



2019 GERMAN 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 for a full time employee are earned during the calendar year (2.5 days per month).

Group insurance (retirement, death, disability): Each employee, as of the age of 21 is eligible to join the ON Semiconductor Retirement Plan after he/she has successfully completed his/her probation period. On February 1st and August 1st every year, new hires will be added to the plan. The monthly employee contribution can be up to 4% of the gross salary (increments by 1%). The company contribution is 4% of the gross salary by standard plus half the percentage of the employee's contribution (maximum 6% employer contribution in total). The employer's contribution become legally vested after 3 years of service and a minimum age of 21.

Life / Disability Insurance:

Accidental Death and Disability - ON Semiconductor 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 ON Semiconductor.

- In case of occupational or non-occupational accident:
 - Lump sum of 2x salary payable in the event of accidental death (limit 600,000€)
 - Lump sum of 4x salary payable in case of accidental permanent disability (100%) (limit 1,200,000€). 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:
 - 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, ON Semiconductor contributes up to 40€ to a documented savings plan. It is the obligation of the employee to make arrangements for such savings plan (VWL).

Luncheon vouchers - All employees not working from a home office receive one luncheon voucher per day worked in the office (6,33€), up to 15 vouchers per month. ON Semiconductor contributes 3.10€ per voucher.

Company car: The employees with a salary grade 15 and above are eligible to a company car. 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. The lease budget is available in the country specific annex of the EMEA car policy.

Fuel Card: Employees with a company car are entitled to a fuel card. The fuel card can only be used in Germany and the surrounding countries.

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).

Bonus: Employees (non-sales) as of job grade 11 are eligible to the corporate bonus program. The target payout is a % of the base salary and linked to the pay grade.