

2024 UK BENEFITS SUMMARY

Employees are eligible for most benefits programs on the first day of employment.

Public holidays: The employees are entitled to the legal public holidays.

Vacation: The employees are entitled to 26 days of vacation (for full-time employment).

Salary: The salary is paid in 12 installments

Retirement: onsemi has set up a defined contribution pension plan with an employer contribution of 7.2% and an employee contribution of a minimum 5% (through salary sacrifice). Contributions are calculated on the monthly base salary.

Life insurance: A lump sum of 3x annual salary will be paid out to the beneficiaries in the event of death.

Sickness & Disability:

- **Company sick pay from day 1 until week 13:**
 - paid full salary less Statutory sick pay (SSP)
 - the employer's contribution in the group pension plan is continued (7,2%). Same for the Group Life Insurance
- **Company sick pay from week 14 until week 26:**
 - paid 66% of salary less Statutory sick pay (SSP).
 - the employer's contribution in the group pension plan is continued (7,2%). Same for the Group Life Insurance
- **from week 27:**
 - paid 66% of salary less Statutory sick pay (SSP)
 - the employer's contribution in the group pension plan is continued for 6%.
 - paid through the income protection insurance

Healthcare insurance: onsemi provides a healthcare insurance to the employees (paid for 100% by onsemi). The employee can include his/her spouse/partner/children at own expense (deducted through payroll).

Health assessment: onsemi provides the employee, on a voluntary basis, the possibility to attend an annual 360 health assessment (paid for 100% by onsemi).

Worldwide accident insurance applicable in case an accident occurs during a business trip:

- Lump sum of 3x salary payable in the event of accidental death (limit 1,000,000\$)
- Lump sum between 25% & 100% of the compensation paid out in case of accidental death in the event of disability (% depends on type of disability). The insurance is paid for 100% by onsemi.

Employee Assistance Program (EAP): onsemi provides an EAP (24/7 service) that offers support to the employee and family* with mental, financial, physical and emotional well-being.

*Spouse/ Partner & dependent children over the age of 16.

Company Maternity pay: Employees on maternity leave and qualifying for Statutory Maternity Pay (SMP), will receive enhanced SMP to 100% basic pay in the first 12 weeks of your maternity leave and 50% pay during the period of week 13 through week 20 (inclusive).

Company Adoption Pay: Employees on adoption leave and qualifying for Statutory Adoption Pay (SAP), will receive enhanced SAP of 100% pay in the first 12 weeks of the ordinary adoption Leave and 50% pay during the period of week 13 through week 20 (inclusive).

Company Paternity Pay: Employees on paternity leave entitled to receive Statutory Paternity Pay (SPP), will receive enhanced SPP of 100% of the basic salary for up to two weeks.

Global Incentive Programs (corporate policies):

- **Science & Technology publications program**
- **Patent recognition program**
- **Corporate Incentive Plan:** non-Sales employees are eligible to the corporate bonus program. The target payout is a percentage of the base salary and linked to the pay grade.
- **Sales Incentive Plan:** Employees in sales with commercial targets are eligible to commission. The target payout is a % of the total target compensation.

EMEA policies:

- **Employee Referral Program Bonus:** The program pays a bonus to employees who make a referral to a suitable candidate that leads to a successful hire.
- **Car allowance:** non-sales employees with a salary grade 15 and higher are eligible to a car allowance. Sales employees in the following positions are eligible as well: field application engineers, field sales engineers, field application system engineers, sales account managers, global account managers, sales directors, VP sales.

Fuel: Reimbursement for actual business mileage through expense reporting (excl. home/work distance)

- <10000 business miles (in the tax year): 45p/mile
- >10000 business miles (in the tax year): 25p/mile