

2023 SWITZERLAND BENEFITS SUMMARY

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

Public Holidays: The employees are entitled to public holidays in accordance to the rules of the “canton” where the office is located. There’s no substitution if a holiday falls in a weekend.

Vacation: The employees are entitled to 5 weeks of holiday (=25 days) in case of full-time employment. Until the age of 20 and as of the age of 50, the employee is entitled to 6 weeks of holiday. Seniority days are applicable in the 5th, 10th, 15th and 20th year of service (+2 / +3 / +4 / +5 days).

Supplementary Salary: The salary is paid in 12 installments + 13th month (50% paid in June and 50% paid in December).

Child allowance: A legal child allowance is paid through payroll by onsemi to employees with kids. The amount paid out is linked to the age of the child.

Group insurance: retirement / death / disability: This scheme covers the legal requirement as well as the extra-legal part. The employee pays 1/3rd of the contribution and this is deducted through payroll, onsemi pays 2/3rd of the contribution. The amount of the total contribution is based on the gross salary submitted to social security and the age of the employee:

- 25-34: 7%
- 35-44: 15%
- 45-54: 20%
- 55-65: 20%

Sickness:

- the employees are paid 80% of their salary the first 2 years (up to 100% depending on the seniority and for a limited period of max 6 months)
- after 2 years, disability is covered by the government (1st pillar) and group insurance (2nd pillar) (see above)

The insurance is paid for 100% by onsemi.

Accident Insurance – there are 2 different insurances:

- Worldwide accident insurance applicable in case an accident occurs during a business trip (global policy):
 - 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)
- Local accident insurance 24/24 – 7/7 (occupational & non occupational accidents):
 - The first 3 days of absence are waiting days (no pay out)
 - as of 4th day the employee is paid out 80% of his/her salary

The insurance is paid for 100% by onsemi.

Global Incentive Programs:

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