



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 2027
 - > Review the 2027 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. 19–30, 2026, by visiting mynxpbenefits.com or through the MyChoice benefits app



2027 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. 7
Chandler	Tuesday, Oct. 27, Wednesday, Oct. 28 & Thursday, Oct. 29
Oak Hill	Tuesday, Oct. 13 & Wednesday, Oct. 14
Ed Bluestein	Tuesday, Oct. 20, Wednesday, Oct. 21 & Thursday, Oct. 22



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Annual Enrollment:
Oct. 19–30, 2026

Learn more at nxp.com/benefits





Looking ahead

- > **Securian Financial** will be our new life insurance provider. More details coming soon!
- > Medical premiums will increase for all plans from 4.5% to 6.7%
- > Your first 2027 benefits deduction will occur on January 15, 2027
- > Deductibles will change for the high deductible health plan only. Plans 2 and 3 remain the same.
 - Plan 1: \$1,750 Single / \$3,500 Family
 - Plan 2: \$500 Single / \$1,000 Family
 - Plan 3: \$400 Single / \$800 Family
- > Health Care Flexible Spending Account (FSA) and Limited Use Health Care FSA contribution limits are \$3,400 per household*
 - FSA does not roll over; this is a use-it-or-lose-it account
- > 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 \$5,000
- > The new Health Savings Account (HSA) contribution limits:*
 - \$4,500 Single / \$9,000 Family
 - Employees age 55 and older can contribute an additional \$1,000
 - You must enroll to receive the employer match
- > NXP will no longer allow borrowed PTO (40 hours may be borrowed/ approved for leave of absence only)



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 2026 HSA, Health Care FSA and DCFSA annual election that is deducted from your paycheck **does not automatically renew for 2027. 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 2027. You must submit claims by March 31, 2027, for any claims incurred in 2026, or your funds will be forfeited.

Your 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 2027 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 2027 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 Account (FSA), call the NXP Retirement Service Center at **(844) 697-4015**.