



*This is a translation of the Dutch letter to the unions. In case of any discrepancies or inconsistencies between the two versions, the Dutch text shall prevail.*

CNV, De Unie, FNV, VHP2

To:

Mr. A. Baselmans

Mr. S. Bilars

Mr. D. Djulbic

Ms. A. Schuur

*By e-mail*

**Date:** 12 February 2026

**Subject:** Final Offer NXP Semiconductors Netherlands B.V.

Dear union representatives,

On Tuesday, February 10, 2026, we met again for negotiations on a new Collective Labor Agreement (CLA) for NXP Semiconductors Netherlands B.V. (hereinafter: NXP). During this meeting, NXP made an improved offer, and we jointly attempted to reach an agreement. Unfortunately, this was not successful. NXP subsequently made a verbal final offer. This final offer is the result of the negotiations conducted in recent months and is hereby confirmed in writing. We kindly request that you present this to your members.

Content of the final offer in summary

The final offer from NXP concerns a CLA with a duration of 24 months, from 1 January 2026 until 31 December 2027.

The final offer includes a structural salary increase of 3.1% as of 1 April 2026 with a minimum increase (floor) of €1,380 gross on a full-time basis, and a structural salary increase of 3% as of 1 February 2027.

NXP also offers a one-time payment of 0.75% of the annual base salary (including shift allowance) as of 31 March 2026. This one-time payment will be paid simultaneously with the April 2026 salary.



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NXP further proposes extending the Social Plan unchanged until 30 June 2029. In addition, NXP offers to increase the commuting allowance to €0.23 per kilometer. Although the commuting allowance is not part of the CLA, NXP is – at the unions’ request – willing to include this increase in the final offer. Lastly, NXP proposes several textual clarifications.

In the attachment you will find the more detailed, elaborated final offer from NXP.

We would like to thank you for the time and effort invested over the past period to jointly reach a mutually acceptable negotiation result. It is unfortunate that despite efforts on both sides this has not been achieved. We hope that NXP’s final offer will be viewed by the unions and your members as a balanced and positive outcome.

The final offer from NXP is valid up to and including 1 March 2026, allowing sufficient time to inform your members and organize a membership vote. Please inform us by 2 March 2026 whether NXP’s final offer has been accepted by your members.

Kind regards,

Bart Lugtenberg  
Country HR Manager



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## **Attachment: Final Offer NXP**

### **CLA**

#### **Duration**

A CLA for a period of 24 months. This new CLA takes effect on 1 January 2026 and will be valid up to and including 31 December 2027.

#### **Collective salary increases**

NXP proposes a collective salary increase of 3.1% as of **1 April 2026**, with a minimum increase (floor) of €1,380 gross on a full-time basis.

In addition, NXP proposes a collective salary increase of 3% as of **1 February 2027**.

#### **Salary scales**

As a result of the above-mentioned collective increases, NXP proposes to adjust the salary scales as of **1 April 2026** and **1 February 2027**.

#### **One-time payment**

Simultaneously with the salary payment of April 2026, NXP offers a one-time payment of 0.75% of the annual base salary (including shift allowance) applicable on 31 March 2026.

The one-time payment will be paid to employees who are employed by NXP on 1 April 2026. For part-time employees, the payment will be calculated pro rata.

#### **Commuter allowance**

NXP also proposes increasing the commuter allowance to €0.23 per kilometer. This increase applies to commuting expenses incurred from March 2026 onwards and will therefore be included as of the April 2026 salary payment.

The commuter allowance is not part of the CLA and does not constitute an agreement with the unions, but NXP offers, at the unions' request, to implement this increase.

#### **CLA texts**

Where necessary, the text of the CLA will be amended. NXP proposes at least the following changes:

- Amendment of article 7.1.2 concerning overtime. This will clarify that overtime applies when (at NXP's request) more hours are worked than the



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agreed contractual weekly working hours. Corresponding amendment of RAV 057 regarding overtime.

- The text in article 8.9.1 on bereavement leave will be amended and clarified.
- Clarification of article 14.7 of the CLA.

### **Social Plan**

The current Social Plan is valid until 31 December 2026. NXP proposes extending the Social Plan unchanged until 30 June 2029.