



2023 CZECH REPUBLIC BENEFITS SUMMARY

Employees are eligible for most benefits programs from the first day of employment

Vacation: A full-time employee is entitled to 25 days a year.

Public Holidays: The employee is entitled to 13 public holidays in 2023. When the public holiday takes place on a weekend day (3 days in 2023), the employee is free to take up this day whenever he prefers within the calendar year. This is applicable to employees with flexible working hours, with a contract beginning at the latest the first working day in the given year (or after one year).

Healthcare (National Health Insurance): All employees are covered by compulsory national health insurance and labor insurance. In case of illness, injury or maternity, the benefits shall be provided under the provisions of the insurance plan.

Sickness Policy

- Company is completing the net salary (on top of the Czech Social Security) up to 80% of the net salary for the first 6 months of an employee's sick leave.
- Company is completing the net salary (on top of the Czech Social Security) up to 50% of the net salary for the following 6 months.
The above is effective for all employees employed with the company longer than 6 months with a contract of indefinite duration.
- The employee is entitled to an additional 3 days off (70% paid) for acute illness, without doctor's certificate (only for employees with a contract beginning at the latest the first working day in the given year or after one year).

Retirement: Voluntary plan effective for all employees employed with the company longer than 6 months. The company contributes 1,5x the employee contribution but with a max company contribution of 3% of the gross salary for employees with simultaneous life insurance contribution and 2x the employee contribution but with a max company contribution of 6% of the gross salary for employees without simultaneous life insurance contribution.

Accommodation and commuting support

- Company covers part of the costs of commuting in amount approx. 1000 CZK/month for those who commuting less than 10 Km. Employer contributes 6 CZK/Km (3 CZK/Km to and 3 CZK/Km from work) if employee commutes more than 10 Km.
- For employees who decided to relocate from a different region, the company contributes to home rent during the first four years of employment, or the company contributes to mortgage payments for those who decided to buy their home

Bonus (non-sales):

- **Corporate Incentive Plan:** Active employees working in the non-operations group are eligible to the corporate incentive plan. The target payout is a % of the base salary and linked to the pay grade.
- **Manufacturing Incentive Plan:** Active employees working in the operations group are eligible to the Manufacturing bonus. The target payout is one month pay (8,3 %).

Meal Subsidy: Company canteen and meal subsidy on an average of 90 CZK per lunch taken in the company canteen or meal subsidy in value of 90 CZK (acceptable in external restaurants).

Sports and Cultural Activities Support: The employee receives an annual contribution for culture and sports activities of approximately 2400 CZK per employee per year. The employee becomes eligible after the probation period.

Seniority Award: Employees receive a monthly company contribution for sport and culture activities (applicable for health programs...) when reaching each 5 years anniversary of service at onsemi Czech Republic.

The duration of employment (years)	Monthly contribution
5-10	150 CZK
10-15	300 CZK
15-20	450 CZK
20-25	600 CZK
25-30	750 CZK
30 and more	900 CZK

Children recreation: The employee receives an annual contribution for children recreation of max 1500 CZK per child per year. The employee becomes eligible after the probation period.

Social assistance in case of the death of Employee: In the case of the death of an employee in an employment relationship, the employer will provide social assistance in the amount of 30,000 CZK to the spouse and each dependent child of the employee.

Homeworking: Employees whose position allows it, have on a voluntary basis the possibility to homework. Homeworking can be scheduled in consultation with the manager.

Global Incentive Programs (corporate policies):

- **Bravo, Department and Group Award**
- **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:** Employees in sales with commercial targets are eligible to commission. The target payout is a % 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 Slovakia and the surrounding countries. Employees who are eligible for a company car have the choice between company car or car allowance.

Accident Insurance: In case of an accident occurring during a business trip (100% paid by the employer):

- Lump sum of 3 x salary payable in the event of accidental death (limit 1,000,000\$)
- Lump sum between 25% & 100% of the compensation paid out in case of accidental death in the event of disability (% depends on type of disability)
- Emergency medical benefits / services