

## 2024 NETHERLANDS BENEFITS SUMMARY

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

**Public holidays:** The employee is entitled to 7 public holidays + 1 public holiday of Liberation Day that occurs every 5 years. There's no substitution if a holiday falls in a weekend.

**Vacation:** The employee is entitled to 24 days holiday on a yearly base. In addition to this holiday right, the employee is also entitled to 48 ATV (reduced working time) hours on yearly base.

**Supplementary Salary:** The salary is paid in 12,96 installments. The vacation payment, representing 0.96 of the total 12.96 installments (8% of the annual base salary earned in the period June 1 - May 31) is payable in May.

### Retirement / Death / Disability insurance:

- Retirement benefit at retirement age:
  - Contributions are 100% paid onsemi and following the below matrix:

▪ 18 up to 19y	2,68%	of the pensionable salary
▪ 20 up to 24y	3,14%	of the pensionable salary
▪ 25 up to 29y	3,75%	of the pensionable salary
▪ 30 up to 34y	4,58%	of the pensionable salary
▪ 35 up to 39y	5,61%	of the pensionable salary
▪ 40 up to 44y	6,84%	of the pensionable salary
▪ 45 up to 49y	8,39%	of the pensionable salary
▪ 50 up to 54y	10,30%	of the pensionable salary
▪ 55 up to 59y	12,77%	of the pensionable salary
▪ 60 up to 64y	16,01%	of the pensionable salary
▪ 65 up to 67y	19,07%	of the pensionable salary

Pensionable salary = base salary (incl. holiday premium) + variable pay – state pension (AOW).  
The salary (base plus variable pay minus AOW) taken into account has been capped at 137.800€ (2024) by the pension legislation.
  - At retirement age, the accrued reserves are used to buy old age pension and/or partner pension (to maintain death cover after retirement age). It's the employee's decision if he/she wants to cover both or buy 100% old age pension (payable in annuities).
- Death in service benefit (before retirement age):
  - Partner pension
  - Orphan's pension
  - Temporary partner pension ('nabestaandenoverbruggingspensioen')
- Disability / sickness:
  - First year: onsemi will pay 100% of the base salary, taking into account the indemnities that were paid out by the Dutch social security authorities (WIA).
  - Second year: onsemi will pay 70% of the base salary, taking into account the indemnities that were paid out by the Dutch social security authorities (WIA).
  - After 2 years: a disability pension is payable by the insurance covering 10% of the salary up to the WIA ceiling and 70% of the salary above the WIA ceiling (capped at 200.000€).

**Global Incentive Programs / Benefits:**

- **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.
- **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 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 onsemi.

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