



## **2025 UK BENEFITS SUMMARY**

**Public holidays:** Employees are entitled to the legal public holidays.

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

**Salary:** The salary is paid in 12 instalments

**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



**Global Incentive Programs (corporate policies):**

**Science & Technology publications program**

**Patent recognition program**

**Corporate Incentive Plan (CIP):** nonSales 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 (SIP):** Employees insales with commercial targets are eligible to commission  
The target payout is a % of the total target compensation

**EMEA policies:**

**Employee Referral Program Bonus:**