



2020 ESG PERFORMANCE



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NXP's ESG Performance 2020

Revenue by Country (USD millions)

Greater China (including Asia Pacific)	5,124
EMEA (Europe, the Middle East and Africa)	1,538
Americas	977
Japan	647
South Korea	326
Total Revenue	8,612

Revenue by End Market (USD millions) Unaudited

Automotive	3,825
Industrial & IoT	1,836
Mobile	1,248
Communications Infrastructure & Other	1,703
Total Revenue	8,612

Environmental Product Stewardship Portfolio

Percent of RoHS Compliant Product Portfolio	92.5%
Percent of RoHS Compliant with Exemptions Product Portfolio	0.3%
Percent of REACH Compliant Product Portfolio	93%
Percent of Halogen-Free Product Portfolio	94%
Percent of Pb and Halogen-Free Product Portfolio	84%
Percent of Conflict-Free Minerals Product Portfolio	100%

Environment

Overview

ISO 14001 Certified Sites	100% (9 manufacturing sites)
Number of Spills	0
Number of Environmental Fines	0
Energy Efficiency Policy	Yes
Emissions Reduction Initiatives	Yes
Environmental Supply Chain Management	Yes
Environmental Quality Management Policy	Yes
Sustainable Packaging	Yes
Waste Reduction Policy	Yes
Water Policy	Yes
Climate Change Policy	Yes
Climate Change Opportunities Discussed	Yes
Risks of Climate Change Discussed	Yes

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Greenhouse Gas (GHG) Emissions

GHG Scope 1 (Tons CO ₂ e)	329,101
GHG Industrial and Non-industrial Scope 2 (Tons CO ₂ e)	619,380
GHG Industrial Scope 2 Market-Based (Tons CO ₂ e)	600,652
GHG Scope 3 (Tons CO ₂ e)	12,819
Business Travel (Tons CO ₂ e)	1,258
Product Transportation (Tons CO ₂ e)	11,561

N ₂ O Emissions (Tons CO ₂ e)	9,425
SF ₆ Emissions (Tons CO ₂ e)	14,700
HFC Emissions (Tons CO ₂ e)	526
PFC Emissions (Tons CO ₂ e)	195,180
HTF Emissions (Tons CO ₂ e)	82,100

NOx Emissions (Tons CO ₂ e)	37,203
SOx Emissions (Tons CO ₂ e)	1,181
VOC Emissions (Tons CO ₂ e)	112,188

Energy

Electricity Used (kWh)	1,527,376,925
Percent of Renewable Energy	27%
Amount of kWh through Renewable Energy Certificates	0
Purchased Renewable Energy (kWh) - Nijmegen	134,697,109
Purchased Renewable Energy (kWh) - Oak Hill, Austin, TX	1,440,000
Amount of kWh through Power Purchase Agreement	136,137,109
Natural Gas (m ³)	21,134,687
Diesel (kg)	48,835
Other Fossil Fuel (GJ)	32,879

Water

Water Withdrawal (m ³)	10,619,711
Municipal Water Withdrawal (m ³)	9,927,988
Extracted Water Withdrawal (m ³)	691,723
Water Recycled (m ³)	8,772,461
Percent of Water Recycled	47%
Water Discharged (m ³)	Approximately 5% due to water evaporation, the remaining is water discharge.

Waste Management

Total Waste (kg)	16,637,833
Hazardous Waste (kg)	2,791,866
Hazardous Waste Sent to Landfill (kg)	1,290,831
Non-Hazardous Waste (kg)	2,384,769
Non-Hazardous Waste Sent to Landfill (kg)	2,194,599
Total Waste Sent to Landfill (kg)	3,485,430
Percent of Recycled Waste (kg)	69%

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Social

Overview

Equal Opportunity Policy	Yes
Fair Remuneration Policy	Yes
Employee Sustainability Training	Yes
Health and Safety Policy.....	Yes
ISO 45001 Certified Sites.....	100% (9 manufacturing sites)
Human Rights Policy.....	Yes
Policy Against Child Labor.....	Yes
UN Global Compact Signatory.....	Yes
Responsible Business Alliance (RBA) Full Member	Yes
SDGs Target Policy.....	Yes
Flexible Work Schedule & Location.....	Yes
Employee Engagement Survey.....	Yes
Public Policy Condemning Workplace Sexual Harassment	Yes
Frequency of Employee Sexual-Harassment Training	At least every 2 years, but in some cases more frequently subject to applicable law

Employees

Number of Employees (HC).....	27,730
Percent of Employees in Americas (HC).....	19%
Percent of Employees in APAC (HC).....	60%
Percent of Employees in EMEA (HC).....	21%
Percent of Employees in R&D (HC).....	32%
Percent of Part-Time Employees (HC).....	0.66%
Number of Joint Venture Employees (HC).....	1,454
Number of Contingent Labor Employees (HC).....	4,296
Percent of IDL Voluntary Turnover (HC).....	5%
Percent of DL Voluntary Turnover (HC).....	10%

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Diversity

Percent of Female Representation (HC).....	36%
Percent of Female Individual Contributor (HC).....	38%
Percent of Female People Management (HC).....	16%
Percent of Female Executive Management (HC).....	13%
Percent of Female IDL New Hires (HC).....	23%
Percent of Female DL New Hires (HC).....	56%
Percent of Female IDL Voluntary Turnover (HC).....	21%
Percent of Female DL Voluntary Turnover (HC).....	63%
Conduct Gender Based Compensation Review.....	Yes
Strategy for Recruiting Women.....	Yes
Action Plan to Increase Women in Leadership.....	Yes
Employee Groups for Women.....	Yes

Employee Training

Hours of Online Training.....	374,717
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Health and Safety

Number of Accidents - Employees.....	23
Number of Accidents - Contractors.....	8
Severity Rate - Employees.....	2.26
Recordable Incident Rate (TCIR) - Employees.....	0.08
Number of Fatalities - Employees.....	0

Supply Chain

Supply Chain Management	Yes
Number of Social Responsibility Supplier Audits.....	4

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Governance

Overview

Business Ethics Code of Conduct	Yes
Anti-Bribery Policy.....	Yes
Employee Protection / Whistle Blower Policy.....	Yes
Consumer Data Protection Policy	Yes

Board Structure

Number of Board of Directors.....	10
Unitary or Two Tier Board System	Unitary
Number of Employee Representatives on Board of Directors	0
Classified Board System.....	No
Number of Board of Directors with Financial, Audit and Accounting Expertise	8
Number of Corporate Executive Officers on Board of Directors	1
Percent of Corporate Executive Officers on Board of Directors.....	10%

Board Independence

Number of Non-Executive Board of Directors	9
Percent of Non-Executive Board of Directors.....	90%
Number of Independent Board of Directors	9
Percent of Independent Board of Directors.....	90%
CEO Duality.....	No
Independent Chairperson.....	Yes
Independent Lead Director	N/A
Presiding Director	No
Former CEO or its Equivalent on Board of Directors.....	No

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Board of Directors & Executive Diversity

Number of Women on Board of Directors.....	3
Percent of Women on Board of Directors.....	30%
Female Chief Executive Officer.....	No
Female Board of Directors Chairperson.....	No
Number of Board of Directors with Executive Leadership.....	10
Chief Executive Officer Appointed from Within.....	Yes
Number of Female Executives	1
Percent of Female Executives.....	17%
Age of the Youngest Board of Director	50
Age of the Oldest Board of Director	79
Age Range of Board of Directors.....	29
Average Age of Board of Directors	64.5
Age Limit of Board of Directors	No
Average Tenure of Board of Directors (Years).....	6.3
Date Executive Director Appointed to the Board of Directors.....	May 2020

Board Meetings

Number of Board Meetings.....	5
Percent Board Meeting Attendance.....	>75%
Percent of Independent Directors Board Meeting Attendance	>75%
Number of Board of Directors Attending Less than 75% of Meetings.....	0

Audit Committee

Number of Directors on the Audit Committee	3
Number of Independent Directors on the Audit Committee.....	3
Percent of Independent Directors on the Audit Committee	100%
Independent Audit Committee Chairperson	Yes
Number of Non-Executive Directors on the Audit Committee.....	3
Number of Audit Committee Meetings.....	9
Percentage of Audit Committee Meeting Attendance	>75%

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Compensation Committee

Number of Directors on the Compensation Committee	4
Number of Independent Directors on the Compensation Committee.....	4
Percent of Independent Directors on the Compensation Committee.....	100%
Independent Compensation Committee Chairperson	Yes
Number of Non-Executive Directors on the Compensation Committee.....	4
Number of Compensation Committee Meetings.....	8
Percent of Compensation Committee Meeting Attendance	>75%
Appointed Outside Compensation Advisors	Yes
Clawback Provision for Executive Compensation	Yes

Nominating and Governance Committee

Number of Directors on the Nomination Committee	4
Number of Independent Directors on the Nomination Committee.....	4
Percent of Independent Directors on the Nomination Committee.....	100%
Independent Nomination Committee Chairperson	Yes
Number of Non-Executive Directors on the Nomination Committee.....	4
Number of Nomination Committee Meetings.....	4
Percent of Nomination Committee Meeting Attendance	>75%

ESG/Sustainability Committee The Nominating and Governance Committee oversees ESG/Sustainability matters.

Non-Executive Director Responsible for ESG/Sustainability	No
Executive Director Responsible for ESG/Sustainability	Yes
Executive Compensation Linked to ESG/Sustainability	No
Board of Directors Compensation Linked to ESG/Sustainability	No

Shareholder Rights

Percent Ownership Required for Special Meeting.....	10%
Poison Pill Plan	No
Blank Check Preferred Authorized.....	N/A
Dual Class Unequal Voting Rights - Common Shares.....	No

Other

Political Donations	0
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