



2023 GERMANY BENEFITS SUMMARY

All employees are eligible for most benefits programs from the first day of employment.

Public holidays: This varies between 10 to 14 days (there's no substitution if a holiday falls in a weekend)

Vacation: 30 days (20 days of legal holidays and 10 days of additional holidays) for a fulltime employee are earned during the calendar year (2.5 days per month).

Pension plan (retirement, disability, life): All employees are entitled to join the onsemi Pension Plan after a waiting period of 3 months. The Pension Plan provides the following covers:

- **Module I – Retirement:**
 - The standard company contribution is 4% of gross salary up to the social security ceiling (87.600 € for 2023) and 7% of gross base salary above the social security ceiling.
 - The employee has the option to add an employee contribution (amount or % of the gross base salary). This employee contribution will be deducted through payroll and can be increased or decreased twice a year. This employee contribution, if any, will be topped up with an additional employer contribution equal to 50% of the employee contribution but capped at 2% of the gross base salary.
- **Module II – Long Term Disability:** coverage for disability which amounts to 15% of the gross annual base salary paid as monthly pension in case of disability of at least 50%.
- **Module III – Life (Death):** coverage with value of one annual gross salary in case of death before retirement.

Accidental Death and Disability: onsemi provides a group accident insurance plan to cover all employees 24x7 hours, all around the world. The coverage is based on the employee's annual income and 100% paid by onsemi.

- In case of occupational or non-occupational accident:
 - Lump sum of 2x salary payable in the event of accidental death (limit 1,000,000€)
 - Lump sum of 4x salary payable in case of accidental permanent disability (100%) (limit 1,500,000€). In case of partial disability, the percentages of the 'General Accident Insurance Terms and Conditions' shall apply.
- In case the accident occurs during a business trip (corporate policy):
 - Lump sum of 3x salary payable in the event of accidental death (limit 1,000,000\$)
 - Lump sum between 25% & 100% of the lump sum paid out in case of accidental death, in the event of accidental permanent disability

Saving Plan: After the probation period, onsemi contributes up to 40€ to a documented savings plan. It is the obligation of the employee to make arrangements for such savings plan (VWL).

Meal vouchers: All employees are entitled to up to 15 meal vouchers per month. Each meal voucher has a value of 6,67€. onsemi contributes to 3,10€ per voucher.

Gym subsidiary: onsemi contributes up to 30€ for gym membership.

Discount card: A discount card for several major consumer brands is being provided.

Global Incentive Programs:

- **Science & Technology publications program**
- **Patent recognition program**
- **Corporate Incentive Plan:** Non-Sales 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:** Sales employees with commercial targets are eligible to commission. The target payout is a percentage of the total target compensation.



- **Restricted Stock Units (RSU's):** A stock grant is a promise to award actual stock at some point in the future, subject to certain requirements (time restrictions). There is no purchase involved. Only exempt salaried employees are eligible (salary grade 12 and above).

EMEA policies:

- **Employee Referral Program Bonus:** The program pays a bonus to employees who make a referral to a suitable candidate that leads to a successful hire.
- **Company car:** The employees with a salary grade 15 and above are eligible to a company car or car allowance.

Sales employees in the following positions are eligible as well: field application engineers, field sales engineers, field application system engineers, sales account managers, global account managers, sales directors and VP sales.

The lease budget is available in the EMEA car policy. Employees with a company car are entitled to a fuel card. The fuel card can only be used in Germany and the surrounding countries. Employees who are eligible for a company car have the choice between company car or car allowance.