



2023

ESG Performance

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ESG Performance

NXP ESG Performance	Unit	2020	2021	2022	2023
Revenue					
Revenue by Country					
Mainland China and Hong Kong	\$ Millions	3,324	4,180	4,700	4,366
APAC (excluding Mainland China and Hong Kong)	\$ Millions	2,773	3,471	4,165	3,741
EMEA (Europe, the Middle East and Africa)	\$ Millions	1,538	2,036	2,582	3,096
Americas	\$ Millions	977	1,376	1,758	2,073
Total Revenue	\$ Millions	8,612	11,063	13,205	13,276

Revenue by End Market (Unaudited)					
Automotive	\$ Millions	3,825	5,493	6,879	7,484
Industrial and Internet of Things (IoT)	\$ Millions	1,836	2,410	2,713	2,351
Mobile	\$ Millions	1,248	1,412	1,607	1,327
Communications Infrastructure and Other	\$ Millions	1,703	1,748	2,006	2,114
Total Revenue	\$ Millions	8,612	11,063	13,205	13,276

Environment					
Overview					
Percentage of ISO 14001-Certified Manufacturing Sites	%	100%	100%	100%	100%
Number of ISO 14001-Certified Manufacturing Sites	#	9	9	9	9
Number of Spills	#	0	0	0	0
Environmental Fines	#	0	0	1	1¹
Energy-Efficiency Policy	Yes/No	Yes	Yes	Yes	Yes

¹ We take Notices of Violations (NOVs) seriously. We work quickly to identify corrective actions and take steps to minimize the chance of reoccurrence. In 2023, we received one NOV for a minor infraction resulting in a fine less than \$1,000. We resolved the infraction quickly, and otherwise maintained an exceptional compliance record.



ESG Performance

NXP ESG Performance	Unit	2020	2021	2022	2023
Emissions-Reduction Initiatives	Yes/No	Yes	Yes	Yes	Yes
Environmental Supply-Chain Management	Yes/No	Yes	Yes	Yes	Yes
Environmental Quality-Management Policy	Yes/No	Yes	Yes	Yes	Yes
Sustainable Packaging	Yes/No	Yes	Yes	Yes	Yes
Waste-Reduction Policy	Yes/No	Yes	Yes	Yes	Yes
Water Policy	Yes/No	Yes	Yes	Yes	Yes
Biodiversity Policy	Yes/No	No	No	No	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
Emissions					
Total Scope 1 and 2 (Market-Based) Emissions	tCO₂e	982,123	1,180,209	1,169,506	897,536
Normalized Scope 1 and 2 (Market-Based) Emissions	tCO ₂ e/m ²	17.8	17.6	15.9	15.6
Scope 1 and 2 (Market-Based) Emissions Intensity	tCO ₂ e/ \$ Million	114	107	89	68
Total Scope 1, 2 (Market-Based) and 3 Emissions	tCO₂e			19,722,642	12,754,590
Scope 1 Emissions					
PFC Emissions	tCO ₂ e	217,326	346,299	400,261	282,709
HTF Emissions	tCO ₂ e	82,100	104,510	62,499	26,808
Fossil-Fuel Emissions	tCO ₂ e	41,819	44,229	46,068	45,080



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NXP ESG Performance	Unit	2020	2021	2022	2023
N ₂ O Emissions	tCO ₂ e	14,498	19,400	20,503	15,569
Other Scope 1 Emissions	tCO ₂ e	720	777	1,102	8
Total Scope 1 Emissions	tCO₂e	356,462	515,215	530,433	370,174

Scope 2 (Market-Based) Emissions

Indirect Emissions from Manufacturing Sites	tCO ₂ e	604,013	642,640	613,620	506,228
Indirect Emissions from Non-Manufacturing Sites	tCO ₂ e	21,648	22,354	25,453	21,134
Total Scope 2 (Market-Based) Emissions	tCO₂e	625,661	664,994	639,073	527,362

Scope 3 Emissions²

Category 1 - Purchased Goods and Services	tCO ₂ e			3,429,662	3,291,179
Category 2 - Capital Goods	tCO ₂ e			320,199	266,665
Category 3 - Fuel- and Energy-Related Activities	tCO ₂ e			93,645	89,852
Category 4 - Upstream Transportation and Distribution	tCO ₂ e			13,154	10,313
Category 5 - Waste Generated in Operations	tCO ₂ e			10,945	9,544
Category 6 - Business Travel	tCO ₂ e			9,092	12,980
Category 7 - Employee Commuting	tCO ₂ e			63,079	64,805
Category 8 - Upstream Leased Assets	tCO ₂ e			6,441	6,768
Category 9 - Downstream Transportation and Distribution	tCO ₂ e			13,306	10,583
Category 10 - Processing of Sold Products	tCO ₂ e			79,506	56,351
Category 11 - Use of Sold Products	tCO ₂ e			14,510,934	8,035,180
Category 12 - End-of-life Treatment of Sold Products	tCO ₂ e			2,524	2,160

² In previous years, we reported on only two of 15 Scope 3 categories. We now include all 15 categories. For more about our updated reporting, see the Emissions section of the Environment, Health and Safety chapter of our [2023 Corporate Sustainability Report](#).



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NXP ESG Performance	Unit	2020	2021	2022	2023
Category 13 – Downstream Leased Assets	tCO ₂ e			649	674
Category 14 – Franchises	tCO ₂ e			Not Applicable	Not Applicable
Category 15 – Investments	tCO ₂ e			Not Applicable	Not Applicable
Total Scope 3 Emissions	tCO₂e			18,553,136	11,857,054
Non-Greenhouse Gas (GHG) Emissions					
Total NOx Emissions	kg	37,225	66,562	34,482	33,844
Total SOx Emissions	kg	783	1,901	633	768
Total VOC Emissions	kg	112,188	185,409	129,988	83,427
Energy³					
Direct Energy Use⁴					
Diesel-Fuel Consumption	GJ	2,351	5,987	2,916	2,182
Natural-Gas Consumption	GJ	717,517	756,588	783,985	776,793
Other Fossil-Fuel Consumption	GJ	32,879	31,439	42,852	32,977
Total Direct Energy Consumption	GJ	752,747	794,014	829,753	811,952
Indirect Energy/Electricity Consumption⁵					
By Manufacturing Site Type					
Wafer Fabs Electricity Consumption	kWh	944,090,629	952,005,983	978,844,757	965,861,572
Assembly and Test Electricity Consumption	kWh	540,215,334	608,430,370	669,542,798	669,858,479

³ NXP does not sell energy in the form of electricity, heating, cooling or steam. Therefore, we have 0 MWh of sold energy.

⁴ Direct energy use is included in our Scope 1 values and includes data from manufacturing sites only.

⁵ Indirect energy use is included in our Scope 2 values.



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NXP ESG Performance	Unit	2020	2021	2022	2023
By Manufacturing Electricity Energy Sources					
Total Non-Renewable Electricity Consumption	kWh	1,016,135,214	1,080,042,298	1,066,090,528	993,273,023
Total Renewable Electricity Consumption	kWh	468,170,749	480,394,055	582,297,027	642,447,028
Total Manufacturing Indirect Energy Use/Electricity Consumption	kWh	1,484,305,963	1,560,436,353	1,648,387,555	1,635,720,051
Total Non-Manufacturing Indirect Energy Use/Electricity Consumption	kWh	49,951,895	49,975,324	53,643,676	48,193,874

Energy Consumption⁶

By Consumption Type

Electricity	GJ	5,343,497	5,617,569	5,936,364	5,888,593
Heating	GJ	0	0	0	0
Cooling	GJ	0	0	0	0
Steam	GJ	0	0	0	0
Fuel	GJ	752,747	794,014	829,753	811,952

By Renewables

Renewable Energy Consumption	GJ	1,685,421	1,729,418	2,097,035	2,314,217
Non-Renewable Energy Consumption	GJ	4,410,823	4,682,165	4,669,082	4,386,328
Total Energy Consumption	GJ	6,096,244	6,411,583	6,766,117	6,700,545

Renewable Energy and Electricity⁷

Renewable Electricity

Renewable Electricity Consumption	kWh	468,170,749	480,394,055	582,297,027	642,447,028
Percentage of Renewable Electricity ⁸	%	32%	31%	35%	39%

⁶ This data includes manufacturing sites only.

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⁸ We use our percentage of renewable electricity for our 2027 ESG goal.



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Renewable Energy					
Renewable Energy Consumption	GJ	1,685,421	1,729,418	2,097,035	2,314,217
Percentage of Renewable Energy ⁹	%	28%	27%	31%	35%

Water						
Water Use at Manufacturing Sites						
Water Withdrawal	Surface Water	m ³	0	0	0	0
	Seawater	m ³	0	0	0	0
	Ground Water	m ³	691,723	737,640	806,646	715,169
	Produced Water	m ³	0	0	0	0
	Third-Party Water	m ³	9,927,988	10,901,858	11,816,162	11,839,265
	Total Water Withdrawal	m³	10,619,711	11,639,498	12,622,808	12,554,434

Water Consumption	m³	3,869,577	3,657,987
Water Consumption Intensity	m ³ /\$ Million	0.0003	0.0003

Water Discharge	Surface water	m ³	966,746	825,603
	Seawater	m ³	0	0
	Ground Water	m ³	0	0
	Produced Water	m ³	0	0
	Third-Party Water	m ³	7,808,289	8,070,844
	Total Water Discharge	m³	8,753,231	8,896,447

⁹ This percentage includes direct and indirect energy usage.



ESG Performance

NXP ESG Performance		Unit	2020	2021	2022	2023
Water Use at Manufacturing Sites in Regions with Water Stress¹⁰						
Water Withdrawal in Regions of Water Stress	Surface Water	m ³	0	0	0	0
	Seawater	m ³	0	0	0	0
	Ground Water	m ³	0	0	0	0
	Produced Water	m ³	0	0	0	0
	Third-Party Water	m ³	2,964,003	3,374,373	3,494,938	3,553,191
	Total Water Withdrawal	m³	2,964,003	3,374,373	3,494,938	3,553,191
Percentage of Withdrawal in Regions of Water Stress		%	28%	29%	28%	28%
Water Consumption in Regions of Water Stress		m³			869,003	1,149,777
Percentage of Consumption in Regions of Water Stress		%			22%	31%
Water Discharge in Regions of Water Stress	Surface Water	m ³			0	0
	Seawater	m ³			0	0
	Ground Water	m ³			0	0
	Produced Water	m ³			0	0
	Third-Party Water	m ³			2,625,935	2,403,414
	Total Water Discharge	m³			2,625,935	2,403,414

¹⁰ Regions of water stress are classified as such based on the High or Extremely High Baseline Water Stress categories using the World Resources Institute's (WRI) Water Risk Atlas tool, [Aqueduct](#).



ESG Performance

NXP ESG Performance		Unit	2020	2021	2022	2023
Wastewater Recycling						
Total Wastewater Recycling		m ³	8,748,915	8,817,566	9,961,142	10,876,297
Percentage of Wastewater Recycling Rate ¹¹		%	49%	48%	48%	51%
Waste						
Total Regular Ongoing Waste		kg	16,503,773	19,415,128	23,005,443	22,658,127
Total One-Time Waste ¹²		kg	160,124	165,352	163,942	173,937
Total Waste		kg	16,663,897	19,580,480	23,169,385	22,832,064
Total E-Scrap Reclaim ¹³		kg	606,138	790,784	683,553	662,853
Regular Hazardous and Non-Hazardous Waste						
Total Hazardous Waste		kg		7,186,777	8,513,808	8,340,735
Total Non-Hazardous Waste		kg		12,305,068	14,586,129	14,317,392
Regular Waste Diverted from Disposal¹⁴						
Hazardous Waste	Onsite Recycling	kg		0	0	0
	Offsite Recycling	kg		3,856,402	5,539,209	5,548,889
	Total Diverted from Disposal	kg		3,856,402	5,539,209	5,548,889

¹¹ Our Wastewater Recycling and Water Recycling rates are the same value.

¹² One-time waste accounted for less than 1% of total waste generation in 2023 and is not included in our normal waste metrics and analysis unless otherwise indicated.

¹³ This data is collected on an annual basis, but is not aligned with the calendar year.

¹⁴ We currently do not report waste with preparation for reuse and other recovery operations.



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NXP ESG Performance		Unit	2020	2021	2022	2023
Non-Hazardous Waste	Onsite Recycling	kg		0	0	0
	Offsite Recycling	kg		9,507,521	12,315,919	12,234,903
	Total Diverted from Disposal	kg		9,507,521	12,315,919	12,234,903
Total Regular Waste Diverted from Disposal		kg		13,433,503	17,918,599	17,873,792
Recycling Rate (Regular Waste-Only)						
Hazardous Waste Recycling Rate		%		54%	65%	67%
Non-Hazardous Waste Recycling Rate		%		77%	84%	85%
Overall Waste Recycling Rate		%	72%	76%	83%	86%
Regular Waste Directed to Disposal¹⁵						
Hazardous Waste	Offsite Incineration with Energy Recovery	kg		1,112,663	988,901	1,149,615
	Offsite Incineration without Energy Recovery	kg		863,617	537,330	535,428
	Offsite Landfilling	kg		1,354,095	1,448,368	1,106,803
	Onsite Directed to Disposal	kg		0	0	0
Total Directed to Disposal		kg		3,330,375	2,974,599	2,791,846

¹⁵ We currently do not report waste with other disposal operations.

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NXP ESG Performance		Unit	2020	2021	2022	2023
Non-Hazardous Waste	Offsite Incineration with Energy Recovery	kg		349,680	197,012	609,800
	Offsite Incineration without Energy Recovery	kg		270,553	320,260	86,463
	Offsite Landfilling	kg		2,177,314	1,752,938	1,386,226
	Onsite Directed to Disposal	kg		0	0	0
	Total Directed to Disposal	kg		2,797,547	2,270,210	2,082,489
Total Regular Waste Directed to Disposal		kg		6,127,922	5,244,809	4,874,335

Environmental Stewardship Product Portfolio						
Percentage of RoHS-Compliant Products without Exemptions	%	93%	92%	93%		96%
Percentage of RoHS-Compliant Products with Exemptions	%	7%	6%	5%		3%
Percentage of REACH-Compliant Products	%	93%	82%	79%		88%
Percentage of Halogen-Free Products	%	94%	94%	96%		97%
Percentage of Pb-Free and Halogen-Free Products	%	84%	89%	90%		93%

Social						
Overview						
Equal-Opportunity Policy	Yes/No	Yes	Yes	Yes		Yes
Fair-Remuneration Policy	Yes/No	Yes	Yes	Yes		Yes
Team-Member Sustainability Training	Yes/No	Yes	Yes	Yes		Yes
Health-and-Safety Policy	Yes/No	Yes	Yes	Yes		Yes



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NXP ESG Performance		Unit	2020	2021	2022	2023
Percentage of ISO 45001-Certified Manufacturing Sites	%		100%	100%	100%	100%
Number of ISO 45001-Certified Manufacturing Sites	#		9	9	9	9
Human Rights Policy ¹⁶	Yes/No		Yes	Yes	Yes	Yes
Policy Against Child Labor	Yes/No		Yes	Yes	Yes	Yes
UN Global Compact (UNGC) Signatory	Yes/No		Yes	Yes	Yes	Yes
Responsible Business Alliance (RBA) Full Member	Yes/No		Yes	Yes	Yes	Yes
Sustainable Development Goals (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	At least every 2 years, but in some cases more frequently subject to applicable law
Workforce Footprint¹⁷						
Extended Workforce - Total	HC		33,480	36,223	39,731	38,589
Employees	HC		27,730	29,861	33,037	32,738
	%		83%	82%	83%	85%
Joint Venture	HC		1,454	1,487	1,492	1,454
	%		4%	4%	4%	4%

¹⁶ We published our first, standalone Human Rights Policy in 2022. Previously, human rights clauses were embedded within existing policies and commitments.

¹⁷ The sum of percentages may not add up to 100% due to rounding.



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NXP ESG Performance		Unit	2020	2021	2022	2023
Contingent Labor		HC	4,296	4,875	5,202	4,397
		%	13%	13%	13%	11%
Employees	Americas	%	19%	18%	18%	18%
	APAC	%	60%	61%	61%	60%
	EMEA	%	21%	20%	21%	22%
Joint Venture	Americas	%	— %	— %	— %	— %
	APAC	%	99%	100%	100%	100%
	EMEA	%	1%	— %	— %	— %
Contingent Labor	Americas	%	20%	18%	15%	11%
	APAC	%	53%	59%	60%	62%
	EMEA	%	27%	23%	25%	27%
Contingent Labor by Type						
	External Temp	%	33%	31%	30%	26%
	Contractor	%	67%	69%	70%	74%
Employee Type by Region						
Indirect Labor (IDL)	Americas	%	24%	22%	21%	21%
	APAC	%	44%	46%	46%	46%
	EMEA	%	32%	32%	32%	33%



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NXP ESG Performance		Unit	2020	2021	2022	2023
Direct Labor (DL)	Americas	%	12%	12%	13%	12%
	APAC	%	84%	84%	83%	84%
	EMEA	%	4%	4%	4%	4%
Employee by Role						
	Individual Contributor (DL)	%	38%	41%	39%	37%
	Individual Contributor (IDL)	%	51%	50%	52%	53%
	People Manager (IDL)	%	10%	9%	9%	10%
	Executive (IDL)	%	0.5%	0.5%	0.5%	0.5%
R&D Employee by Region						
	Americas	%	23%	21%	19%	18%
	APAC	%	36%	39%	41%	41%
	EMEA	%	41%	40%	40%	41%
	Percent R&D of Total NXP Footprint	%	32%	31%	34%	36%
Employment Type						
	Full-Time (FT)	%	99.3%	99.5%	99.5%	99.3%
	Part-Time (PT)	%	0.7%	0.5%	0.5%	0.7%



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NXP ESG Performance		Unit	2020	2021	2022	2023
FT Employment by Gender	Women	%	36%	37%	37%	36%
	Men	%	64%	63%	63%	64%
PT Employment by Gender	Women	%	21%	19%	18%	28%
	Men	%	79%	81%	82%	72%
Employee by Gender						
	Women	%	36%	37%	37%	36%
	Men	%	64%	63%	63%	64%
Employee Gender by Region						
Women	Americas	%	11%	11%	12%	12%
	APAC	%	79%	80%	78%	77%
	EMEA	%	9%	9%	11%	12%
Men	Americas	%	24%	22%	22%	21%
	APAC	%	48%	51%	51%	51%
	EMEA	%	28%	27%	27%	29%
Employee Gender by Role						
Executive	Women	%	13%	13%	16%	16%
	Men	%	87%	87%	84%	84%
People Manager	Women	%	16%	16%	18%	18%
	Men	%	84%	84%	82%	82%



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NXP ESG Performance		Unit	2020	2021	2022	2023
Individual Contributor	Women	%	38%	39%	39%	38%
	Men	%	62%	61%	61%	62%
IDL	Women	%	23%	24%	25%	25%
	Men	%	77%	76%	75%	75%
DL	Women	%	58%	56%	55%	56%
	Men	%	42%	44%	45%	45%
R&D	Women	%	16%	17%	19%	20%
	Men	%	84%	83%	81%	80%
US Race and Ethnicity						
White (Not Hispanic / Latino)		%	52%	51%	49%	48%
Asian (Not Hispanic / Latino)		%	21%	20%	22%	24%
Hispanic / Latino		%	14%	15%	16%	15%
Black or African American (Not Hispanic / Latino)		%	4%	5%	6%	5%
Native American or Alaska Native (Not Hispanic / Latino)		%	0.5%	0.6%	0.6%	0.6%
Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)		%	0.2%	0.2%	0.2%	0.2%
Two or More Races (Not Hispanic / Latino)		%	0.6%	0.9%	1%	1%
Undeclared		%	8%	7%	6%	6%



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US Employee Race and Ethnicity by Role						
Executive	White (Not Hispanic / Latino)	%	68%	63%	64%	63%
	Asian (Not Hispanic / Latino)	%	9%	10%	13%	17%
	Hispanic / Latino	%	6%	6%	7%	6%
	Black or African American (Not Hispanic / Latino)	%	5%	6%	7%	6%
	Native American or Alaska Native (Not Hispanic / Latino)	%	— %	— %	— %	— %
	Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	— %	— %	— %	— %
	Two or More Races (Not Hispanic / Latino)	%	— %	1%	1%	1%
	Undeclared	%	12%	14%	7%	7%
People Manager	White (Not Hispanic / Latino)	%	60%	59%	57%	55%
	Asian (Not Hispanic / Latino)	%	19%	18%	20%	21%
	Hispanic / Latino	%	9%	9%	11%	11%
	Black or African American (Not Hispanic / Latino)	%	3%	3%	3%	3%
	Native American or Alaska Native (Not Hispanic / Latino)	%	0.3%	0.2%	0.3%	0.4%
	Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	— %	— %	0.1%	0.1%
	Two or More Races (Not Hispanic / Latino)	%	0.2%	0.5%	0.7%	1%
	Undeclared	%	9%	9%	8%	9%



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Individual Contributor (IDL)	White (Not Hispanic / Latino)	%	51%	51%	49%	47%
	Asian (Not Hispanic / Latino)	%	27%	27%	30%	32%
	Hispanic / Latino	%	9%	10%	10%	10%
	Black or African American (Not Hispanic / Latino)	%	2%	3%	3%	3%
	Native American or Alaska Native (Not Hispanic / Latino)	%	0.3%	0.4%	0.2%	0.2%
	Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	0.1%	0.1%	0.1%	— %
	Two or More Races (Not Hispanic / Latino)	%	0.6%	0.9%	1%	1%
	Undeclared	%	9%	9%	7%	7%
Individual Contributor (DL)	White (Not Hispanic / Latino)	%	50%	47%	44%	45%
	Asian (Not Hispanic / Latino)	%	10%	10%	9%	9%
	Hispanic / Latino	%	28%	27%	29%	28%
	Black or African American (Not Hispanic / Latino)	%	8%	10%	12%	11%
	Native American or Alaska Native (Not Hispanic / Latino)	%	0.9%	1%	2%	2%
	Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	0.6%	0.6%	0.6%	0.6%
	Two or More Races (Not Hispanic / Latino)	%	0.8%	1%	2%	2%
	Undeclared	%	3%	3%	3%	4%



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NXP ESG Performance		Unit	2020	2021	2022	2023
Employee by Age						
<31 years old		%	19%	22%	25%	23%
31–50 years old		%	59%	57%	55%	56%
51+ years old		%	22%	21%	20%	21%
Employee Age by Role						
<31 years old	Executive	%	— %	— %	— %	— %
	People Manager	%	0.1%	0.1%	0.1%	0.2%
	Individual Contributor	%	19%	22%	24%	23%
31–50 years old	Executive	%	0.2%	0.2%	0.1%	0.2%
	People Manager	%	6%	6%	6%	6%
	Individual Contributor	%	53%	51%	50%	50%
51+ years old	Executive	%	0.4%	0.3%	0.3%	0.4%
	People Manager	%	3%	3%	3%	3%
	Individual Contributor	%	18%	17%	17%	17%
Employee Attrition						
Voluntary Turnover						
Global Employee Voluntary Turnover		%	6.9%	12.1%	11.7%	6.5%
	Americas (IDL and DL)	%	5.6%	9.1%	10.4%	5.7%
	APAC (IDL and DL)	%	8.9%	15.7%	14.7%	7.7%
	EMEA (IDL and DL)	%	2.5%	4.3%	3.8%	3.8%



ESG Performance

NXP ESG Performance		Unit	2020	2021	2022	2023	
Global IDL Employee Voluntary Turnover		%	5.1%	7.9%	7.5%	4.1%	
	Americas (IDL)	%	6.2%	8.6%	9.4%	4.3%	
	APAC (IDL)	%	6.1%	9.9%	9.0%	4.2%	
	EMEA (IDL)	%	2.7%	4.5%	3.9%	3.8%	
Global DL Employee Voluntary Turnover		%	9.8%	18.4%	18.1%	10.4%	
	Americas (DL)	%	3.6%	10.5%	13.1%	9.6%	
	APAC (DL)	%	11.2%	20.3%	19.5%	10.9%	
	EMEA (DL)	%	0.7%	2.1%	2.9%	3.0%	
IDL Voluntary Turnover		Women	%	21%	23%	24%	26%
		Men	%	79%	77%	77%	74%
		<31 years old	%	22%	28%	25%	28%
		31–50 years old	%	60%	55%	56%	48%
		51+ years old	%	18%	16%	19%	24%
DL Voluntary Turnover		Women	%	63%	55%	60%	60%
		Men	%	37%	45%	40%	40%
		<31 years old	%	45%	53%	58%	55%
		31–50 years old	%	44%	38%	35%	36%
		51+ years old	%	11%	9%	8%	9%



ESG Performance

NXP ESG Performance		Unit	2020	2021	2022	2023
Involuntary Turnover						
Global Employee Involuntary Turnover		%	3.2%	3.8%	1.5%	1.8%
	Americas (IDL and DL)	%	5.4%	4.6%	1.4%	5.3%
	APAC (IDL and DL)	%	4.1%	4.1%	1.2%	1.0%
	EMEA (IDL and DL)	%	5.4%	2.2%	2.8%	1.0%
Employee Hiring						
IDL	Americas	%	19%	19%	19%	17%
	APAC	%	56%	56%	47%	39%
	EMEA	%	25%	25%	34%	44%
DL	Americas	%	2%	11%	16%	10%
	APAC	%	97%	89%	83%	87%
	EMEA	%	0.1%	0.6%	2%	2%
Employee Hiring by Type						
IDL	Women	%	23%	27%	29%	30%
	Men	%	77%	73%	71%	70%
IDL New College Graduate	Women	%	32%	30%	35%	36%
	Men	%	68%	70%	65%	64%
DL	Women	%	56%	53%	56%	57%
	Men	%	44%	47%	44%	43%



ESG Performance

NXP ESG Performance	Unit	2020	2021	2022	2023
United States Hiring by Race and Ethnicity					
White (Not Hispanic / Latino)	%	47%	42%	32%	35%
Asian (Not Hispanic / Latino)	%	32%	18%	26%	38%
Hispanic / Latino	%	10%	17%	18%	11%
Black or African American (Not Hispanic / Latino)	%	2%	11%	9%	3%
Native American or Alaska Native (Not Hispanic / Latino)	%	0.4%	1%	1%	1%
Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	— %	0.4%	0.3%	— %
Two or More Races (Not Hispanic / Latino)	%	0.4%	3%	3%	2%
Undeclared	%	9%	7%	12%	10%
United States New College Graduate Hiring by Race and Ethnicity					
White (Not Hispanic / Latino)	%	29%	33%	35%	24%
Asian (Not Hispanic / Latino)	%	43%	44%	39%	59%
Hispanic / Latino	%	11%	10%	13%	7%
Black or African American (Not Hispanic / Latino)	%	2%	4%	5%	2%
Native American or Alaska Native (Not Hispanic / Latino)	%	— %	— %	0.6%	— %
Native Hawaiian or Other Pacific Islander (Not Hispanic / Latino)	%	— %	— %	— %	— %
Two or More Races (Not Hispanic / Latino)	%	2%	7%	4%	1%
Undeclared	%	14%	3%	4%	6%



ESG Performance

NXP ESG Performance		Unit	2020	2021	2022	2023
Hiring by Age						
<31 years old	IDL	%	44%	49%	48%	60%
	DL	%	61%	66%	68%	69%
31–50 years old	IDL	%	45%	44%	45%	33%
	DL	%	39%	32%	29%	28%
51+ years old	IDL	%	11%	6%	7%	7%
	DL	%	0.7%	2%	3%	3%
R&D Hiring by Region						
Americas		%	13%	11%	14%	13%
APAC		%	38%	61%	47%	38%
EMEA		%	49%	29%	39%	49%
IDL Talent Hiring						
University		%	35%	24%	23%	44%
Global NXP Intern Conversion Rate		%	30%	40%	39%	48%
New College Graduates Hired		HC	460	644	1,070	910
Global Employee Promotion Rate						
IDL		%	7%	8%	11%	10%
DL		%	4%	4%	7%	7%



ESG Performance

NXP ESG Performance		Unit	2020	2021	2022	2023
Global Online Learning						
Total NXP Online Training Hours		Hours		89,591	168,229	451,356
Total Global Online Courses Completed		Courses		8,852	9,497	387,179
Global Online Courses Completed by IDL		Courses				352,922
Global Online Courses Completed by DL		Courses				34,257
Average Online Training Hours (All Employees)		Hours		3.0	5.1	13.7
Average Online Training by IDL and DL		Hours		7.0	8.0	17.6
	IDL	Hours		7.0	8.0	17.6
	DL	Hours		0.2	0.6	4.6
Average Online Training by Gender		Hours		2.2	4.1	9.5
	Women	Hours		2.2	4.1	9.5
	Men	Hours		3.5	5.7	14.5
Health and Safety						
Total Injury Count Employees		#	23	25	36	36
Total Injury Count Contractors		#	8	7	12	11
Severity Rate		Rate	2.26	1.47	2.86	0.61
Total Case Incident Rate (TCIR)		Rate	0.08	0.08	0.10	0.10
Employee and Contractor Fatalities		#	0	0	0	0
Proportion of Injury Occurrences by Workplace Environment						
Percentage of Manufacturing Injuries		%		90%	97%	94%
Percentage of Non-Manufacturing Injuries		%		10%	3%	6%



ESG Performance

NXP ESG Performance	Unit	2020	2021	2022	2023
Proportion of Injury Occurrences by Category					
Percentage of Ergonomics Injuries	%	16%	4%	25%	28%
Percentage of Slip-and-Fall Injuries	%	19%	32%	25%	28%
Percentage of Machine-Safety Injuries	%	34%	40%	14%	19%
Percentage of Chemical-Incident Injuries	%	3%	— %	— %	6%
Percentage of Other Injuries	%	28%	24%	36%	19%
Social Responsibility					
Social-Responsibility Management in the Supply Chain	Yes/No	Yes	Yes	Yes	Yes
Total Number of Audits ¹⁸	#	4	6	14	17
Percentage of Certified Conflict-Free for Tungsten, Tantalum, Tin and Gold (3TG) Smelters	%	100%	100%	99%	100%
Percentage of Suppliers Who Signed NXP's Supplier Code of Conduct	%	99%	99%	99%	100%
Closure Rate from Reporting Year End	%	97%	89%	88%	80%
Closure Rate as of 2023 Year End	%	100%	100%	100%	80%
Governance					
Overview					
Business Ethics Code of Conduct	Yes/No	Yes	Yes	Yes	Yes
Anti-Bribery Ethics Policy	Yes/No	Yes	Yes	Yes	Yes
Employee Protection / Whistle-Blower Policy	Yes/No	Yes	Yes	Yes	Yes
Consumer Data Protection Policy	Yes/No	Yes	Yes	Yes	Yes

¹⁸ Total Number of Audits includes supplier audits and labor-agent audits.



ESG Performance

NXP ESG Performance	Unit	2020	2021	2022	2023
Board Structure					
Size of the Board	HC	10	12	10	10
Unitary or Two-Tier Board System	Unitary/ Two-Tier	Unitary	Unitary	Unitary	Unitary
Number of Employee Representatives on Board	HC	0	0	0	0
Classified Board System	Yes/No	No	No	No	No
Number of Directors with Financial, Audit and Accounting Expertise	HC	8	9	6	6
Number of Corporate Executive Officers on the Board	HC	1	1	1	1
Percentage of Corporate Executive Officers on the Board	%	10%	8%	10%	10%
Board Independence					
Number of Non-Executive Directors on the Board	HC	9	11	9	9
Percentage of Non-Executive Directors on the Board	%	90%	92%	90%	90%
Number Independent Directors	HC	9	11	9	9
Percentage of Independent Directors	%	90%	92%	90%	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



ESG Performance

NXP ESG Performance	Unit	2020	2021	2022	2023
Board and Executive Diversity					
Number of Women on Board	HC	3	4	4	4
Percentage of Women on Board	%	30%	33%	40%	40%
Female CEO or Equivalent	Yes/No	No	No	No	No
Female Chairperson or Equivalent	Yes/No	No	No	No	Yes
Number of Directors with Executive Leadership	HC	10	12	10	10
CEO or Equivalent Appointed from Within	Yes/No	Yes	Yes	Yes	Yes
Number of Female Executives	HC	1	1	1	1
Percentage of Female Executives	%	17%	17%	17%	17%
Age of the Youngest Director	Age	50	51	51	52
Age of the Oldest Director	Age	79	79	78	69
Board of Directors Age Range	Age	29	28	27	17
Board Average Age	Age	65	65	65	61
Board Age Limit	Yes/No	No	No	No	No
Average Board Tenure	Years	6.3	5.0	5.0	3.5
Date Executive Director Appointed to the Board of Directors	Date	May 2020	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	0	0	0	0



ESG Performance

NXP ESG Performance	Unit	2020	2021	2022	2023
Audit Committee					
Size of Audit Committee	HC	3	3	4	4
Number of Independent Directors on Audit Committee	HC	3	3	4	4
Percentage of Independent Directors on Audit Committee	%	100%	100%	100%	100%
Independent Audit Committee Chairperson	Yes/No	Yes	Yes	Yes	Yes
Number of Non-Executive Directors on Audit Committee	HC	3	3	4	4
Audit Committee Meetings	#	9	10	13	10
Audit Committee-Meeting Attendance	%	>75%	>75%	>75%	>75%
Compensation Committee					
Size of Compensation Committee	HC	4	5	4	5
Number of Independent Directors on Compensation Committee	HC	4	5	4	5
Percentage of Independent Directors on Compensation Committee	%	100%	100%	100%	100%
Independent Compensation Committee Chairperson	Yes/No	Yes	Yes	Yes	Yes
Number of Non-Executive Directors on Compensation Committee	HC	4	5	4	5
Number of Compensation Committee Meetings	#	8	7	6	7
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	Yes



ESG Performance

NXP ESG Performance	Unit	2020	2021	2022	2023
Nominating, Governance and Sustainability Committee					
Size of Nomination Committee	HC	4	5	3	4
Number of Independent Directors on Nomination Committee	HC	4	5	3	4
Percentage of Independent Directors on Nomination Committee	%	100%	100%	100%	100%
Independent Nomination Committee Chairperson	Yes/No	Yes	Yes	Yes	Yes
Number of Non-Executive Directors on Nomination Committee	HC	4	4	3	4
Number of Nomination-Committee Meetings	#	4	4	4	4
Nomination Committee-Meeting Attendance	%	>75%	>75%	>75%	>75%
Environmental, Social and Governance (ESG) Governance					
Non-Executive Director with Responsibility for ESG	Yes/No	No	No	No	No
Executive Director with Responsibility for ESG	Yes/No	Yes	Yes	Yes	Yes
Directors with ESG Experience	HC		4	5	5
Executive Compensation Linked to ESG	Yes/No	No	No	Yes	Yes
Board Compensation Linked to ESG	Yes/No	No	No	No	No
Shareholder Rights					
Ownership Required for Special Meeting	%	10%	10%	10%	10%
Poison Pill	Yes/No	No	No	No	No
Blank-Check-Preferred Authorized	Yes/No	No	No	No	No
Dual-Class Unequal Voting Rights – Common Shares	Yes/No	No	No	No	No



NXP Semiconductors N.V. (NASDAQ: NXPI) brings together bright minds to create breakthrough technologies that make the connected world better, safer and more secure. As a world leader in secure connectivity solutions for embedded applications, NXP is pushing boundaries in the automotive, industrial & IoT, mobile, and communication infrastructure markets while delivering solutions that advance a more sustainable future. Built on more than 60 years of combined experience and expertise, the company has approximately 34,200 team members in more than 30 countries and posted revenue of \$13.28 billion in 2023. Find out more at www.nxp.com.

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