



Prepare for Annual Enrollment

Get to know your benefits and plan options so you’re prepared to make choices that offer the most value for you and your family. Take the following steps:

- 1 Learn:**
 - > Speak with a benefits team member at an Annual Enrollment Event
 - > Attend a live Annual Enrollment presentation or watch the recording to learn about key changes for 2026
 - > Visit vendor websites, including whyuhc.com/nxp, for further details on programs and resources
 - > Review the 2026 Benefits Guide for full details on NXP’s benefit offerings at nxp.com/benefits
- 2 Chat:** Chat with Sofia, your 24/7 personal benefits assistant, for tailored guidance on choosing the best plan(s) for you and your family
- 3 Enroll:** Oct. 20–31, 2025, by visiting mynxpbenefits.com or through the MyChoice benefits app



2026 Annual Enrollment Events

Keep an eye on your email inbox or visit nxp.com/benefits for updates on timing/locations for Annual Enrollment presentations and on-site flu shots. Recordings will also be available at nxp.com/benefits.

Location	Date
San Jose – Holger Way	Wednesday, Oct. 8
San Jose – Rose Orchard	Thursday, Oct. 9
Novi	Tuesday, Oct. 14 (on-site flu shots only)
Chandler	Tuesday, Oct. 14 & Wednesday, Oct. 15
Oak Hill	Tuesday, Oct. 21 – Thursday, Oct. 23
Ed Bluestein	Tuesday, Oct. 28 & Wednesday, Oct. 29



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Annual Enrollment:
Oct. 20–31, 2025

Learn more at nxp.com/benefits





Looking ahead

- > **Rightway Healthcare** will be our new pharmacy vendor. Look for more details coming soon.
- > 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 contribution limits are \$3,300 per household*
- > The new Dependent Care Flexible Spending Account (DCFSA) contribution limits:*
- Up to \$7,500 per household
- Employees earning over \$200,000 may contribute up to \$3,200
- > The new Health Savings Account (HSA) contribution limits:*
- \$4,400 Single / \$8,750 Family
- Employees age 55 and older can contribute an additional \$1,000



Take charge of your financial future

Log in to your 401(k) Retirement Plan account at **netbenefits.com** to:

- > Review your account balance, deferral options and investment elections
- > Review your 401(k) beneficiaries to ensure they are up to date
- > Learn more about after-tax contributions and Roth in-plan conversion
- > Visit the Plan & Learn page to get answers to your financial questions

*The IRS sets the maximum dollar amount you can elect and contribute each year.

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Important Reminders

Your 2025 Health Savings Account (HSA), Health Care Flexible Spending Account (FSA) and Dependent Care Flexible Spending Account (DCFSA) annual election that is deducted from your paycheck **does not automatically renew for 2026. You are required to make an election.**

Unused funds in your Health Care and Limited Use Health Care Flexible Spending Accounts **will not carry over** to 2026. You must submit claims by March 31, 2026, for any claims incurred in 2025, or your funds will be forfeited.

Your Health Savings Account (HSA) is an individual account and the balance will carry over from year to year. You can also invest your balance to save for future eligible expenses.



Businessolver, NXP's health & welfare administrator

Businessolver is your go-to platform for making 2026 Annual Enrollment elections and accessing ongoing benefits support.

To enroll, visit mynxpbenefits.com or download the MyChoice Mobile app.

Be sure to review and update your life insurance beneficiaries.



Questions?

- > For support with 2026 Annual Enrollment, call the NXP Benefits Service Center at **(888) 532-3971**.
- > For general questions about your 401(k), Health Savings Account (HSA), or Flexible Spending Accounts (FSA), contact the NXP Retirement Service Center at **(844) NXP-401K**.