



2022 SLOVAKIA BENEFITS SUMMARY

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

Vacation: Employees are entitled to 20 days of vacation (25 days from the age of 33 per legal provision).

Vacation Vouchers: Employee after 24 months of service may receive reimbursement of up to 275€ net per year.

Meal Subsidy: Company provides canteen services in Piešťany with employee contribution of 23% from meal cost and meal vouchers in Bratislava and Žilina.

Bridge Day: Additional day off if a public holiday falls on Saturday or Sunday. Applicable only in the current or the following month. Employees are not entitled to a Bridge Day if they have not used all accrued vacation days from the previous calendar year.

Award after 5 years of active duty is one additional day off. Employee must first use all regular vacation days. Maximum entitlement is 3 days (15 years of service). Additional vacation must be taken by March 31st of the following year.

Pension plan: Company contributes either 3% of the gross salary or the maximum of 1.5 times of the employee's contribution. Employee is eligible for pension plan after 3 months of employment.

Sick leave contributions:

- First month of sick leave: only statutory sick leave payment applies. No contribution.
- 2nd and 3rd month of sick leave: in addition to statutory sick leave payment, onsemi compensates up to 80% of the employee gross average salary
- 4th -12th month of sick leave: in addition to statutory sick leave payment, onsemi compensates up to 70% of the employee gross average salary

Annual bonus (13th salary): additional 50% of one-month base salary, payable in November payroll cycle.

Attendance Bonus: 100 EURO every 6 months. Employees are not entitled to this bonus if they were absent due to sick leave, care for a family member, maternity/paternity leave, unpaid leave, or incurred another absence.

Transportation Allowance of 0.13 EURO per 1km. If the distance from home is more than 10 km one-way.

Relocation Bonus: 1000 EURO - For employees who live more than 30 km from the workplace.

Baby Bonus: 220 EURO at the birth of child.

Assistance upon the death of an employee at the sum of her/his three average monthly salaries – payable to immediate family: husband, wife, child or parent.

Assistance upon the death of an immediate family member: 220 EURO - payable in case of death of a member of the employee's immediate family: a husband, wife, child or parent.

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

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

Other Benefits: Other activities are funded by the mandatory Social fund: Sports and relax activities, Family Picnic, Kids Camp, St. Nicholas Party and Christmas Party.