

Marvell Canada Benefits Summary 2026

Medical

At Marvell, we believe that your wellbeing, and that of your loved ones, deserves exceptional care. Our Canadian health plans, provided through Desjardins, offer comprehensive coverage for employees, spouses/domestic partners, and dependent children, and the full cost of this coverage is paid by Marvell. Our plan includes:

PLAN COMPONENT	DETAILS
Deductible	None
Coinsurance	None
Outpatient	100% coverage
Inpatient	100% coverage
Hospitalization & Surgical	Semi-private rooms are covered 100%
Professional/Paramedical Services	100% coverage up to \$500 per year per service
Prescriptions	100% coverage For brand name drugs, doctor's authorization and DFS approval are required
Referral Treatment Out-of-Province and/or Country Benefits	Up to 180 days of coverage
Telemedicine	Access virtual, on-demand healthcare 24/7

Dental and Vision

Desjardins insurance for dental and vision care is available to all employees, spouses/domestic partners, and dependent children, and the cost of this coverage is fully paid by Marvell.

DENTAL	DETAILS
Benefit Maximum (calendar year)	Plan pays \$2,500/individual
Deductible	None
Basic/Preventive services (oral exams, cleanings, X-rays)	100% covered
Major/Restorative services	50% covered
Orthodontics (children up to age 18)	50% covered up to a \$2,000 lifetime maximum

VISION PLAN	DETAILS
Exam	\$0 every 12 months
Glasses/contacts	\$300 every 24 months (every 12 months for children under 18)

Life, Accident and Disability Insurance

Marvell provides comprehensive Life, AD&D, and Disability coverage through Desjardins. These benefits are available to all employees, with options for spouses/domestic partners and dependent children.

PLAN	COVERAGE
Basic Life & AD&D (auto-enrolled, company paid)	<ul style="list-style-type: none"> Coverage equal to 200% of your annual earnings, up to \$1,000,000 <ul style="list-style-type: none"> Amounts over \$700,000 require Evidence of Insurability (EOI) Coverage reduces by 50% at age 65 Dependent coverage: <ul style="list-style-type: none"> Spouse/Domestic Partner: \$10,000 Each Child: \$5,000
Optional Life Insurance for Employee	<ul style="list-style-type: none"> Elect coverage in increments of \$10,000 up to a max of \$300,000
Optional Life Insurance for Spouse/ Domestic Partner	<ul style="list-style-type: none"> Elect coverage in increments of \$10,000 up to a max of \$300,000
Short-Term Disability (auto-enrolled)	<ul style="list-style-type: none"> Benefit equal to 75% of your gross weekly pay, up to \$1,384/week (with evidence of insurability) Maximum benefit period: 17 weeks
Long-Term Disability (auto-enrolled)	<ul style="list-style-type: none"> Graduated benefit based on your gross monthly income: <ul style="list-style-type: none"> 68.5% of the first \$2,500 of monthly income 50.5% of the next \$2,500 42.5% of the remainder Amounts over \$9,750/month require Evidence of Insurability (EOI) Maximum Monthly Benefit: \$13,500 Premiums are employee-paid at \$1.296 per \$100 of coverage

Time Off

Vacation

Vacation is accrued each pay period, and in accordance with the following schedule:

YEAR OF SERVICE	ANNUAL VACATION TIME	MAXIMUM
0	15 days per year	180 hours (22.5 days)
1	17 days per year	204 hours (25.5 days)
2	18 days per year	216 hours (27 days)
3	20 days per year	240 hours (30 days)
4	22 days per year	264 hours (33 days)
5	23 days per year	276 hours (34.5 days)
6+	25 days per year	300 hours (37.5 days)

Other Time Off

TYPE	DETAILS
Sick time	10 days per year
Public holidays	11 days per year 12 for British Columbia and Quebec
Recharge Weekends	To encourage employees to take time off to disconnect and recharge, Marvell offers three Recharge Weekends where employees globally take a Friday and Monday off to enjoy a 4-day weekend

Leave Benefits

LEAVE	DETAILS
Pregnancy Leave	Up to 17 weeks of pregnancy leave
Paid Parental Leave	After 6 months of employment, employees are eligible for 16 weeks of top-up pay
Personal Unpaid Leave	Request from 1 to 3 months of unpaid leave Available after 1 year of service
Family Medical Leave	Employees may be eligible to take an unpaid leave to care for a seriously ill family member
Bereavement Leave	3 days per family member



Retirement

Save for your future through Marvell's retirement program. Marvell partners with Sun Life to offer a payroll-deducted Registered Retirement Savings Plan (RRSP) and a Deferred Profit Sharing Plan (DPSP) to help you build long-term financial security.

SAVINGS PROGRAM	COVERAGE
Registered Retirement Savings Plan (RRSP)	<ul style="list-style-type: none"> Contribute up to 6% of your earnings to receive the company match You may contribute above 6%, but contributions beyond 6% are not matched
Deferred Profit Sharing Plan (DPSP)	<ul style="list-style-type: none"> Marvell matches your regular RRSP contributions—up to \$6,000 annually Employer contributions are vested immediately

Global Employee Referral Program

Use Workday's **Refer a Candidate** task to refer someone to a Marvell job opening. You are eligible to receive the referral bonus award if the referred candidate is hired and confirmed as per the guidelines.

HIRING LEVEL	REFERRAL BONUS AWARD
N Levels	\$1,000
P1/S1-P6/S6	\$1,500
T1-T6+, M1-M4	\$2,000
M5+	\$2,500

Growing Your Family

Marvell supports growing families with up to \$10,000 in adoption reimbursements, \$10,000 per year for surrogacy, and \$15,000 per year in fertility benefits. And to celebrate your newest addition—human or furry—you can email myHR for a Marvell baby onesie or pet bandana and share your photos on Slack!

Company Events

From commemorative events and the Global 5K to wellness activities, our summer party, and our year-end celebration—the company creates many ways for you to celebrate and connect with colleagues.

Employee Stock Purchase Plan (ESPP)

The Marvell Employee Stock Purchase Plan (ESPP) allows eligible employees to purchase Marvell common stock at a discounted price through payroll deductions with a two-year lookback period.

Lyra Health

You spend time taking care of your family, loved ones and community; however, it's important to remember that your own wellbeing requires nourishment. If you're looking to develop a better understanding of yourself, or need guidance on an issue, contact Lyra. Intentional focus on personal development can help you improve your quality of life and the wellbeing of those you love. Call for advice 24/7 (800) 874-3817.

Cleo Caregiving

An expert to turn to during every stage of life, empowering you as a parent, caregiver, and with your self-care, ensuring you thrive both personally and professionally. Cleo Caregiving is our new global caregiving benefit to ensure you are supported with all of your caregiving needs.

Philanthropy

Take up to three paid-time-off days each year to volunteer at an eligible organization. Marvell will match your contributions to eligible charitable organizations, up to \$500 USD per year.

We Appreciate Program

Marvell's global recognition program, We Appreciate, has two elements:

- 1. Recognition:** Celebrate your colleagues' contributions by sending them an eCard or nominating them for an award.
- 2. Anniversary awards:** When you reach your fifth year of continuous employment at Marvell (and every five-year milestone after that), we'll celebrate your achievement with a special anniversary award.





This Summary is intended for general information purposes only and to provide a brief summary of benefits. The company reserves the right to merge, modify, replace or terminate any employer-provided benefits (not mandated by law or as a contractual obligation), in whole or in part, at any time and for any reason.