



YOUR 2024 BENEFITS

For What Matters Most

One of the key pillars of NXP values is growth, and we believe that physical, mental and financial wellness all play a part. To fuel your growth, NXP offers benefits to protect your health, help you build savings for retirement and advance wellbeing for you and your family.

Get ready for Annual Enrollment: October 16–27

Want to get the most out of Annual Enrollment—and your 2024 benefits? Take time to review your options and consider what you and your family need. To learn what's in store for 2024, visit the Annual Enrollment page on NXP's benefits website.

Learn more at
nxp.com/benefits.



BENEFITS FOR YOUR HEALTH

- Medical
- Prescription drugs
- Dental
- Vision



BENEFITS THAT SUPPORT FINANCIAL SECURITY

- 401(k) plan with company match
- Health Care and Dependent Care Flexible Spending Accounts
- Health Savings Account with company contributions
- Employee stock purchase plan
- Disability, life, and AD&D insurance
- Identity theft monitoring and prepaid legal assistance
- Tuition reimbursement



BENEFITS TO SUPPORT YOUR WELLBEING

- Wellbeing @ NXP Hub, powered by Virgin Pulse
- Mental health support
- Digital tools and apps
- Onsite activity centers
- Generous paid time off and leave programs
- Onsite flu shots and biometric screenings



BENEFITS THAT SUPPORT FAMILY

- Fertility solutions and maternity support programs
- Backup care
- Adoption reimbursement
- Tutoring services
- Discount programs
- Pet insurance