



## 2025 SLOVAKIA BENEFITS SUMMARY

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

**Vacation:** Employees are entitled to 20 days of vacation (25 days from the age of 33 per legal provision).

**Meal Subsidy:** The price of the electronic food vouchers or sum of the financial contribution is 6.50€. In the case of electronic food vouchers, Employee copayment is 1.85€.

**Recreation Allowance:** Employee after 24 months of service may receive reimbursement of up to 275€ net per year.

**Allowance for child's sports activity:** Employee after 24 months of service may receive reimbursement of up to 275€ net per year.

**Pension Plan:** Company contributes 1.5 times the sum of the employee's contribution, but no more than 3% of the employee's gross salary.

**Travel Allowance:** If the distance from home to place of work is more than 10 km one way, employee receives travel allowance in amount of 0.13€ per 1 km.

**Benefit Plus (Cafeteria):** Credit up to 480€ per year for employee to spend on well-being activities/benefits of his/her choice.

**Sick leave Contribution:** Statutory sick leave payment applies during 1<sup>st</sup> month of sick leave. During 2<sup>nd</sup> and 3<sup>rd</sup> month of sick leave, onsemi compensates up to 80% of the employee gross average salary, in addition to statutory sick leave payment. From 4<sup>th</sup> to 12<sup>th</sup> month of sick leave onsemi compensates up to 70% of the employee gross average salary, in addition to statutory sick leave payment.

**Medical Time off:** In cases of sudden illness, employees can use 3 out of 7 days within doctor's visit entitlement without doctor's certificate.

**Bridge Day:** Employees are granted additional day off, if public holiday falls on Saturday or Sunday. Additional day off can be withdrawn either during the calendar month in which the holiday occurred, or by the end of the following month.

**Award after 5 years of service:** Employee is granted one additional day off for each 5 years of active employment. Maximum entitlement is 3 days (15 years of service).

**13<sup>th</sup> salary:** 50% of one-month base salary, payable in November payroll cycle.

**Baby Bonus:** 500€ at the birth or adoption of child.

**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.

**Assistance upon death of an employee at the sum of her/his three average monthly salaries:** payable to immediate family: partner, child or parent.

**Assistance upon death of an immediate family member:** 500€ payable in case of death of a member of the employee's immediate family: partner, child or parent.

**Accident Insurance:** In case of an accident occurring during a business trip (100% paid by the employer):

- Lump sum of 3 x 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).
- Emergency medical benefits / services.

**Other Benefits:** Summer Picnic, Kids Camp, Health Days, St. Nicholas Party and End of the year celebration and present, volunteering and engagement activities throughout the whole year.

**Global Incentive Programs** (corporate policies):

- **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:** Employees in sales with commercial targets are eligible to commission. The target payout is a % 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:**

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