

2026 U.S. NXP Benefits Annual Enrollment

Frequently Asked Questions

When is NXP's Annual Enrollment?

Annual Enrollment will take place from **October 20 through October 31**. Changes will take effect on January 1, 2026.

Where can I find information about NXP benefits?

Visit npx.com/benefits for information about NXP benefits. You can also visit mynxpbenefits.com or call the NXP Benefits Service Center and speak to a representative at (888) 532-3971. Representatives are available Monday through Friday from 7:00 a.m. to 7:00 p.m. U.S. Central time.

What are the key benefit changes for 2026?

- Rightway Healthcare will be our new pharmacy vendor. For questions before January 1, 2026, contact Rightway Customer Support at 833-502-8179.
- Medical premiums will increase for all plans 7% to 10%
- Deductibles will change for all UnitedHealthcare medical plans:
 - Plan 1: \$1,700 Single / \$3,400 Family
 - Plan 2: \$500 Single / \$1,000 Family
 - Plan 3: \$400 Single / \$800 Family
- The EAP-NXP Care Connect number will be (855) 591-1565
- Maternity support will be available through Maven, an app-based virtual clinic that provides you and your partner with 24/7 pregnancy, postpartum and newborn support
- Short-term disability (STD) plans will change to the following:
 - Basic is 75% base pay up to 180 days
 - Buy-up is 90% base pay up to 180 days
- Health Care Flexible Spending Account (FSA) and Limited Use Health Care FSA (LFSA) contribution limits are \$3,300 per household
- The 2026 Dependent Care Flexible Spending Account (DFSA) contribution limits
 - Up to \$7,500 per household
 - Employees earning over \$200,000 may contribute up to \$3,200
- The 2026 Health Savings Account (HSA) contribution limits:
 - \$4,400 Single / \$8,750 Family
 - Employees age 55 and older can contribute an additional \$1,000

Do I have to enroll or make changes to my benefits for 2026?

You are required to make an election if you wish to change your current coverage, contribute to a Health Savings Account (HSA), Health Care Flexible Spending Account (FSA), Limited Use Flexible Spending Account (LFSA) or a Dependent Care Flexible

Spending Account (DCFSA). If you do not enroll or make any changes to your benefits for 2026, your 2025 elections will roll over to 2026 (except for the HSA, FSA, LFSA and DCFSA mentioned above)

Will my spending account elections roll over to 2026?

No, you will need to make elections for all spending accounts which include your Health Savings Account (HSA), Health Care Flexible Spending Account (FSA), Limited Use Flexible Spending Account (LFSA), and Dependent Care Flexible Spending Account (DCFSA).

How do I enroll in 2026 Benefits?

You have several convenient ways to enroll in your 2026 benefits:

1. Enroll Online

- Visit mynxpbenefits.com — available 24/7.
- Use the Single Sign-in link on the nxp.com/benefits homepage.

Can't remember your password?

- Click “Forgot Username or Password?”
- Enter your SSN, date of birth, and ZIP code, then click Continue.
- Still having trouble? Call the Benefits Service Center at 888-532-3971.

2. Call the NXP Benefits Service Center

- Dial 888-532-3971
- Representatives are available Monday–Friday, 7:00 a.m. – 7:00 p.m. CT
- Please note: Due to high call volumes during Annual Enrollment, wait times may vary. We recommend using the online or mobile app options for faster service.

3. Use the MyChoice Mobile App

You can enroll on the go using the MyChoice app:

Option A: Scan the QR Code

- Open your phone's camera and scan the QR code below.
- Tap the pop-up link to download the app.



Option B: Download from the mynxpbenefits.com

- Log in with username and password
- Click “Access the App” to:
 - Scan your personalized QR code, or
 - Select your device type (Apple or Android), enter your mobile number, and click the blue text link button to download the app.

Once downloaded:

- Enter your time-sensitive access code.
- Answer a few security questions.
- Set your 4-digit PIN and log in.

Will I receive a new Medical Identification card?

Yes. If you're enrolled in Medical Plan 1, 2, or 3 through UnitedHealthcare, you will receive a new medical ID card in late December for the 2026 plan year.

Number of cards you will receive is based on your coverage level:

- Employee Only – 1 card
- Employee + Spouse or Employee + Children – 2 cards
- Employee + Family – Up to 4 cards

You can also access your ID card digitally or print a copy anytime:

- Online: Log in to [UnitedHealthcare®](#), then go to View and Print Member ID Cards
- Mobile: Use the UHC mobile app to view your ID card on the go

Will I receive a new Pharmacy Identification card?

All team members will receive a new pharmacy card through Rightway Healthcare for the 2026 plan year. You can also access your digital ID card in the app starting January 1, 2026. Questions? Contact Rightway Customer Support at 833-502-8179.

Can I still go to a pharmacy of my choice?

Your Rightway program gives you access to an extensive national pharmacy network, including most major retail chain pharmacies and most independents. If you are interested in mail-order, contact Rightway Customer Support at 833-502-8179.

If I drop a dependent/spouse/domestic partner during Annual Enrollment, will they receive a COBRA packet?

No, Annual Enrollment is an open election time when you can make any changes but does not follow the Qualified Event Status rules for COBRA. If you have a qualified event such as a divorce, please make a separate qualifying life event enrollment outside of the Annual Enrollment window, and the appropriate COBRA packet will be mailed.

When can I change my benefit elections for HSA and 401(k)?

HSA: You can make changes to your HSA annual contribution amount anytime either online by using the Benefits Sign-in link on the nxp.com/benefits/homepage or by calling the NXP Benefits Service Center at (888) 532-3971. Representatives are available Monday through Friday from 7:00 a.m. to 7:00 p.m. U.S. Central time. You can change your HSA contribution election from January 1 through November 30, subject to payroll cutoffs.

Important Note:

- To receive NXP employer subsidy, you must actively elect either "\$0" or the specific

amount you wish to contribute.

- If you leave the option set to "Waive", you will not receive the NXP subsidy.

401(k): You can make changes to your 401(k) contribution percentage anytime either online at www.netbenefits.com or by calling the NXP Retirement Service Center at (844) NXP-401K. Representatives are available Monday through Friday from 7:30 a.m. to 7:00 p.m. U.S. Central time.

I have coverage from my spouse's medical plan. How do I opt out of the NXP medical plan coverage?

If you choose to opt out, you can do so during Annual Enrollment by using the Benefits Sign-in link on the nxp.com/benefits_homepage. If you do not wish to enroll in coverage for 2026, you must actively select "Waive" during the enrollment process. If you do not make a selection, you will default to your current coverage. You are not required to provide proof of other coverage to waive NXP benefits.

Where can I learn more about medical plan costs and Benefits?

You can find detailed information about all benefit plans—including medical plan options, coverage details, and cost comparisons—by visiting nxp.com/benefits.

This site includes:

- Plan summaries and comparison tools
- Cost breakdowns by coverage level
- Helpful FAQs and enrollment resources

Will my beneficiaries roll over to 2026?

Yes, beneficiaries designated in Businessolver and Fidelity will roll over to 2026. Please review all beneficiary elections to ensure they have not changed.