



PARENTAL LEAVE POLICY

NXP provides paid maternity leave and parental leave benefits to full-time regular employees who meet the eligibility requirements below.

COMPONENTS OF PAID PARENTAL LEAVE

The types of paid leave under this policy (together referred to as “Parental Leave”) related to the birth or placement for adoption of a child are:

1. **MATERNITY SUPPLEMENT** is available to eligible employees who are medically disabled due to pregnancy, childbirth, and/or complications arising from these conditions and are receiving benefits under the Company’s Short-Term Disability Program.
2. **PARENTAL LEAVE** is available to eligible employees who have become parents due to either birth or placement for adoption of a child.

Part-time employees, temporary employees, independent contractors, interns, and employees on a personal or military leave of absence are not eligible for paid Parental Leave.

MATERNITY SUPPLEMENT

Short-Term Disability Program. Employees who are medically disabled due to pregnancy, childbirth, and/or complications arising from these conditions may be eligible for Short-Term Disability benefits offered by the Company. Eligibility, the length of the medical leave, waiting periods and the percentage of full-time pay will be determined in accordance with the terms and conditions set forth in NXP’s Short-Term Disability Program/Procedure.

Maternity Supplement. The Maternity Supplement benefit begins the date of delivery. During the time the employee is receiving Short-Term Disability benefits due to childbirth and/or complications arising from childbirth, NXP will pay eligible employees, up to a maximum of **twelve weeks**, the difference between what the employee receives from the Short-Term Disability benefits and the employee’s regular rate of pay (“Maternity Supplement”).

Eligibility. To be eligible for the Maternity Supplement, an employee must:

- (1) be eligible for Short-Term Disability benefits under the Company’s



Short-Term Disability Program;

- (2) have been employed by NXP for ninety days;
- (3) have given birth or placed a child for adoption; and
- (4) have a medical need for time off due to pregnancy or childbirth as certified by the employee's health care provider. (General medical guidelines state that a woman who has a normal delivery has a medical need of six weeks of time off and a woman who has a c-section delivery has a medical need of eight weeks of time off to recover.)

The Maternity Supplement will only apply for the weeks that the eligible employee is receiving Short-Term Disability benefits as determined by the terms and condition of that program for up to twelve weeks. If an employee has a medical need for additional time off due to pregnancy or childbirth after the Maternity Supplement benefit is exhausted, the employee will then only receive the benefits under the Short-Term Disability policy with no supplement.

Employees who qualify for Short-Term Disability benefits but do not meet the other eligibility requirements for the Maternity Supplement will only receive the benefits under the Short-Term Disability program.

Maternity leave under this policy will also run concurrent with FMLA and any applicable state leave laws.

PARENTAL PAID LEAVE

For full-time regular employees who:

- 1) have been employed by NXP for at least ninety days, and
- 2) have had a child or placed a child for adoption

The Company will provide up to **six weeks** of paid leave following the birth or placement for adoption of a child for bonding and childrearing. An eligible employee who gives birth to or adopts more than one child at a time is eligible for only six weeks total of paid leave under this policy.

The Paid Parental Leave must be taken in one increment of up to six weeks and must be completed within the twelve-month period immediately following the birth of the child(ren) or of placement for adoption of the child(ren).



BENEFITS AND COMPENSATION FOR PARENTAL LEAVE

Pay received under this Parental Leave Policy will be based on the employee's rate of compensation at the time that the leave commences. Pay offered under this policy is not an entitlement; any pay under this policy will be paid only if actually used for the purposes and within the timeframe set forth in this policy. Holidays which occur while on leave under the policy will be paid according to this policy and not paid as a Holiday.

Employees on Paid Parental Leave are eligible to continue employee benefits on the same basis as other employees who are actively providing service to the Company. While the employee is on Paid Parental Leave, they will receive their pay directly from NY Life. Their insurance deductions will be automatically taken from those checks. They will receive a direct bill for 401(k) loan payments, if applicable. Employees will not be able to contribute to their 401(k) and Health Savings Account while on leave.

Other benefits such as PTO, Flex Time and Holiday pay, if applicable, will not accrue during paid Parental Leave.

If the employee's leave under this policy qualifies for other types of leave, paid or unpaid, such leave will run concurrently with leave under this Parental Leave Program.

APPLICATION AND EVALUATION OF REQUESTS FOR PARENTAL LEAVE

NXP encourages honest and candid communication about future plans after the birth or placement for adoption of a child because it helps the Company to better plan to meet business requirements. Advance planning is necessary to cover internal and external client service needs and business needs while an employee is on a leave of absence. Absent a medical emergency or an early placement for adoption, discussions should begin as soon as possible between the employee and his or her supervisor to enable the development of a transition plan for responsibilities.

Requests for paid Parental Leave must be submitted to Human Resources at least thirty days in advance of the anticipated leave, if possible, and if not possible, as soon as practicable. The employee must clearly communicate the anticipated return to work date. The employee must also notify NXP's



FMLA, Disability and paid leave administrator and provide them with the necessary paperwork to support the leave.

As with all policies, this policy is not a contract and may be modified, revised, discontinued, or amended at any time, in whole or in part, for any reason and without prior notice, consent or approval within the sole discretion of the Company. The Company has absolute discretion to make the sole and final determination as to any and all issues arising out of this program.