



## 2023 BENEFITS SUMMARY FOR ISRAEL

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

**Public holidays:** The public holidays are paid by onsemi. They are different each year but the average number is 13 days (include some holidays with half day off)

**Vacation:** 22 days minimum and one additional day per working year up to a maximum of 28 days. These days can be carried over for a period of max 1 year, otherwise they are forfeited.

**Holiday bonus:** twice a year each employee receives a holiday bonus of 500 NIS net for New Year and 750 NIS net for Passover. These bonuses are taxable through payroll.

**Annual salary:** The annual salary is paid in 12 equal monthly installments.

### **Retirement Insurance (including disability insurance):**

The employee shall be entitled to contributions to a pension arrangement of the employee's choice onsemi shall contribute:

- (i) 8.33% of the Salary towards the severance pay component; and
- (ii) 6.5% of the Salary towards the pension component. In the case the Employee is insured in a managers insurance policy or a provident fund (which is not a pension fund), the said rate shall include the rate of contributions towards the disability insurance, as in effect from time to time, ensuring loss of earning payment of 75% of the Salary but no less than 5% towards the pension component, all subject to the terms of the Extension Order regarding the Increase of Pension Contributions - 2016 (the "**Pension Order 2016**"). In accordance with the terms of the Pension Order 2016, if the said rate shall not be sufficient to insure the Employee in disability insurance, the total rate of contributions shall increase up to 7.5% of the Salary.

The employee shall contribute 6% of the Salary towards the pension component. Employee contributions are deducted through payroll.

The balance of the saving deposits (incl. profits) will be available at retirement or earlier in case of termination of the contract (unless the termination has a criminal cause).

**Health Insurance:** the employee is eligible for a health insurance allowance covering the health insurance premium for employee, spouse and children under the age of 18 for a complementary private family health insurance (covering special surgeries, treatments etc) administered through the company appointed broker. This is a taxable benefit in kind.

**Sick pay:** Additional to what the law provides onsemi will pay 100% of the salary during the first three days of sickness.

**Worldwide Accident Insurance:** applicable in case an accident occurs during a business trip

- 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

This insurance is paid for 100% by onsemi.

**Advanced Study Fund:** onsemi will make payments to the Advanced Study Fund at the rate of **7.5%** of the monthly base salary

The employee contribution to the fund is at the rate of **2.5%** (deducted from the monthly salary).

The balance of saving deposits will become available, free of tax, after 6 years (on request). Withdrawals from the fund before completion of six years will be payable after deduction of income tax.

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

- **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 a 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.

**Dalkan device (fuel):** Employees with a company car are entitled to a Dalkan device. The Dalkan device can only be used in Israel.

**Cafeteria:** The employee receives a meal card that can be used all week.

- Maximum budget of 1.495 NIS per month (pro rata in case of part-time employment or long-term disability):
  - Employer contribution 75% of the cost of the meal
  - Employee contribution 25% of the cost of the meal

The employer contribution is a benefit in kind for the employee. The employee contributions are processed through payroll.

**Recovery or convalescence pay:** all employees who are employed for more than one year are entitled to an annual payment for convalescence. The minimum period is between five and ten days per year. The rate per day is by a law defined amount.