



2025 CANADIAN BENEFITS SUMMARY

Employees are eligible on the first day of employment
(Employees must work a minimum of 20 hours/week to be considered benefit eligible)

Holidays: Ten (10) paid holidays per year.

Vacation: Three (3) weeks per year (120 hours/0-5 years of service). Accrues on a per pay period basis at 4.62 hours.

Retirement: onsemi offers a group Registered Retirement Savings Plan (RRSP). Employees who make regular payroll contributions of at least 4% of earnings are eligible for the onsemi matching contributions equal to 4% of earnings.

Health: Comprehensive healthcare benefits are available for the employee, spouse, domestic partner, and dependent children. Two plan choices are available:

- **Core Plan:** 90% coverage for generic drugs up to first \$1,500; 100% thereafter, 100% hospital and paramedical with a maximum of \$500 each, and vision coverage of \$100 every 24 months. Dental care has 90% coverage for basic/preventive, 60% coverage for major restorative up to a combined \$2500 per calendar year and orthodontics at 50% coverage up to a lifetime maximum of \$1500.
- **Lifestyle Plan:** 50% of the first \$1500 in drug claims and 100% thereafter, no dental/vision coverage. This plan includes a Health Care Spending Account (HCSA) worth \$1200 (annualized) for family coverage, or \$400 (annualized) for single coverage.

Disability/Life Insurance:

- **Short Term Disability (STD)** – STD is equal to 66.7% of your weekly earnings up to a maximum of \$695 per week. No waiting period for accident or hospitalization; 5 day waiting period for illness. Maximum benefit period of 26 weeks.
- **Long Term Disability (LTD)** - LTD is equal to 75% of your monthly earnings up to a maximum of \$10,000. Waiting period is 26 weeks.
- **Basic Life Coverage** - Basic Life Insurance coverage of 2x your annual salary up to a maximum of \$250,000. Additional coverage may be purchased up to a maximum of \$500,000.
- **Accidental Death & Dismemberment (AD&D)** – AD&D coverage of 2x your annual earnings to a maximum of \$250,000.

Wellness Spending Account:

- This account allows you to submit claims (to a total of \$300 for the year) for wellness related activities and services