



2025 GERMANY BENEFITS SUMMARY

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

Public Holidays: The number of public holidays varies between 10 to 14 days per year. There is no substitution if a holiday falls on a weekend.

Vacation: Full-time employees are entitled to 30 days of vacation per year, which includes 20 days of legal holidays and 10 additional holidays. Vacation days are accrued at a rate of 2,5 days per month throughout the calendar year.

Pension plan (retirement, disability, life): All employees are entitled to join the onsemi Pension Plan after a waiting period of 3 months. The Pension Plan provides the following covers:

- Module I – Retirement:
 - The standard company contribution is 4% of gross salary up to the social security ceiling (96.600 € for 2025) and 7% of gross base salary above the social security ceiling.
 - The employee has the option to add an employee contribution (amount or % of the gross base salary). This employee contribution will be deducted through payroll and can be increased or decreased twice a year. This employee contribution, if any, will be topped up with an additional employer contribution equal to 50% of the employee contribution but capped at 2% of the gross base salary.
- Module II – Long Term Disability: coverage for disability which amounts to 15% of the gross annual base salary paid as monthly pension in case of disability of at least 50%.
- Module III – Life (Death): coverage with value of one annual gross salary in case of death before retirement.

Accidental Death and Disability: onsemi provides a group accident insurance plan to cover all employees 24x7 hours, all around the world. The coverage is based on the employee's annual income and 100% paid by onsemi.

- In case of occupational or non-occupational accident:
 - Lump sum of 2x salary payable in the event of accidental death (limit 1,000,000€)
 - Lump sum of 4x salary payable in case of accidental permanent disability (100%) (limit 1,500,000€). In case of partial disability, the percentages of the 'General Accident Insurance Terms and Conditions' shall apply.
- In case the accident occurs during a business trip (corporate policy):
 - Lump sum of 3x salary payable in the event of accidental death (limit 1,000,000\$)
 - Lump sum between 25% & 100% of the lump sum paid out in case of accidental death, in the event of accidental permanent disability.

Employee Stock Purchase Plan (ESPP): Employees can set aside 1% to 10% of their salary (actual base + Corporate Incentive Plan or Sales Incentive Plan) to purchase onsemi stock on a quarterly basis at a 15% discount. Eligibility to participate begins at the start of the first calendar quarter after 90 days of employment.

Saving Plan: After the probation period, onsemi contributes up to 40€ to a documented savings plan. It is the obligation of the employee to make arrangements for such savings plan (VWL).

Meal Vouchers: Employees are entitled to up to 15 meal vouchers per month, each valued at 7,5€. The contributions per voucher are as follows:

- onsemi: €3,10€
- Employee: €4,40€

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.



Gym subsidiary or Wellpass: onsemi offers a gross amount up to 30€ for a fitness / gym membership OR a 30€ tax-free allowance for Wellpass. In order to benefit from the fitness/gym subsidiary of up to 30€, employees will be asked to submit a valid and up-to-date membership certificate for their fitness studio / gym-membership. at least once a year.

Business Bike: onsemi provides the possibility the benefit from a Company Bike lease. The lease's duration is 36 months. Employees have the possibility to subscribe to a lease, with a free choice of bike type and brand for a Bike's value up to 15,000€. The concept falls under the advantageous umbrella of the 0.25% tax rule for the benefit in kind for company cars, therefore allowing the monthly rate to be taken off the salary before tax.

Discount card: A discount card for several major consumer brands is being provided.

Global Incentive Programs:

- **Intellectual Property (IP) Award 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.

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