

## 2025 FRANCE BENEFITS SUMMARY

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

**Bank Holidays:** 13 days paid holidays per year. In addition, onsemi designates 2 days of holiday per year before or after a bank holiday.

**Vacation:** 5 weeks per year (25 days for a full-time employee) acquired during a previous period and based on 2.08 days a month. In addition, as of 1 year of service for exempt and 5 years of service for non-exempt, employees are entitled to seniority days (from 1 to 4 days/year depending on seniority and exempt or non-exempt position).

**Meal vouchers:** Employees at Vélizy receive one meal voucher per working day. The value of each meal voucher will be 12€, with onsemi contributing 7,18€ per voucher.

**Holiday vouchers:** Based on the “Accord Collectif Sur Les Chèques Vacances”, the employees can participate in the holiday vouchers scheme. The total value of the 2024 holiday vouchers is equal to 1060€ per employee. The contribution amount, both onsemi and employee, varies according to the gross annual base salary valid on April 1<sup>st</sup>.

**Gift vouchers:** For Christmas, the employee will receive gift vouchers for a total amount of 183€. This amount is exempt from tax and social security contributions in accordance with current legislation.

**13th month:** The annual salary is paid in 13 times. The 13<sup>th</sup> month is paid as following: ¼ in June and the balance in November.

**Employee Assistance Program (EAP):** The company provides in an Employee Assistance Program which can be used by the employee and family members living in the same household. This service covers confidential support for family, work, stress, financial and legal questions and is provided through an external service provider.

### Retirement:

- **Pension Plan:** Each employee is a beneficiary of a pension plan. Contributions are paid through payroll, with 40% covered by the employee and 60% by onsemi. The total contribution is 7,87% for slice 1 (salary between 0 € and 3925 € for 2025) and 21,59% for slice 2 (salary between 3925 € and 31400 € in 2025).
- **Saving Plan (abondement) -** After 3 months of employment employees can save money each month through payroll. onsemi increases the saved capital as follows: 150% up to 1300€ and 60% from 1301€ up to 3915€ saved by the employee per year (max employer contribution of 3519 €/year in total for 2025). The employees have the choice to invest the money in the PEG plan where the capital becomes available after 5 years OR in the PERECOL plan where capital / annuity is available at the time of retirement OR a combination of both.

**Healthcare:** Comprehensive healthcare benefits are available for employees, their spouses, domestic partners, and dependent children. The French Social Security covers 70% of the main healthcare expenses, including prescription drugs, dental, vision, surgery, and hospitalization. For the remaining 30% and other medical expenses not covered by Social Security, onsemi subscribes to a healthcare plan for each employee. This plan provides additional coverage up to a fixed amount for each item. Subscription to this plan is mandatory, with contributions paid 75% by the company and 25% by the employee.

**Disability:** Social Security covers 50% of the salary up to a ceiling of €3,925 for 2025, for a maximum of 3 years. After one year of seniority, onsemi pays the difference for a minimum of 3 months and a maximum of 6 months, depending on seniority. During this period, the employee receives 100% of their salary. After this period, once the indemnity is no longer 100%, the insurer supplements the salary (on top of Social Security) up to a maximum of 90% of the salary. For long-term disability (after 3 years), the employee is paid by Social Security, and the insurer pays a percentage of the salary, depending on the type of disability.



**Basic Life Insurance:** In the event of death, the beneficiary receives a capital amount from the insurance, expressed as a percentage of the gross base salary.

**Global Incentive Programs / Benefits:**

- **Intellectual Property (IP) Awards Program**
- **Corporate Incentive Plan (CIP):** 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 (SIP):** 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 / charging key. The fuel card / charging key can only be used in France and the surrounding countries. Employees who are eligible for a company car have the choice between company car or car allowance.