainable product solutions, Climate, TCFD. Also, see our Climate Transition Plan.
GRI 303: Water and effluents 2018
303-1 Interactions with water as a shared resource
Water, TCFD, EHS data.
303-2 Management of water discharge-related impacts
Water, TCFD, EHS data.
303-3 Water withdrawal
Water, EHS data.
303-4 Water discharge
Water, EHS data.
303-5 Water consumption
Water, EHS data.
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
Biodiversity
304-2 Significant impacts of activities, products and services on biodiversity
Biodiversity
304-3 Habitats protected or restored
Biodiversity
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations
Biodiversity

2025 GRI disclosure
GRI 305: Emissions 2016
305-1 Direct (Scope 1) GHG emissions
Climate, EHS data, TCFD
305-2 Energy indirect (Scope 2) GHG emissions
Climate, EHS data, TCFD
305-3 Other indirect (Scope 3) GHG emissions
Climate, EHS data, TCFD
305-4 GHG emissions intensity
Climate, EHS data, TCFD
305-5 Reduction of GHG emissions
Climate, EHS data, TCFD. Also, see our Climate Transition Plan.
305-6 Emissions of ozone-depleting substances (ODS)
We have no emissions from ozone-depleting substances. Environmental product compliance
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions
Pollution, EHS data
GRI 306: Waste 2020
306-1 Waste generation and significant waste-related impacts
Resource use and circular economy, Environmental product compliance
306-2 Management of significant waste-related impacts
Resource use and circular economy, Environmental product compliance, Social responsibility
306-3 Waste generated
Resource use and circular economy, EHS data

2025 GRI disclosure
306-4 Waste diverted from disposal
Resource use and circular economy, EHS data
306-5 Waste directed to disposal
Resource use and circular economy, EHS data
GRI 308: Supplier environmental assessment 2016
308-1 New suppliers that were screened using environmental criteria
Social responsibility
308-2 Negative environmental impacts in the supply chain and actions taken
Social responsibility
GRI 401: Employment 2016
401-1 New employee hires and employee turnover
Attraction, development and retention, Team members data
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees
Compensation and benefits
401-3 Parental leave
Compensation and benefits. 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 Compensation and Benefits web page.
GRI 402: Labor/management relations 2016
402-1 Minimum notice periods regarding operational changes
We do not currently disclose this information.
403-1 Occupational health and safety management system
Health and safety

2025 GRI disclosure
403-2 Hazard identification, risk assessment and incident investigation
Health and safety
403-3 Occupational health services
Health and safety
403-4 Worker participation, consultation and communication on occupational health and safety
Health and safety
403-5 Worker training on occupational health and safety
Health and safety
403-6 Promotion of worker health
Health and safety
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
Health and safety
403-8 Workers covered by an occupational health and safety management system
Health and safety, EHS data, Team members data
403-9 Work-related injuries
Health and safety, EHS data
403-10 Work-related ill health
Health and safety, EHS data
GRI 404: Training and education 2016
404-1 Average hours of training per year per employee
Team members data, Attraction, development and retention

2025 GRI disclosure
404-2 Programs for upgrading employee skills and transition assistance programs
Attraction, development and retention
404-3 Percentage of employees receiving regular performance and career development reviews
Team members data, Attraction, development and retention
GRI 405: Diversity and equal opportunity 2016
405-1 Diversity of governance bodies and employees
Governance, Inclusion, Team members data, Governance data. Also, see our Proxy Statement, available on our Annual General Meeting web page.
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. Ethics and privacy
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. Also, see our Modern Slavery Report available on our Sustainability Documents web page, our Human Rights Policy and 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
Social responsibility. Also, see our Modern Slavery Report, available on our Sustainability Documents web page.
GRI 409: Forced or compulsory labor 2016

2025 GRI disclosure
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
Social responsibility. Also, see our Modern Slavery Report, available on our Sustainability Documents web page.
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
414-2 Negative social impacts in the supply chain and actions taken
Social responsibility
GRI 415: Public policy 2016
415-1 Political contributions
We do not currently disclose this information.

2025 GRI disclosure
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.
GRI 417: Marketing and labeling 2016
417-1 Requirements for product and service information and labeling
Environmental product compliance
417-2 Incidents of non-compliance concerning product and service information and labeling
NXP did not have an incident of non-compliance with regulations concerning product information and labeling in 2025.
417-3 Incidents of non-compliance concerning marketing communications
NXP did not have an incident of non-compliance with marketing communications in 2025.
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.

SASB

SASB Topic	Code	Accounting metric	Unit of measure	2025 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) 206,637 (2) 121,774
	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 our Climate Transition Plan and the Approach to sustainability, Climate and TCFD sub-sections 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) 6,603,502 (2) 87% (3) 41%
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 11,148. Of that, 28% was at manufacturing facilities located in regions with High or Extremely High Baseline Water Stress. (2) Total water consumed was 3,041. Of that, 26% 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) 7,321 (2) 80%

[1] Regions of water stress are classified as High or Extremely High Baseline Water Stress using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas tool. According to the WRI, two of our manufacturing sites — Chandler and Bangkok — are classified as high or extremely high baseline water stress.

SASB Topic	Code	Accounting metric	Unit of measure	2025 NXP response
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 sub-section of this report.
	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 2025, 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 require a work visa	Percentage (%)	4% of employees require a work visa.
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	In 2025, ~11% 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 Environmental product compliance, Social responsibility and Risk and resilience sub-sections of this report. Also see the Responsible Minerals Sourcing web page, 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 2025, NXP did not incur monetary losses as a result of legal proceedings associated with anticompetitive-behavior regulations.

TCFD

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 Board of Directors has ultimate oversight over climate-related issues and sustainability program oversight is delegated to the Nominating, Governance and Sustainability Committee of the Board of Directors. The Nominating, Governance and Sustainability Committee leads on climate oversight, while other board committees contribute to climate governance within their respective mandates.

- The Nominating, Governance and Sustainability Committee leads oversight of sustainability policies, goals, disclosures and stakeholder feedback.
- The Audit Committee ensures robust financial and sustainability disclosure controls, including assurance processes and regulatory readiness.
- The Human Resources and Compensation Committee aligns sustainability goals with incentive programs and supports strategic sustainability planning and goal setting.

The Nominating, Governance and Sustainability Committee receives quarterly updates from the Sustainability Management Board, which is comprised of Management Team members and other senior leaders 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) — which includes progress against climate-related targets — is reviewed on a quarterly basis.

When relevant, the Board and committees consider climate-related issues when reviewing and guiding strategy, major plans of action, risk management policies, annual budgets and business plans as well as setting performance objectives, monitoring implementation and performance and overseeing major capital expenditures, acquisitions and divestitures. When relevant, the Board and committees also consider climate-related risks and opportunities — including physical, transition and liability risks — on a regular basis as part of its strategic oversight and enterprise risk management responsibilities.

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 and committees, are responsible for climate-related matters. The chief sustainability officer is assigned primary sustainability responsibilities, including climate-related matters and oversight of the Sustainability Management Board. The NXP's Sustainability Management Board meets regularly to oversee the implementation of sustainability strategy and policy and ensures appropriate resourcing.

The NXP Management Team is informed about climate-related issues through internal reporting mechanisms, including quarterly KPI dashboards, risk assessment outputs and regulatory updates. These insights are reviewed during Sustainability Management Board meetings and are reported to the Board Committees as needed. Ongoing monitoring is supported by cross-functional collaboration between sustainability, finance, legal, operations and risk management teams.

The NXP Management Team systematically embeds climate considerations into strategic planning, operational decisions and enterprise risk management, ensuring climate risks and opportunities are proactively addressed at every level. The Sustainability Management Board evaluates climate-related risks and opportunities, considers actions based on materiality and financial impact and ensures alignment with NXP's decarbonization roadmap and regulatory obligations.

We include climate-related issues in our Sustainability Policy, Biodiversity Policy, Supplier Code of Conduct and Auditable Standards on Social Responsibility. We have commitments such as our SBTi validated targets, UN Global Compact status and our membership in the SEMI Climate Consortium. We have a financial incentive for all eligible employees, including all executives, that is linked in part to our climate targets.

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.

NXP's climate risk and opportunity assessment process identifies and evaluates physical and transition climate risks across its operations and value chain that could have a material financial impact over three time horizons. We defined short (0–1 year), medium (1–5 years) and long-term (>5 years) time horizons to align with asset lifecycles, financial reporting, Enterprise Risk Management and both internal and international goals.

Physical risks are assessed using two Shared Socioeconomic Pathways (SSP) climate scenarios — SSP1 (1.5°C-aligned, low emissions) and SSP5 (>4°C-aligned, high emissions) — to evaluate NXP's operations, assets and value chain using an external physical climate scenario database. For hazards where SSP scenario data was not available, we used Representative Concentration Pathway (RCP) scenarios or current-state data.

Transition risks are analyzed using the Network for Greening the Financial System (NGFS) — Net Zero 2050 scenario (<1.5°C-aligned, low emissions). We analyzed only the more extreme scenario, as it represents the most ambitious and disruptive policy, market and technology shifts that could materially impact the business, both positively and negatively.

We identified the list of potentially relevant risks and opportunities, as well as activities and locations in our operations and value chain. Then, using data analysis, research and stakeholder engagement, we evaluated each risk and opportunity for potential materiality[1] based on preset criteria. The short list of top risks and opportunities were then reviewed and approved with leadership. The following table includes specific climate-related issues that could have a material financial impact on NXP.

Risk or opportunity	Type	Time horizons	Location	Potential business impact	Adopted or in-progress measures
Heatwave	Acute physical risk	Short-, medium- and long-term	Own operations and value chain	• Increased direct costs and capital expenditures • Disruption in production capacity	• Install energy efficient equipment • Develop power grid emergency plans
Storm and precipitation	Acute physical risk	Short-, medium- and long-term	Own operations and value chain	• Increased direct costs and capital expenditures • Disruption in production capacity	• Upgrade sites for resilience • Train employees on emergency storm protocol
Heat stress	Chronic physical risk	Short-, medium- and long-term	Own operations	• Increased direct costs and capital expenditures	• Install energy efficient equipment • Develop power grid emergency plans
Water stress	Chronic physical risk	Short-, medium- and long-term	Own operations and value chain	• Increased direct costs and capital expenditures • Constraint to growth	• Install water efficiency equipment • Implement water optimization projects • Develop drought emergency plans
Shifting demand away from high-emission products	Transition risk	Long-term	Own operations and value chain	• Long-term design changes in end products • Potential product obsolescence	• Establish customer and supplier engagement programs on sustainability • Integrate climate-related considerations into new products and/or market development processes
Sustainable innovation for market growth	Transition opportunity	Long-term	Own operations and value chain	• Expansion into new markets and customer segments • Increased revenue and sales of sustainable products and services	• Establish customer and supplier engagement programs on sustainability • Integrate climate-related considerations into new products and/or market development 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.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

Climate-related considerations — derived from scenario analysis — are integrated into NXP's strategic and financial planning processes, influencing decisions across operations, product development and investment priorities, where relevant.

NXP manufactures and designs products that can positively contribute to advancing sustainability, including climate-related issues, and we are currently further defining an approach to classify and evaluate these products based on their environmental sustainability contributions.

Our climate strategy aims at meeting investor sustainability expectations when they arise. NXP takes into account and monitors how climate-related factors may influence our operations, but also future acquisitions or divestments as regulatory and market expectations evolve. NXP embeds climate considerations into supplier engagement through emissions reporting and sustainable sourcing, while implementing mitigation strategies such as energy efficiency upgrades, renewable energy procurement and emissions reduction targets across our global operations.

Climate-related considerations impact NXP's cost structure through investments and operating costs, while enabling opportunities in low carbon markets. Climate-related matters are considered in NXP's financial planning process, primarily through periodic risk assessments and scenario analysis. These assessments are reviewed annually and cover short (0–1 year), medium (1–5 years) and long-term (>5 years) time horizons. The findings help inform budgeting and investment decisions, but the integration of climate-related factors into financial planning is still developing and will be refined as data and methodologies improve.

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

NXP's strategy is designed to be resilient under a range of climate scenarios, including the 4°C and 1.5°C/Net Zero scenarios we assessed. The company is actively aligning its activities with global decarbonization trends to ensure long-term business continuity and competitiveness. NXP recognizes that climate-related risks and opportunities may impact its operations, energy procurement strategies and customer demand for products. Regulatory changes, supply chain disruptions and shifts in investor and customer expectations could also impact our strategy.

The available data is not currently sufficiently robust to support meaningful financial quantification of our top risks and opportunities. In addition, limitations in standardized methodologies and the complexity of modeling long-term climate scenarios further constrain our ability to produce reliable estimates. As such, we believe that quantification at this stage would not enhance business decision-making nor stakeholder awareness. This conclusion will be revisited annually.

NXP's strategies will evolve over time in response to emerging climate-related risks and opportunities, informed by ongoing assessments, stakeholder expectations and shifts in the regulatory and market landscape. NXP also participates in industry associations and working groups, such as SEMI Climate Consortium, to collaborate with industry peers and advance resilience for the industry as a whole.

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.

NXP has a collaborative approach to climate-related risk identification and assessment. The Sustainability Office collaborates with the Finance, Business Resilience and Enterprise Risk Management Teams to align the criteria, thresholds and processes of the climate-related risk assessment being performed by these Teams. This alignment creates consistency where feasible in the criteria and scoring evaluations allowing NXP to systematically compare the significance of climate-related risks to each other and other risks. Climate-related risks are prioritized based on their potential financial impact and strategic relevance.

NXP actively monitors and evaluates existing and emerging climate-related regulations, that are factored into risk assessments and scenario analysis. Climate-related risks are assessed using qualitative and quantitative methods, including scenario analysis, external physical risk scenario data and financial criteria. NXP evaluates both transition and physical risks across short (0–1 year), medium (1–5 years) and long-term (>5 years) time horizons, considering impacts on operations, supply chain and market positioning. TCFD and Carbon Disclosure Project (CDP) were used to establish the initial classification of climate risks and opportunities.

b) Describe the organization's processes for managing climate-related risks.

The responsibility for management and decision-making regarding climate-related physical and transition risks is the same as the oversight described in the Governance sub-section of this report. NXP manages climate-related risks through a process that involves identification, assessment and response planning. When key risks are identified using scenario analysis, internal reporting and cross-functional collaboration, they are evaluated for their potential financial and strategic impact. The NXP Management Team, in consultation with the Sustainability Management Board and relevant committees, determines the appropriate response to these risks. This may include mitigation actions (such as energy efficiency upgrades or business continuity planning), transferring risk where feasible (for example, through insurance), implementing controls to reduce exposure or accepting certain risks where appropriate.

c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.

The results of the climate-related risk assessment complement and inform our Enterprise Risk Management process and we strive to align the assessments where possible. For more information on how NXP identifies, assesses and manages climate-related risks within our overall risk management strategy, please refer to (a) and (b) in the Risk Management sub-section above.

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.

We disclose key metrics related to emissions, energy and water with historical periods to allow for trend analysis in our annual sustainability reporting. We also have an incentive for all eligible employees that is tied to interim goals that support NXP's mid- and long-term sustainability commitments. This nonfinancial scorecard, which includes climate- and other sustainability-related goals, represents 20% of the total Annual Incentive Plan (AIP) target.

b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse-gas (GHG) emissions and the related risks.

Our Scope 1, Scope 2 and Scope 3 emissions for 2025 have been calculated in accordance with the GHG Protocol. In this Corporate Sustainability Report, we include information on our organizational boundary and consolidation approach, external limited assurance for Scope 1 and Scope 2 disclosures, our Scope 2 location-based emissions and Scope 3 coverage and methodology. We also publish related information in our Climate Transition Plan and 2025 Independent Limited Assurance Statement.

Emission type	Unit	2025 Value
Scope 1	tCO_2e	**206,637**
Scope 2 (market-based)	tCO_2e	**423,655**
Scope 3	tCO_2e	**8,446,020**
Total Scope 1, 2 and 3	**tCO_2e**	**9,076,321**

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

We have 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 our mid-term targets outlined in the table below. We also have interim goals included in our financial incentive program. Additionally, we have a long-term ambition to achieve carbon neutrality by 2035 for Scope 1 and 2.

Target	Base year	Target year	Target type	SBTi validated
35% reduction in Scope 1 and 2 emissions	2021	2027	Absolute	No
55% reduction in Scope 1 and 2 emissions	2021	2030	Absolute	Yes (1.5°C pathway)
35% reduction in Scope 3 emissions	2022	2033	Absolute	Yes
50% renewable electricity	2021	2027	Absolute	No
60% wastewater recycled	2021	2027	Absolute	No

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Limited assurance report of the independent auditor on the FY25 Scope 1 and 2 GHG emissions

To: NXP Semiconductors N.V.

Our conclusion

We have performed a limited assurance engagement on the FY25 Scope 1 and Scope 2 GHG emissions (Market and Location-based) on page 53 and 54 in the accompanying Corporate Sustainability Report for the year 2025 (hereinafter: the Scope 1 and 2 GHG emissions) of NXP Semiconductors N.V. (hereafter: NXP) at Eindhoven.

Based on our procedures performed and the assurance information obtained, nothing has come to our attention that causes us to believe that the Scope 1 and 2 GHG emissions are not prepared, in all material respects, in accordance with the applicable criteria as included in the section 'Criteria'.

Basis for our conclusion

We have performed our limited assurance engagement on the Scope 1 and 2 GHG emissions in accordance with Dutch law, including Dutch Standard 3000A 'Assurance-opdrachten anders dan opdrachten tot controle of beoordeling van historische financiële informatie (attest-opdrachten)' (Assurance engagements other than audits or reviews of historical financial information (attestation engagements)). Our responsibilities in this regard are further described in the section 'Our responsibilities for the assurance engagement on the Scope 1 and 2 GHG emissions' of our report.

We are independent of NXP Semiconductors N.V. in accordance with the "Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten" (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence). This includes that we do not perform any activities that could result in a conflict of interest with our independent assurance engagement. Furthermore, we have complied with the "Verordening gedrags- en beroepsregels accountants" (VGBA, Dutch Code of Ethics for Professional Accountants).

We believe that the assurance evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Criteria

The criteria applied for the preparation of the Scope 1 and 2 GHG emissions are the GHG Protocol A Corporate Accounting and Reporting Standard (2004), the GHG Protocol Scope 2 Guidance (2015) and the criteria supplementally applied as disclosed in the 'Climate' chapter in the Corporate Sustainability Report of NXP.

The comparability of GHG emissions between entities and over time may be affected by the absence of a uniform practice on which to draw, to evaluate and measure this information. This allows for the application of different, but acceptable, measurement techniques. Consequently, the Scope 1 and 2 GHG emissions need to be read and understood together with the criteria applied.

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Corresponding information not assured

The Scope 1 and 2 GHG emissions for the period 2022 up to 2024 have not been part of an assurance engagement. Consequently, the corresponding Scope 1 and 2 GHG emissions and thereto related disclosures for the period 2022 up to 2024 are not assured. Our conclusion is not modified in respect of this matter.

Limitations to the scope of our assurance engagement

Our assurance engagement is restricted to the Scope 1 and 2 GHG emissions. We have not performed assurance procedures on any other information as included in the Corporate Sustainability Report in light of this engagement.

The references to external sources or websites are not part of our assurance engagement on the Scope 1 and 2 GHG emissions. We therefore do not provide assurance on this information.

Our conclusion is not modified in respect of these matters.

Responsibilities of management and the audit committee of the board of directors on the Scope 1 and 2 GHG Emissions

Management is responsible for the preparation of the Scope 1 and 2 GHG emissions in accordance with the criteria as included in the section “Criteria”. Management is also responsible for selecting and applying the criteria and for determining that these criteria are suitable for the legitimate information needs of the intended users, considering applicable law and regulations related to reporting. The choices made by management regarding the scope of the Scope 1 and 2 GHG emissions and the reporting policy are summarized in the ‘Climate’ chapter of the Corporate Sustainability Report.

Furthermore, management is responsible for such internal control as it determines is necessary to enable the preparation of the Scope 1 and 2 GHG emissions that are free from material misstatement, whether due to fraud or error.

The audit committee of the board of directors of NXP is responsible for overseeing the reporting process of the Scope 1 and 2 GHG emissions of NXP.

Our responsibilities for the assurance engagement on the Scope 1 and 2 GHG emissions

Our responsibility is to plan and perform the assurance engagement in a manner that allows us to obtain sufficient and appropriate assurance evidence for our conclusion.

Our assurance engagement is aimed to obtain a limited level of assurance to determine the plausibility of the Scope 1 and 2 GHG emissions. The procedures vary in nature and timing from, and are less in extent, than for a reasonable assurance engagement. The level of assurance obtained in a limited assurance engagement is therefore substantially less than the assurance that is obtained when a reasonable assurance engagement is performed.

We apply the applicable quality management requirements pursuant to the Nadere voorschriften kwaliteitsmanagement (NVKM, regulations for quality management) and the International Standard on Quality Management (ISQM) 1, and accordingly maintain a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and other relevant legal and regulatory requirements.

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Our assurance engagement included amongst others:

- Evaluating the appropriateness of the criteria applied, their consistent application and related disclosures on the Scope 1 and 2 GHG emissions. This includes the evaluation of the reasonableness of estimates made by management
- Obtaining through inquiries a general understanding of the internal control environment, the reporting processes, the information systems and the entity's risk assessment process relevant to the preparation of the Scope 1 and 2 GHG emissions, without obtaining assurance information about the implementation or testing the operating effectiveness of controls
- Identifying areas of the Scope 1 and 2 GHG emissions where misleading or unbalanced information or a material misstatement, whether due to fraud or error, is likely to arise. Designing and performing further assurance procedures aimed at determining the plausibility of the Scope 1 and 2 GHG emissions responsive to this risk analysis. These procedures consisted amongst others of:
  - Interviewing relevant staff responsible for providing the information for, carrying out controls on, and consolidating the Scope 1 and 2 GHG emissions in the Corporate Sustainability Report
  - Obtaining assurance evidence that the Scope 1 and 2 GHG emissions reconcile with underlying records of NXP
  - Reviewing, on a limited sample basis, relevant internal and external documentation
  - Considering the data and trends in the information submitted for consolidation at corporate level
- Reading the information in Corporate Sustainability Report that is not included in the scope of our assurance engagement to identify material inconsistencies, if any, with the Scope 1 and 2 GHG emissions
- Considering whether the Scope 1 and 2 GHG emissions are presented and disclosed free from material misstatement in accordance with the criteria applied

Amsterdam, 30 March 2026

EY Accountants B.V.

Signed by J. Niewold

Top suppliers

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 2025 for materials, manufacturing and assembly of our products worldwide.

2025 Top 100 suppliers			
AAMI	HERAEUS	NGKED	STMICROELECTRONICS
AIR LIQUIDE	HONEYWELL	NMC	SUMCO
ALLTEK TECHNOLOGY	INNOV	OSL	SUMITOMO BAKELITE
AMKOR	ITW	PEAK	SUMITOMO CHEMICAL
ARDENTEC	JENTECH	PHOTRONICS	TANAKA
ASE	JSR CORPORATION	POWERCHIP	TCI
ASMC	KENJI TECHNOLOGY	PROBE	TDK
AST	KES	PURE WAFER	TECHNIC
ATX	KETECA	RESONAC	TECHNOPROBE
CHIPBOND	KOSTAT	RJR	TEKSCEND PHOTOMASK
CPAK	KOSTEC	RS TECHNOLOGIES	TFME
DALSA	KYOCERA	SAMSUNG ELECTRONICS	TRIO-TECH
DATANG NXP SEMICONDUCTORS	LEADING TECH	SAMSUNG SEMICONDUCTOR	TSMC
DISCO CORPORATION	LINDE	SEMCO	TTM
DOU YEE	LINXENS	SENJU	UMC
DUPONT	MACDERMID	SHENZHENSHI BOSITE KEJI YOUXIAN GON	UMTC
ENTEGRIS	MACOM TECHNOLOGY SOLUTIONS HOLDINGS	SHIN-ETSU	UTAC
EPAK	MAES	SHINKO	VACUUM ENGINEERING & MATERIALS
FEINMETALL	MHT	COHERENT	VANGUARD
FPT	MICRO CRYSTAL	SILTRONIC	VERSUM
FUJIFILM ELECT MATERIALS	MSS	SKYWORKS	WENSON
GLOBAL WAFERS	MULTEK	SMIC	WIN
GLOBALFOUNDRIES	MURATA	SOITEC	WINBOND ELECTRONICS
HDS	NANYA	SPIL	WOLFSPEED
HENKEL	NEXPERIA	STATS CHIPPAC	YOKOWO

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 $12.27 billion in 2025. Find out more at nxp.com

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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; our ability to successfully introduce new technologies and products; the demand for the goods into which our products are incorporated; recent changes in global trade policy including tariffs and related trade actions announced by the U.S., China and other countries, potential increase of barriers to international trade, including the imposition of new or increased tariffs, and resulting disruptions to our 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; our ability to accurately estimate demand and match our production capacity accordingly or obtain supplies from third-party producers; our access to production from third-party outsourcing partners, and any events that might affect their business or our relationship with them; our ability to secure adequate and timely supply of equipment and materials from suppliers; our ability to avoid operational problems and product defects and, if such issues were to arise, to correct them quickly; our ability to form strategic partnerships and joint ventures and successfully cooperate with our strategic alliance partners; our ability to win competitive bid selection processes; our ability to develop products for use in our customers' equipment and products; our 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 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; our ability to maintain good relationships with our suppliers; our ability to integrate acquired businesses in an efficient and effective manner; 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 rates. 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, nxp.com/investor or from the SEC website, sec.gov.