



2022



# ESG PERFORMANCE

## 2022 ESG PERFORMANCE

NXP's ESG Performance <sup>1</sup>	Unit	2019	2020	2021	2022
<b>Revenue</b>					
<b>Revenue by Country</b>					
Mainland China and Hong Kong	\$ Millions USD	3,147	3,324	4,180	<b>4,700</b>
APAC (excluding Mainland China and Hong Kong)	\$ Millions USD	2,894	2,773	3,471	<b>4,165</b>
EMEA (Europe, the Middle East, and Africa)	\$ Millions USD	1,760	1,538	2,036	<b>2,582</b>
Americas	\$ Millions USD	1,076	977	1,376	<b>1,758</b>
<b>Total Revenue</b>	<b>\$ Millions USD</b>	<b>8,877</b>	<b>8,612</b>	<b>11,063</b>	<b>13,205</b>
<b>Revenue by End Market (Unaudited)</b>					
Automotive	\$ Millions USD	4,212	3,825	5,493	<b>6,879</b>
Industrial and IoT	\$ Millions USD	1,599	1,836	2,410	<b>2,713</b>
Mobile	\$ Millions USD	1,191	1,248	1,412	<b>1,607</b>
Communications Infrastructure and Other	\$ Millions USD	1,875	1,703	1,748	<b>2,006</b>
<b>Total Revenue</b>	<b>\$ Millions USD</b>	<b>8,877</b>	<b>8,612</b>	<b>11,063</b>	<b>13,205</b>
<b>Environment<sup>2</sup></b>					
<b>Overview</b>					
Percentage of ISO 14001-Certified Manufacturing Sites	%	100%	100%	100%	<b>100%</b>
Number of ISO 14001-Certified Manufacturing Sites	#	9	9	9	<b>9</b>
Number of Spills	#	0	0	0	<b>0</b>
Environmental Fines	#	0	0	0	<b>1<sup>3</sup></b>

<sup>1</sup> The sum of percentages may not add up to 100% due to rounding.

<sup>2</sup> NXP has updated some environmental data from previous reporting periods. Where the updated data exceeds a 5% change, we have included an explanation in the related section.

<sup>3</sup> We take Notices of Violations (NOVs) seriously. We work quickly to identify corrective actions and take steps to minimize the chance of reoccurrence. In 2022, we received two NOVs, both relating to minor deficiencies. One resulted in a pending conditional fine, due to an inability to close a storm drain in case of an incident.

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Energy-Efficiency Policy	Yes/No	Yes	Yes	Yes	Yes
Emissions-Reduction Initiatives	Yes/No	Yes	Yes	Yes	Yes
Environmental Supply-Chain Management	Yes/No	Yes	Yes	Yes	Yes
Environmental Quality-Management Policy	Yes/No	Yes	Yes	Yes	Yes
Sustainable Packaging	Yes/No	Yes	Yes	Yes	Yes
Waste-Reduction Policy	Yes/No	Yes	Yes	Yes	Yes
Water Policy	Yes/No	Yes	Yes	Yes	Yes
Climate-Change Policy	Yes/No	Yes	Yes	Yes	Yes
Climate-Change Opportunities Discussed	Yes/No	Yes	Yes	Yes	Yes
Risks of Climate Change Discussed	Yes/No	Yes	Yes	Yes	Yes
<b>NXP Carbon Footprint</b>					
Total NXP Scope 1 & 2 Emissions	tCO <sub>2</sub> e	1,134,481	982,123	1,175,998	<b>1,164,959</b>
Total NXP Scope 1 & 2 Emissions Normalized	tCO <sub>2</sub> e/m <sup>2</sup>	17.6	17.8	17.5	<b>15.9</b>
<b>Carbon-Footprint Breakdown</b>					
Perfluorinated Compounds (PFCs)	%	25%	22%	29%	<b>34%</b>
Heat Transfer Fluids (HTFs)	%	10%	8%	9%	<b>5%</b>
Fossil Fuel (Natural Gas and Diesel)	%	4%	4%	4%	<b>4%</b>
N <sub>2</sub> O	%	1%	1%	1%	<b>1%</b>
Electricity (Manufacturing)	%	56%	60%	54%	<b>51%</b>
Electricity (Non-Manufacturing)	%	2%	2%	2%	<b>2%</b>
Product Transport	%	2%	2%	2%	<b>2%</b>
Business Travel	%	1%	—%	—%	<b>1%</b>

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NXP's ESG Performance	Unit	2019	2020	2021	2022
<b>SCOPE 1 Emissions</b>					
PFCs <sup>4</sup>	tCO <sub>2</sub> e	288,566	217,326	346,299	400,261
HTFs	tCO <sub>2</sub> e	113,810	82,100	104,510	62,499
Fossil Fuels	tCO <sub>2</sub> e	41,862	41,819	44,229	46,068
N <sub>2</sub> O	tCO <sub>2</sub> e	13,592	14,498	15,188	15,956
Other Scope 1 Emissions	tCO <sub>2</sub> e	688	720	777	1,102
<b>Total Scope 1 Emissions</b>	<b>tCO<sub>2</sub>e</b>	<b>458,518</b>	<b>356,462</b>	<b>511,004</b>	<b>525,886</b>
<b>SCOPE 2 Emissions</b>					
Total Manufacturing	tCO <sub>2</sub> e	654,294	604,013	642,640	613,620
Total Non-Manufacturing	tCO <sub>2</sub> e	21,669	21,648	22,354	25,453
<b>Total Scope 2 Market-Based Emissions</b>	<b>tCO<sub>2</sub>e</b>	<b>675,963</b>	<b>625,661</b>	<b>664,994</b>	<b>639,073</b>
<b>SCOPE 3 Emissions</b>					
Product Transport	tCO <sub>2</sub> e	23,682	24,577	20,153	20,555
Business Travel	tCO <sub>2</sub> e	13,008	1,258	1,288	9,098
<b>Total Scope 3 Emissions</b>	<b>tCO<sub>2</sub>e</b>	<b>36,690</b>	<b>25,835</b>	<b>21,441</b>	<b>29,653</b>
<b>Energy</b>					
Total Manufacturing Electricity Consumption	kWh	1,489,284,039	1,484,305,963	1,560,436,353	1,648,387,555
Total Non-Manufacturing Electricity Consumption	kWh	51,100,760	49,951,895	49,975,324	53,643,676

<sup>4</sup>We have updated our calculation of PFC emissions and, by extension, our Scope 1 emissions totals. We use the IPCC 2006 methodology for data leading up to and including 2020, and the IPCC 2019 methodology for 2021 and all the years following.

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Total Normalized Electricity Consumption (Manufacturing and Non-Manufacturing)	kWh/cm <sup>2</sup>	2.4	2.8	2.4	<b>2.3</b>
Total Renewable Electricity Consumption	%	24%	32%	31%	<b>35%</b>
<b>Water</b>					
Total Water Consumption	m <sup>3</sup>	10,732,132	10,619,711	11,639,498	<b>12,622,808</b>
Total Wastewater Discharge	m <sup>3</sup>				<b>8,753,231</b>
Total Normalized Water Consumption	liters/cm <sup>2</sup>	16.6	19.3	17.3	<b>17.2</b>
Recycled Water	%	41%	49%	48%	<b>48%</b>
Purchased Water	m <sup>3</sup>	10,061,838	9,927,988	10,901,858	<b>11,816,162</b>
Extracted Water	m <sup>3</sup>	670,294	691,723	737,640	<b>806,646</b>
<b>Waste</b>					
Total Regular Ongoing Waste	kg	19,503,067	16,503,773	19,415,128	<b>23,005,443</b>
Total One-Time Waste	kg	506,020	160,124	165,352	<b>163,942</b>
Total Waste	kg	20,009,087	16,663,897	19,580,480	<b>23,169,385</b>
Total Hazardous Waste	kg	2,786,255	3,084,046	3,330,375	<b>2,974,599</b>
Total Non-Hazardous Waste	kg	2,580,140	2,292,142	2,720,830	<b>2,175,716</b>
Recycled Waste	%	76%	71%	76%	<b>83%</b>
Waste Sent to Landfill	%	19%	21%	18%	<b>14%</b>
Waste Sent to Incineration	%	4%	5%	7%	<b>6%</b>
E-Scrap Reclaim	kg	642,995	606,138	790,784	<b>683,553</b>

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<b>Environmental Stewardship Product Portfolio</b>					
RoHS-Compliant without Exemptions	%		93%	92%	<b>93%</b>
RoHS-Compliant with Exemptions	%		7%	6%	<b>5%</b>
REACH-Compliant	%		93%	82%	<b>79%</b>
Halogen-Free	%		94%	94%	<b>96%</b>
Pb-Free and Halogen-Free	%		84%	89%	<b>90%</b>
Conflict-Free Minerals	%	100%	100%	100%	<b>99%</b>

<b>Social</b>					
<b>Overview</b>					
Equal-Opportunity Policy	Yes/No	Yes	Yes	Yes	<b>Yes</b>
Fair-Remuneration Policy	Yes/No	Yes	Yes	Yes	<b>Yes</b>
Team-Member Sustainability Training	Yes/No	Yes	Yes	Yes	<b>Yes</b>
Health-and-Safety Policy	Yes/No	Yes	Yes	Yes	<b>Yes</b>
Percentage of ISO 45001-Certified Manufacturing Sites	%	100%	100%	100%	<b>100%</b>
Number of ISO 45001-Certified Manufacturing Sites	#	9	9	9	<b>9</b>
Human Rights Policy <sup>5</sup>	Yes/No	Yes	Yes	Yes	<b>Yes</b>
Policy Against Child Labor	Yes/No	Yes	Yes	Yes	<b>Yes</b>
UN Global Compact Signatory	Yes/No	Yes	Yes	Yes	<b>Yes</b>
Responsible Business Alliance (RBA) Full Member	Yes/No	Yes	Yes	Yes	<b>Yes</b>

<sup>5</sup>We published our first, stand-alone Human Rights Policy in 2022. Previously, human rights clauses were embedded within existing policies and commitments.

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NXP's ESG Performance		Unit	2019	2020	2021	2022
SDGs Target Policy		Yes/No	Yes	Yes	Yes	Yes
Flexible Work Schedule and Location		Yes/No	Yes	Yes	Yes	Yes
Team-Member Engagement Survey		Yes/No	Yes	Yes	Yes	Yes
Public Policy Condemning Workplace Sexual Harassment		Yes/No	Yes	Yes	Yes	Yes
Frequency of Team-Member Sexual-Harassment Training		Years	At least every 2 years, but in some cases more frequently subject to applicable law	At least every 2 years, but in some cases more frequently subject to applicable law	At least every 2 years, but in some cases more frequently subject to applicable law	At least every 2 years, but in some cases more frequently subject to applicable law

Workforce Footprint						
Extended Workforce - Total		HC	34,817	33,480	36,223	39,731
Employees		HC	27,759	27,730	29,861	33,037
		%	80%	83%	82%	83%
Joint Venture		HC	1,651	1,454	1,487	1,492
		%	5%	4%	4%	4%
Contingent Labor		HC	5,407	4,296	4,875	5,202
		%	16%	13%	13%	13%
Employees	Americas	%	20%	19%	18%	18%
	APAC	%	59%	60%	61%	61%
	EMEA	%	21%	21%	20%	21%
Joint Venture	Americas	%	—%	—%	—%	—%
	APAC	%	91%	99%	100%	100%
	EMEA	%	9%	0.7%	—%	—%

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Contingent Labor	Americas	%	20%	20%	18%	15%
	APAC	%	54%	53%	59%	60%
	EMEA	%	26%	27%	23%	25%
<b>Contingent Labor by Type</b>						
	External Temp	%	24%	33%	31%	30%
	Contractor	%	76%	67%	69%	70%
<b>Employee Type by Region</b>						
Indirect Labor (IDL)	Americas	%	27%	24%	22%	21%
	APAC	%	42%	44%	46%	46%
	EMEA	%	31%	32%	32%	32%
Direct Labor (DL)	Americas	%	7%	12%	12%	13%
	APAC	%	90%	84%	84%	83%
	EMEA	%	3%	4%	4%	4%
<b>Employee by Role</b>						
	Individual Contributor (DL)	%	36%	38%	41%	39%
	Individual Contributor (IDL)	%	53%	51%	50%	52%
	People Manager (IDL)	%	11%	10%	9%	9%
	Executive (IDL)	%	0.6%	0.5%	0.5%	0.5%



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<b>R&amp;D Employee by Region</b>						
Americas		%	25%	23%	21%	<b>19%</b>
APAC		%	35%	36%	39%	<b>41%</b>
EMEA		%	40%	41%	40%	<b>40%</b>
Percent R&D of Total NXP Footprint		%	32%	32%	31%	<b>34%</b>
<b>Employment Type</b>						
Full-Time (FT)		%	99.4%	99.3%	99.5%	<b>99.5%</b>
Part-Time (PT)		%	0.6%	0.7%	0.5%	<b>0.5%</b>
FT Employment by Gender						
	Women	%	37%	36%	37%	<b>37%</b>
	Men	%	63%	64%	63%	<b>63%</b>
PT Employment by Gender						
	Women	%	21%	21%	19%	<b>18%</b>
	Men	%	79%	79%	81%	<b>82%</b>
<b>Employee by Gender</b>						
Women		%	37%	36%	37%	<b>37%</b>
Men		%	63%	64%	63%	<b>63%</b>
<b>Employee Gender by Region</b>						
Women	Americas	%	12%	11%	11%	<b>12%</b>
	APAC	%	79%	79%	80%	<b>78%</b>
	EMEA	%	9%	9%	9%	<b>11%</b>

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Men	Americas	%	25%	24%	22%	<b>22%</b>
	APAC	%	48%	48%	51%	<b>51%</b>
	EMEA	%	28%	28%	27%	<b>27%</b>
<i>Employee Gender by Role</i>						
Executive	Women	%	14%	13%	13%	<b>16%</b>
	Men	%	86%	87%	87%	<b>84%</b>
People Manager	Women	%	16%	16%	16%	<b>18%</b>
	Men	%	84%	84%	84%	<b>82%</b>
Individual Contributor	Women	%	39%	38%	39%	<b>39%</b>
	Men	%	61%	62%	61%	<b>61%</b>
IDL	Women	%	22%	23%	24%	<b>25%</b>
	Men	%	78%	77%	76%	<b>75%</b>
DL	Women	%	62%	58%	56%	<b>55%</b>
	Men	%	38%	42%	44%	<b>45%</b>
R&D	Women	%	16%	16%	17%	<b>19%</b>
	Men	%	84%	84%	83%	<b>81%</b>
<b>United States Race and Ethnicity</b>						
White (Not Hispanic / Latino)		%	52%	52%	51%	<b>49%</b>
Asian (Not Hispanic / Latino)		%	21%	21%	20%	<b>22%</b>

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Hispanic / Latino	%	13%	14%	15%	<b>16%</b>
Black or African American (Not Hispanic / Latino)	%	4%	4%	5%	<b>6%</b>
Native American / Alaska Native (Not Hispanic / Latino)	%	0.4%	0.5%	0.6%	<b>0.6%</b>
Native Hawaiian / Other Pacific Islander (Not Hispanic / Latino)	%	0.2%	0.2%	0.2%	<b>0.2%</b>
Two or More Races (Not Hispanic / Latino)	%	0.5%	0.6%	0.9%	<b>1%</b>
Undeclared	%	8%	8%	7%	<b>6%</b>

### *United States Employee Race and Ethnicity by Role*

Executive	White (Not Hispanic / Latino)	%	68%	68%	63%	<b>64%</b>
	Asian (Not Hispanic / Latino)	%	9%	9%	10%	<b>13%</b>
	Hispanic / Latino	%	6%	6%	6%	<b>7%</b>
	Black or African American (Not Hispanic / Latino)	%	5%	5%	6%	<b>7%</b>
	Native American / Alaska Native (Not Hispanic / Latino)	%	—%	—%	—%	<b>—%</b>
	Native Hawaiian / Other Pacific Islander (Not Hispanic / Latino)	%	—%	—%	—%	<b>—%</b>
	Two or More Races (Not Hispanic / Latino)	%	—%	—%	1%	<b>1%</b>
	Undeclared	%	13%	12%	14%	<b>7%</b>

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People Manager	White (Not Hispanic / Latino)	%	59%	60%	59%	57%
	Asian (Not Hispanic / Latino)	%	19%	19%	18%	20%
	Hispanic / Latino	%	8%	9%	9%	11%
	Black or African American (Not Hispanic / Latino)	%	3%	3%	3%	3%
	Native American / Alaska Native (Not Hispanic / Latino)	%	0.3%	0.3%	0.2%	0.3%
	Native Hawaiian / Other Pacific Islander (Not Hispanic / Latino)	%	—%	—%	—%	0.1%
	Two or More Races (Not Hispanic / Latino)	%	0.1%	0.2%	0.5%	0.7%
	Undeclared	%	10%	9%	9%	8%
Individual Contributor (IDL)	White (Not Hispanic / Latino)	%	53%	51%	51%	49%
	Asian (Not Hispanic / Latino)	%	23%	27%	27%	30%
	Hispanic / Latino	%	11%	9%	10%	10%
	Black or African American (Not Hispanic / Latino)	%	3%	2%	3%	3%
	Native American / Alaska Native (Not Hispanic / Latino)	%	0.4%	0.3%	0.4%	0.2%
	Native Hawaiian / Other Pacific Islander (Not Hispanic / Latino)	%	0.4%	0.1%	0.1%	0.1%
	Two or More Races (Not Hispanic / Latino)	%	0.6%	0.6%	0.9%	1%
	Undeclared	%	9%	9%	9%	7%

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NXP's ESG Performance		Unit	2019	2020	2021	2022
Individual Contributor (DL)	White (Not Hispanic / Latino)	%	38%	50%	47%	<b>44%</b>
	Asian (Not Hispanic / Latino)	%	13%	10%	10%	<b>9%</b>
	Hispanic / Latino	%	32%	28%	27%	<b>29%</b>
	Black or African American (Not Hispanic / Latino)	%	12%	8%	10%	<b>12%</b>
	Native American / Alaska Native (Not Hispanic / Latino)	%	0.6%	0.9%	1%	<b>2%</b>
	Native Hawaiian / Other Pacific Islander (Not Hispanic / Latino)	%	0.9%	0.6%	0.6%	<b>0.6%</b>
	Two or More Races (Not Hispanic / Latino)	%	0.9%	0.8%	1%	<b>2%</b>
	Undeclared	%	3%	3%	3%	<b>3%</b>
<b>Employee by Age</b>						
<31 years old		%	15%	19%	22%	<b>25%</b>
31–50 years old		%	61%	59%	57%	<b>55%</b>
51+ years old		%	23%	22%	21%	<b>20%</b>
<i>Employee Age by Role</i>						
<31 years old	Executive	%	—%	—%	—%	<b>—%</b>
	People Manager	%	0.1%	0.1%	0.1%	<b>0.1%</b>
	Individual Contributor	%	15%	19%	22%	<b>24%</b>
31–50 years old	Executive	%	0.2%	0.2%	0.2%	<b>0.1%</b>
	People Manager	%	7%	6%	6%	<b>6%</b>
	Individual Contributor	%	54%	53%	51%	<b>50%</b>

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51+ years old	Executive	%	0.4%	0.4%	0.3%	<b>0.3%</b>
	People Manager	%	4%	3%	3%	<b>3%</b>
	Individual Contributor	%	19%	18%	17%	<b>17%</b>
<b>Employee Attrition</b>						
<i>Voluntary Turnover</i>						
Global Employee Voluntary Turnover		%	7.8%	6.9%	12.1%	<b>11.7%</b>
	Americas (IDL and DL)	%	5.8%	5.6%	9.1%	<b>10.4%</b>
	APAC (IDL and DL)	%	9.7%	8.9%	15.7%	<b>14.7%</b>
	EMEA (IDL and DL)	%	4.2%	2.5%	4.3%	<b>3.8%</b>
Global IDL Employee Voluntary Turnover		%	5.9%	5.1%	7.9%	<b>7.5%</b>
	Americas (IDL)	%	5.6%	6.2%	8.6%	<b>9.4%</b>
	APAC (IDL)	%	7.3%	6.1%	9.9%	<b>9.0%</b>
	EMEA (IDL)	%	4.3%	2.7%	4.5%	<b>3.9%</b>
Global DL Employee Voluntary Turnover		%	11.0%	9.8%	18.4%	<b>18.1%</b>
	Americas (DL)	%	6.9%	3.6%	10.5%	<b>13.1%</b>
	APAC (DL)	%	11.7%	11.2%	20.3%	<b>19.5%</b>
	EMEA (DL)	%	1.9%	0.7%	2.1%	<b>2.9%</b>

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	Women	%	22%	21%	23%	<b>24%</b>
	Men	%	78%	79%	77%	<b>77%</b>
IDL Voluntary Turnover	<31 years old	%	24%	22%	28%	<b>25%</b>
	31–50 years old	%	59%	60%	55%	<b>56%</b>
	51+ years old	%	17%	18%	16%	<b>19%</b>
	Women	%	59%	63%	55%	<b>60%</b>
	Men	%	41%	37%	45%	<b>40%</b>
DL Voluntary Turnover	<31 years old	%	52%	45%	53%	<b>58%</b>
	31–50 years old	%	37%	44%	38%	<b>35%</b>
	51+ years old	%	11%	11%	9%	<b>8%</b>
<i>Involuntary Turnover</i>						
Global Employee Involuntary Turnover		%	3.9%	3.2%	3.8%	<b>1.5%</b>
Americas (IDL and DL)		%	5.8%	5.4%	4.6%	<b>1.4%</b>
APAC (IDL and DL)		%	3.5%	4.1%	4.1%	<b>1.2%</b>
EMEA (IDL and DL)		%	3.2%	5.4%	2.2%	<b>2.8%</b>

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<b>Employee Hiring</b>						
IDL	Americas	%	21%	19%	19%	<b>19%</b>
	APAC	%	47%	56%	56%	<b>47%</b>
	EMEA	%	31%	25%	25%	<b>34%</b>
DL	Americas	%	2%	2%	11%	<b>16%</b>
	APAC	%	97%	97%	89%	<b>83%</b>
	EMEA	%	0.5%	0.1%	0.6%	<b>2%</b>
<b>Employee Hiring by Type</b>						
IDL	Women	%	23%	23%	27%	<b>29%</b>
	Men	%	77%	77%	73%	<b>71%</b>
IDL New College Graduate	Women	%	31%	32%	30%	<b>35%</b>
	Men	%	69%	68%	70%	<b>65%</b>
DL	Women	%	66%	56%	53%	<b>56%</b>
	Men	%	34%	44%	47%	<b>44%</b>
<b>United States Hiring by Race and Ethnicity</b>						
White (Not Hispanic / Latino)		%	22%	47%	42%	<b>32%</b>
Asian (Not Hispanic / Latino)		%	37%	32%	18%	<b>26%</b>
Hispanic / Latino		%	6%	10%	17%	<b>18%</b>
Black or African American (Not Hispanic / Latino)		%	2%	2%	11%	<b>9%</b>
Native American / Alaska Native (Not Hispanic / Latino)		%	—%	0.4%	1%	<b>1%</b>
Native Hawaiian / Other Pacific Islander (Not Hispanic / Latino)		%	—%	—%	0.4%	<b>0.3%</b>



## 2022 ESG PERFORMANCE

NXP's ESG Performance		Unit	2019	2020	2021	2022
Two or More Races (Not Hispanic / Latino)		%	0.8%	0.4%	3%	<b>3%</b>
Undeclared		%	32%	9%	7%	<b>12%</b>
<i>United States New College Graduate Hiring by Race and Ethnicity</i>						
White (Not Hispanic / Latino)		%	35%	29%	33%	<b>35%</b>
Asian (Not Hispanic / Latino)		%	39%	43%	44%	<b>39%</b>
Hispanic / Latino		%	9%	11%	10%	<b>13%</b>
Black or African American (Not Hispanic / Latino)		%	3%	2%	4%	<b>5%</b>
Native American / Alaska Native (Not Hispanic / Latino)		%	—%	—%	—%	<b>0.6%</b>
Native Hawaiian / Other Pacific Islander (Not Hispanic / Latino)		%	—%	—%	—%	—%
Two or More Races (Not Hispanic / Latino)		%	4%	2%	7%	<b>4%</b>
Undeclared		%	10%	14%	3%	<b>4%</b>
<i>Hiring by Age</i>						
<31 years old	IDL	%	40%	44%	49%	<b>48%</b>
	DL	%	66%	61%	66%	<b>68%</b>
31–50 years old	IDL	%	50%	45%	44%	<b>45%</b>
	DL	%	34%	39%	32%	<b>29%</b>
51+ years old	IDL	%	10%	11%	6%	<b>7%</b>
	DL	%	0.4%	0.7%	2%	<b>3%</b>
<i>R&amp;D Hiring by Region</i>						
Americas		%	15%	13%	11%	<b>14%</b>

## 2022 ESG PERFORMANCE

NXP's ESG Performance		Unit	2019	2020	2021	2022
APAC		%	42%	38%	61%	47%
EMEA		%	43%	49%	29%	39%
<i>IDL Talent Hiring</i>						
University		%	45%	35%	24%	23%
Global NXP Intern Conversion Rate		%	30%	30%	40%	39%
<b>Global Employee Promotion Rate</b>		%	7%	7%	8%	11%
IDL		%	8%	8%	11%	13%
DL		%	5%	4%	4%	7%
<b>Training</b>						
Total NXP Online Training Hours		Hours			89,591	168,229
Global Online Courses Completed by Executives		Courses			123	110
Global Online Courses Completed by People Managers		Courses			2,197	2,551
Global Online Courses Completed by Individual Contributor (IDL and DL)		Courses			6,532	6,836
Global Online Learning Courses Completed by Employees (Total Courses per Employee)		Courses			8,852	9,497
Total Online Training (Average Hours)	IDL	Hours			7.0	8.0
	DL	Hours			0.2	0.6
Online Training by Gender	Women	Hours			2.2	4.1
	Men	Hours			3.5	5.7

## 2022 ESG PERFORMANCE

NXP's ESG Performance	Unit	2019	2020	2021	2022
<b>Health and Safety</b>					
Occupational Illness and Injuries	#	35	23	25	<b>36</b>
Total - Injury Count NXP Contractors	#		8	7	<b>12</b>
Severity Rate	Rate	4.64	2.26	1.47	<b>2.86</b>
Total Case Incident Rate (TCIR)	Rate	0.12	0.08	0.08	<b>0.10</b>
Fatalities - Employees	#	0	0	0	<b>0</b>
<b>Supply Chain</b>					
Supply-Chain Management - Social Responsibility	Yes/No	Yes	Yes	Yes	<b>Yes</b>
Total Number of Audits	#	17	4	6	<b>14</b>
<b>Governance</b>					
<b>Overview</b>					
Business Ethics Code of Conduct	Yes/No	Yes	Yes	Yes	<b>Yes</b>
Anti-Bribery Ethics Policy	Yes/No	Yes	Yes	Yes	<b>Yes</b>
Employee Protection / Whistle Blower Policy	Yes/No	Yes	Yes	Yes	<b>Yes</b>
Consumer Data Protection Policy	Yes/No	Yes	Yes	Yes	<b>Yes</b>
<b>Board Structure</b>					
Size of the Board	HC	9	10	12	<b>10</b>
Unitary or Two-Tier Board System	Unitary/ Two-Tier	Unitary	Unitary	Unitary	<b>Unitary</b>
Number of Employee Representatives on Board	HC	0	0	0	<b>0</b>

## 2022 ESG PERFORMANCE

NXP's ESG Performance	Unit	2019	2020	2021	2022
Classified Board System	Yes/No	No	No	No	No
Number of Directors with Financial, Audit, and Accounting Expertise	HC	8	8	9	6
Number of Corporate Executive Officers on the Board	HC	1	1	1	1
Percentage of Corporate Executive Officers on the Board	%	11%	10%	8%	10%
<b>Board Independence</b>					
Number of Non-Executive Directors on the Board	HC	8	9	11	9
Percentage of Non-Executive Directors on the Board	%	89%	90%	92%	90%
Number Independent Directors	HC	8	9	11	9
Percentage of Independent Directors	%	89%	90%	92%	90%
CEO Duality	Yes/No	No	No	No	No
Independent Chairperson	Yes/No	Yes	Yes	Yes	Yes
Independent Lead Director	Yes/No	N/A	N/A	N/A	N/A
Presiding Director	Yes/No	No	No	No	No
Former CEO or Equivalent on Board	Yes/No	No	No	No	No
<b>Board and Executive Diversity</b>					
Number of Women on Board	HC	1	3	4	4
Percentage of Women on Board	%	11%	30%	33%	40%
Female CEO or Equivalent	Yes/No	No	No	No	No
Female Chairperson or Equivalent	Yes/No	No	No	No	No
Number of Directors with Executive Leadership	HC	9	10	12	10
CEO or Equivalent Appointed from Within	Yes/No	No	Yes	Yes	Yes

## 2022 ESG PERFORMANCE

NXP's ESG Performance	Unit	2019	2020	2021	2022
Number of Female Executives	HC	0	1	1	1
Percentage of Female Executives	%	17%	17%	17%	17%
Age of the Youngest Director	Age	58	50	51	51
Age of the Oldest Director	Age	76	79	79	78
Board of Directors Age Range	Age	18	29	28	27
Board Average Age	Age	67	65	65	65
Board Age Limit	Yes/No	No	No	No	No
Average Board Tenure	Years	7.2	6.3	5.0	5.0
Date Executive Director Appointed to the Board of Directors	Date	January 2009	May 2020	May 2020	May 2020

Board Meetings					
Number of Board Meetings	#	5	5	5	5
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	1	0	0	0

Audit Committee					
Size of Audit Committee	HC	3	3	3	4
Number of Independent Directors on Audit Committee	HC	3	3	3	4
Percentage of Independent Directors on Audit Committee	%	100%	100%	100%	100%
Independent Audit Committee Chairperson	Yes/No	Yes	Yes	Yes	Yes
Number of Non-Executive Directors on Audit Committee	HC	3	3	3	4
Audit Committee Meetings	#	9	9	10	13

## 2022 ESG PERFORMANCE

NXP's ESG Performance	Unit	2019	2020	2021	2022
Audit Committee Meeting Attendance	%	>75%	>75%	>75%	>75%
<b>Compensation Committee</b>					
Size of Compensation Committee	HC	4	4	5	4
Number of Independent Directors on Compensation Committee	HC	4	4	5	4
Percentage of Independent Directors on Compensation Committee	%	100%	100%	100%	100%
Independent Compensation Committee Chairperson	Yes/No	Yes	Yes	Yes	Yes
Number of Non-Executive Directors on Compensation Committee	HC	4	4	5	4
Number of Compensation Committee Meetings	#	6	8	7	6
Compensation Committee Meeting Attendance	%	>75%	>75%	>75%	>75%
Outside Compensation Advisors Appointed	Yes/No	Yes	Yes	Yes	Yes
Claw Back Provision for Executive Compensation	Yes/No		Yes	Yes	Yes
<b>Nominating, Governance, and Sustainability Committee</b>					
Size of Nomination Committee	HC	4	4	5	3
Number of Independent Directors on Nomination Committee	HC	4	4	5	3
Percentage of Independent Directors on Nomination Committee	%	100%	100%	100%	100%
Independent Nomination Committee Chairperson	Yes/No	Yes	Yes	Yes	Yes
Number of Non-Executive Directors on Nomination Committee	HC	4	4	4	3
Number of Nomination-Committee Meetings	#	2	4	4	4
Nomination-Committee-Meeting Attendance	%	>75%	>75%	>75%	>75%

## 2022 ESG PERFORMANCE

NXP's ESG Performance	Unit	2019	2020	2021	2022
<b>Environmental, Social, and Governance (ESG) Governance</b>					
Non-Executive Director with Responsibility for ESG	Yes/No		No	No	<b>No</b>
Executive Director with Responsibility for ESG	Yes/No		Yes	Yes	<b>Yes</b>
Executive Compensation Linked to ESG	Yes/No		No	No	<b>Yes</b>
Board Compensation Linked to ESG	Yes/No		No	No	<b>No</b>
<b>Shareholder Rights</b>					
Ownership Required for Special Meeting	%	10%	10%	10%	<b>10%</b>
Poison Pill	Yes/No	No	No	No	<b>No</b>
Blank-Check-Preferred Authorized	Yes/No		No	No	<b>No</b>
Dual-Class Unequal Voting Rights – Common Shares	Yes/No	No	No	No	<b>No</b>



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For more information about NXP's ESG activities, please read our full [2022 Corporate Sustainability Report](#).

