

ADI 2022 U.S. Benefits Program

KEY BENEFIT CHANGES FOR U.S. EMPLOYEES – LEGACY MAXIM

As we bring ADI and Maxim Integrated Products (Maxim) together, our priority is to continue to offer comprehensive benefits with a choice of high-quality options, value, and flexibility. We are focused on delivering competitive total value across the entire U.S. Benefits package, building a combined program with market-competitive choices and a positive benefits experience.

While there are changes for all employees for 2022, we understand Legacy Maxim employees will experience more change. Therefore, we are providing this preview of changes you will see across the enrollment experience and each component of our benefits program so you can begin to get familiar with your 2022 ADI U.S. Benefits program. Additional details will be available in your Annual Enrollment Guide, at our Virtual Benefits Fair, on our Alight Solutions site, and in our virtual Employee Meetings. Rest assured you will have many opportunities to explore what is possible through ADI benefits programs in 2022.

This summary is just an overview of benefits changes for Legacy Maxim employees, and does not provide plan details. More information is provided in your Annual Enrollment Guide, on the Virtual Benefits Fair, through Employee Meetings, and other through resources outlined on [page 4](#).

BENEFIT TOPIC	WHAT'S NEW FOR 2022
Enrollment	<p>You are still covered by your current benefits through the end of 2021. All employees will enroll in health and welfare benefits for 2022 through Alight Solutions from October 25 through November 5. This personalized, intuitive platform has all of the information you will need to review your options and will guide you through enrollment decisions. And, it is easily accessible 24/7 from outside your work network—at home, on your phone, wherever you have internet access. You will also receive an Annual Enrollment Worksheet in your mail at home from Alight before enrollment begins, which lists the benefit options you are eligible for and the costs.</p> <p><i>Please note you must actively enroll to have coverage effective January 1, 2022.</i></p>
Medical Plan Choices and Prescription Drug Coverage	<p>Based on where you live, you will have medical plans to choose from through UnitedHealthcare (national) and Kaiser (California and Northwest). The UnitedHealthcare ADI Saver Plan with HSA and ADI Flex Option Plan are both available nationally through accessing the Choice Plus network. Employees living in Massachusetts, Maine, and New Hampshire use Harvard Pilgrim's broad regional network. Prescription Drug coverage will be provided by the CVS/Caremark Managed Pharmacy Program. The Kaiser HMO plans are offered to employees who reside in CA and the Northwest.</p> <p>If you choose the ADI Saver Plan, a High Deductible Health Plan, you are eligible for a Health Savings Account (HSA). The HSA is funded by ADI, and you can also contribute pre-tax dollars to your account. For 2022 Annual Enrollment only, ADI will provide employees with annual base pay of less than \$80,000 an enhanced contribution to your HSA, which will fully cover the annual deductible.</p> <p>Whichever plan you choose, you will have access to an expert second opinion medical service for extra support for key health care decisions.</p> <p>You may also choose to waive medical coverage and receive \$500. The \$500 will be paid to you through equal installments across your pay periods through the 2022 calendar year.</p>

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AHEAD OF WHAT'S POSSIBLE™

BENEFIT TOPIC	WHAT'S NEW FOR 2022
Medical Plan Employee Cost Structure	<p>For 2022, you and ADI will share in the cost of your medical plan premiums, with ADI paying for the majority of your premiums, and you paying the balance.</p> <p>To improve health care affordability across our workforce, there will be a new employee cost structure, with 2022 employee contributions based on annual base pay. ADI will contribute a larger percentage to employees in the lower salary bands to balance employee costs across all benefits in a way that is equitable.</p> <p>Additional details about the 2022 cost structure are available on the Virtual Benefits Fair. You will also see your specific contributions on your Annual Enrollment Worksheet mailed to your home.</p>
Dental and Vision	<p>There will be one Dental Plan offered through MetLife with coverage for preventive, basic and major restorative services, as well as orthodontia. For Legacy Maxim employees, reimbursement rates for non-network dentists will be based on Reasonable & Customary charges, similar to the current Dental PPO Plus plan. You will also be able to enroll in a Vision Plan offered through VSP that includes coverage for exams, lenses, frames, and contacts.</p>
Flexible Spending Accounts	<p>Health Care and Dependent Care Flexible Spending Accounts (FSAs) will be administered by Alight Solutions Smart-Choice. You have until the end of 2021 to use any remaining balances in your Health Care FSA, Limited Purpose FSA, and Dependent Care FSA through TaxSaver Plan. You have until March 31, 2022 to submit claims for expenses incurred from January 1, 2021 – December 31, 2021. Beginning in 2022, the Limited Purpose FSA is no longer available.</p> <p>Please note: You are not permitted to make contributions to both a Health Care FSA and an HSA. Therefore, if you enroll in the ADI Saver Plan with HSA medical plan option, you will not be eligible to make contributions in the Health Care FSA.</p>
Life and AD&D Insurance	<p>ADI provides Basic Life and Accidental Death & Dismemberment (AD&D) insurance of 2.5 times annual base salary through MetLife at no cost to you. You can purchase additional coverage up to 5 x annual salary, as well as elect Life and AD&D Insurance for your spouse, domestic partner, children, and domestic partner's children.</p>

WHAT HAPPENS IF YOU DO NOT ENROLL

With all new programs, you need to actively enroll. This means if you do not make choices through the Alight Solutions website, you may not have the coverage you and your family need for 2022. If you do not make elections during the Annual Enrollment period, you will default into the following:

- ▶ *Medical coverage through the ADI Saver Plan with HSA for you only (even if you cover dependents today)*
- ▶ *No dental or vision coverage*
- ▶ *No Flexible Spending Accounts*
- ▶ *Basic Life and AD&D insurance (company paid)*
- ▶ *Basic Short-Term and Long-Term Disability coverage (company paid)*

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Short-Term and Long-Term Disability	<ul style="list-style-type: none">Short-Term Disability (STD) benefits will be provided at no cost to you for up to 26 weeks. Exempt employees will receive coverage of 100% pay replacement (no maximum) and non-exempt employees will receive coverage of 60% pay replacement (\$2,000/week maximum).Long-Term Disability (LTD) coverage provides 60% of your earnings. Because of the cap associated with Long-Term Disability, if your annual base salary is more than \$120,000, you will also have the option to purchase additional Buy-Up LTD coverage to reach 60% of your annual base salary.								
Paid Time Off	<p>We know time away from work to rest and recharge, as well as to take care of life's demands, is critical for our employees.</p> <p>All eligible employees will have the same annual vacation accrual schedule, and vacation time is based on years of service, per the chart to the right. Each year's entire vacation allowance is available for use on January 1.</p> <p>In addition, exempt employees will receive 80 hours of sick time and non-exempt employees will receive 48 hours of sick time, frontloaded January 1 each year.</p> <p>The above applies, unless local regulations require otherwise.</p> <p>You will also have 10 paid Company Holidays and a Paid Parental Leave benefit that provides six weeks at 100% of pay, with no waiting period. Birth mothers will also receive medical recovery time through STD for 10 weeks.</p> <p>Several other types of paid and unpaid leave continue to be available, including medical, military, personal, and more. Birth mothers receive a total of 16 weeks of parental leave benefits.</p> <table><tr><th>YEARS OF SERVICE</th><th>DAYS OFF PER YEAR</th></tr><tr><td>0-4</td><td>136 hours (17 days)*</td></tr><tr><td>5-9</td><td>160 hours (20 days)*</td></tr><tr><td>10+</td><td>200 hours (25 days)*</td></tr></table> <p><i>*Based on 8-hour days</i></p>	YEARS OF SERVICE	DAYS OFF PER YEAR	0-4	136 hours (17 days)*	5-9	160 hours (20 days)*	10+	200 hours (25 days)*
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Work/Life and Family	<p>ADI offers a wide array of programs and resources, some familiar and some new, to support the diverse needs of our workforce across life's journey.</p> <ul style="list-style-type: none">Employee Assistance Program (EAP) that offers your adult family members 6 free, confidential counseling sessions per issue for help with topics like stress, anxiety, depression, caregiving, work/life balance and moreAdoption Assistance of up to \$7,500Bright Horizons back up child and adult care servicesBright Horizons College Coach servicesGradifi Student Loan RefinancingTuition Reimbursement of up to \$7,500Group Legal Program (you can enroll on the Alight Solutions site during this year's Annual Enrollment)Auto, Home and Boat Insurance								

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BENEFIT TOPIC	WHAT'S NEW FOR 2022
401(k) Plan	<p>ADI offers a 401(k) Plan—The Investment Partnership (TIP) Plan, with a generous basic and matching company contribution of up to 8%. The TIP Plan is administered by Fidelity. The TIP Plan offers pre-tax, Roth 401(k), and after-tax employee contribution choices plus a variety of investment options including Custom Target Retirement Date Funds, Core Funds, and Fidelity BrokerageLink®.</p> <p>ADI contributes up to 8% of your base salary per pay period:</p> <ul style="list-style-type: none">• 5% ADI Basic Contribution made to your TIP account, whether or not you make your own contributions.• Up to 3% ADI Matching Contribution when you contribute up to 4% pre-tax and/or Roth 401(k). 100% match on the first 2% of your contributions and 50% match on the next 2% of your contributions. <p>Starting in early November, you will receive information about the transition to the ADI TIP Plan. The plan is administered by Fidelity, on the very same NetBenefits platform you already know and use today!</p>

WHEN AND WHERE TO LEARN MORE

This summary is just an overview, and we know you will have questions. Watch for the following communications at work and at home to help you learn about all of your new benefits and resources available through ADI.

We know you have a lot to consider as you evaluate your benefit choices for next year, and hope these resources provide the guidance and support to help you make confident decisions.



Log on to our Virtual Benefits Fair! (You will receive an email with instructions.) Our Fair gives you access to a variety of resources and information from all your benefit vendors, along with a digital version of your Annual Enrollment Guide and Checklist.

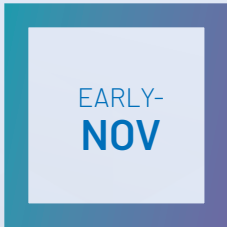


Watch your mailbox at home for your print version of the Enrollment Guide and Checklist—so you can share it with anyone in your family who helps you make benefits decisions.



Attend a virtual Employee Meeting to review all of the 2022 Health & Welfare benefits program details.

Watch your mailbox at home for your Annual Enrollment Worksheet. This document outlines all of your available Health & Welfare benefit plans and costs.



A 401(k) Decision Guide and Personalized 401(k) Statement will be mailed to your home in advance of the 401(k) Election Window (November 29 - December 10).



Watch your email (if requested) and mailbox at home for your Confirmation Statement from Alight Solutions, with a record of your enrollment choices.



Watch your mailbox at home for new medical plan ID cards. You will also be able to access digital versions of your ID cards on the vendor websites.