

## 2023 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):

- **Bravo, Department and Group Award**
- **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.

**Restricted Stock Units (RSU's):** A stock grant is a promise to award actual stock at some point in the future, subject to certain requirements (time restrictions). There is no purchase involved. Only exempt salaried employees are eligible (salary grade 12 and above).

**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

**Flexible Working:** Employees are entitled to apply for flexible working. onsemi offers two approaches to flexible working arrangements:

- the Standard Hybrid working pattern and
- the Statutory Flexible working pattern.