

## 2022 IRELAND BENEFITS SUMMARY

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

**Public holidays:** all employees will receive 9 paid public holidays per year.

**Holidays:** employees are entitled to 21 holidays per year, plus 6 additional days to compensate for the 40-hour work week.

**Other leave:** onsemi also has paid leave for jury service, bereavement, maternity leave and parenthood, adoptive leave, marriage and examination/graduation leave.

**Retirement:** Defined Contribution Plan

- Contributions:
  - The employee pays 0% of their salary\* and onsemi pays 4%
  - The employee pays 3% of their salary\* and onsemi pays 6%
  - The employee pays 4% of their salary\* and onsemi pays 7%
  - \*pensionable salary = base salary excluding shift, commission, overtime and all other elements of remuneration
- Employee contributions are deducted through payroll (gross) and the normal PAYE tax system will apply to the balance of pay only.
- AVC (Additional Voluntary Contributions) paid by the employee are possible (deducted through payroll)
- Membership to the plan is voluntary and starts after 5 months of service.

**Life insurance** (covered through the retirement plan): in the event of death in service, the following benefit will be paid out to the beneficiary:

- 3x year salary plus
- The total reserves of the retirement account at that time

**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.

**Healthcare:** Employees and eligible dependents are provided with medical coverage. onsemi pays 100% of the cost (Lifetime Community Rating excl.). However, the employee will pay the difference if he/she elects for higher level of coverage. The net premium for each employee differs depending on how many family members they have on their policy. This benefit is a taxable benefit in kind.

**Employee Assistance Program:** Provided as part of the health insurance. This program provides assistance to support employees with private & professional questions.

**Short term / long term disability:**

- **Company Sick Pay Plan:** financially supports employees during periods of illness or occupational and non-occupational accident.  
onsemi shall continue to pay the base salary for 26 weeks. This sick pay will be reduced by any social welfare benefit received.
- **Group Disability Scheme:** provides benefits if an employee is unable to work due to sickness or disability and suffers a loss of earned income. The purpose of this cover is to provide an employee who is incapacitated through either sickness or accident for a period exceeding 26 weeks with an income of 2/3rds of Pensionable Salary (= basic annual salary excl. bonuses, commissions, overtime and any other fluctuation emoluments) less 1.5 times the single person's State Pension for as long as the incapacity lasts or up to age 65. This benefit ceases in the event the employment contract is being terminated or when the claimant is adjudged by the insurer to be fit to return to work.

**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.
- **Car allowance:** 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.

**Sport and Social Club:** in order to organize various types of sports and social activities for the employees onsemi pays to the club an amount of 44,30€/month per employee.

**Bike to work scheme:** This scheme is aimed at promoting healthier journeys to work and reducing environmental pollution. The scheme allows employees to purchase a bicycle and/ or related safety equipment from gross salary (salary sacrifice), thus benefiting from reduced tax, PRSI and income levies.

**Lunch** - onsemi contributes to the cost of the lunch at work.

**Flexible Workplace:** Employees whose position allows it, have on a voluntary basis the possibility to telework. This workplace flexibility can be scheduled in consultation with the manager.