

2023 BENEFITS SUMMARY TURKEY

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

Public holidays: The employees are entitled to the legal public holidays.

Vacation: The employees are entitled to 20 days of vacation (for a full-time employment).

Healthcare insurance: onsemi provides a private healthcare insurance to the employees (paid for 100% by onsemi).

Salary: The salary is paid in 12 installments.

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

Global Incentive Programs / Benefits:

- **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.
- **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

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.
- **Car allowance:** The employees with a salary grade 15 and higher are eligible to 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, VP sales. Current car allowances are:
 - Grade 9-10: 400€/month
 - Grade 11-12: 600 €/month
 - Grade 13-15: 800 €/month
 - Grade 16-18: 900 €/month
- **Fuel:** Reimbursement for actual business mileage through expense reporting (excl. home/work distance)