



2025 Benefits Summary – U.S.A.

We are excited to offer you the following benefits upon joining the onsemi team. You are eligible for our benefit programs if you work a minimum of 20 hours per week as a regular employee. Most benefit programs are effective on your first day of employment.

Time Off Programs

Holidays: For most employees, we have ten paid, designated holidays per year. Compressed work week employees accrue flex holiday time each pay period, up to a maximum accrual of 80 hours (80 hours apportioned over 26 pay periods) rather than designated holidays.

Vacation: Exempt (salaried) employees have flexible vacation and can take time off as desired without the use of accruals or balances (eligible after 90 days of service). Newly hired non-exempt (those paid by the hour) employees earn three weeks of vacation apportioned over 26 pay periods. After five years of service, vacation increases to four weeks on an annualized basis, and after 25 years of service, vacation increases to five weeks on an annualized basis. Vacation accruals are pro-rated for those employees who work less than 40 hours per week.

Sick Time: Employees accrue sick time on a per pay period basis up to a maximum of 56 hours in a 12-month period.

Leaves: onsemi complies with the Family Medical Leave Act, any applicable state required leave programs, and provides extended medical leaves for eligible employees. Paid leaves are provided for parental leave (eight weeks upon eligibility), jury duty, bereavement and military service.

Savings Programs

Retirement: onsemi offers you a 401(k) plan which allows both pre-tax and Roth contributions. We currently match the first 4% of your contribution at 100% and you are immediately vested in the company match. You may enroll in the plan upon hire.

Health Savings Account (HSA): Our Health Savings Account (HSA) is available if you enroll in our High Deductible Health Plan and meet IRS criteria. HSAs provide you the opportunity to pay for out-of-pocket medical, pharmacy, dental, vision, long term care and COBRA premium expenses with pre-tax dollars. HSA balances rollover each calendar year and are portable. If you contribute to your HSA, the company will fund an employer HSA contribution to your account. The employer contribution amount is pro-rated during the first plan year that you are enrolled. If you are hired during Q4, you will not be eligible for the employer HSA contribution until the following plan year.

Flexible Spending Accounts (FSA): Flexible Spending Accounts for health care and dependent care provide you the opportunity to pay for out-of-pocket medical, dental and vision expenses and/or dependent care expenses with pre-tax dollars. You must forfeit any unused money in your account at the end of the calendar year.

Employee Stock Purchase Plan (ESPP): You can set aside 1% to 10% of your pay to purchase onsemi stock on a quarterly basis at a 15% discount. You are eligible to participate at the start of the first calendar quarter after 90 days of employment.

Healthcare Programs

Who is eligible? You, your spouse or domestic partner and your children (biological, adopted, domestic partner's, legal guardianship). Children are eligible for benefits until they turn age 26. Disabled children may remain on the plan if they were disabled while covered under the standard age limits. Supporting documentation to confirm dependent eligibility is required.

Medical: We offer a High Deductible Health Plan (HDHP) and a Preferred Provider Organization (PPO) Plan through Blue Cross Blue Shield of Arizona. The company pays for most of the premium.

Dental: Our PPO dental program is offered through Delta Dental.

Vision: Our PPO vision plan is offered through Vision Service Plan (VSP).

Employee Assistance Plan (EAP): A comprehensive EAP is provided at no cost to you. The EAP includes 12 confidential counseling sessions per year and a variety of general advice services. Everyone who lives in your household is covered under our EAP.

Income Protection Programs

Short-Term Disability: onsemi pays for your Short-Term Disability coverage. You are eligible for coverage the first of the month following 90 days of employment.

Long-Term Disability: onsemi also pays for your Long-Term Disability coverage. You are eligible for coverage the first of the month following 90 days of employment.

Basic Life Insurance: onsemi purchases term life insurance for you in the amount of 2 times your annual base salary, up to a maximum of \$500,000.

Basic Accidental Death & Dismemberment Insurance (AD&D): onsemi purchases AD&D insurance for you in the amount of 2 times your annual base salary, up to a maximum of \$500,000.

Supplemental Life Insurance: You may purchase additional supplemental life insurance from to 1 to 5 times your annual base salary, up to a maximum of \$500,000. The cost of the insurance is age and salary based.

Dependent Life Insurance: If you choose to purchase supplemental life insurance for yourself, you then have the option to purchase dependent life insurance for your spouse in the amounts ranging from \$2,500 up to \$100,000 and/or your children in the amounts ranging from \$1,250 up to \$10,000.

Supplemental Accidental Death & Dismemberment Insurance (AD&D): You may purchase additional supplemental AD&D insurance from to 1 to 5 times your annual base salary, up to a maximum of \$500,000. You may choose employee or family coverage.

Other Benefit Programs

Backup Care

Company-sponsored backup care fills in the gaps when there is a disruption in regular child care coverage or pet care so that you can attend work. Backup care is also available for adults who require caregiving services.

Adoption Reimbursement

Eligible employees may be reimbursed up to a lifetime maximum of \$15,000 for qualified expenses associated with adopting a child.

Voluntary Benefits

We offer you the option to purchase a variety of voluntary benefits:

- Group Auto Insurance
- Group Home/Renters' Insurance
- Legal Plan
- Veterinary Pet Insurance
- Accident Insurance
- Critical Illness Insurance
- Hospital Indemnity Insurance

If there is any conflict between a plans' summary plan description (SPD) and this document, the SPD's provisions take precedence.

Employee handbooks and state supplements provide detail regarding our time off programs and are accessible to employees of onsemi. If there is a conflict between the handbooks and this document, the handbook and all state supplements take precedence.

Blue Cross Blue Shield of Arizona Transparency in Coverage Information

This [link](#) leads to the machine-readable files that are made available in response to the federal Transparency in Coverage Rule and includes negotiated service rates and out-of-network allowed amounts between health plans and healthcare providers. The machine readable files are formatted to allow researchers, regulators, and application developers to more easily access and analyze data.