



2019 BENEFITS SUMMARY SPAIN

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

Legal holidays: The employees are entitled to the legal holidays as announced by the government. These may vary from year to year or province to province but cannot exceed 14 days.

Vacation: The employees are entitled to 30 days of paid vacation (for a full time employment) per year after a year of continuous employment.

Salary: The salary is paid in 15 installments. The 13th, 14th and 15th installments are paid in 12 monthly installments.

Sick pay: Additional to what the law provides ON Semiconductor will pay 100% of the salary during the first three days of sickness.

Worldwide accident insurance (ACE): 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 compensation paid out in case of accidental death in the event of disability (% depends on type of disability)

This insurance is paid for 100% by ON Semiconductor.

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 and VP sales.

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

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