

2023 AUSTRIA BENEFITS SUMMARY

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

Public holidays: Employees are entitled to 13 paid public holidays per year.

Vacation: Full-time employees are entitled to 30 days of vacation for a five-days-working week per vacation year (= 6 weeks) up to and over 25 years of service.

14 installments / year (statutory): The 13th and 14th months' payments are paid in June and November. For both payments, pro rata computation may apply in first year of employment.

Retirement (including survivor's pension): Employee are eligible to join the onsemi Retirement Plan after he/she has successfully completed 3 months of service. Contributions amount to 3,5% for salary up to social security ceiling and 5,5% for the portion of salary above the social security ceiling and are fully funded by the employer. The annual social security ceiling amounts to 79.380 € per year (for calendar year 2022). The pensionable salary is base salary plus commission or corporate bonus payouts.

Life and Accidental Death & Disability:

onsemi provides a group accident insurance and a life insurance plan. The coverage is based on the employee's base salary and premiums are paid by onsemi. However, premiums paid are a taxable benefit for the employee.

Accidental Death and Disability

- In case of occupational or non-occupational accident:
 - Lump sum of 2 x annual base salary payable in the event of accidental death
 - Lump sum of 4 x annual base salary payable in case of accidental permanent disability (100%)
- In case the accident occurs during a business trip (corporate policy):
 - Lump sum of 3 x 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

Life insurance: lump sum benefit of 2 x annual base salary.

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.
- **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 Austria and the surrounding countries. Employees who are eligible for a company car have the choice between company car or car allowance.