

## 2025 FINLAND BENEFITS SUMMARY

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

**Public holidays:** The employee is entitled to public holidays - 12 days maximum (there's no substitution if a holiday falls in a weekend).

**Vacation:** The employee is gathering 2 days per month from the 1st year of employment. After the 1<sup>st</sup> year of employment, the employee is gathering 2,5 days per month with a max of 30 days per year (4 weeks summer vacation and 1 week winter vacation). This in accordance with provisions of the Act on Annual Leave (Vuosilomalaki)

**Vacation pay:** The salary is paid in 12,6 installments, on a monthly basis. The vacation payment, representing 0.6 of the total 12.6 installments (50% of the vacation time salary), will be paid out partly with the February payroll, partly with the July payroll.

### Retirement:

- onsemi and employee contribute to the **statutory pension plan** (Varma in accordance with TyEL). The contributions are calculated on the base salary and paid out bonuses/commissions.

**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

**Healthcare (Mehiläinen):** covers statutory and preventive health care including general practitioners medical care and procedures.

In addition to this, medical specialist services, vaccinations, psychology services (only in case of crisis situations at the workplace where psychological help may be in place) and physiotherapy (max 1 treatment period including max 10 visits / year) are included.

### Disability:

**Sickness and Disability** – in case of illness, the 30 days is considered as waiting period. Thereafter, a sickness allowance is paid out by the Social Insurance (KELA).

#### Long Term Disability insurance

- After 300 days of disability, the employee can claim a disability pension (TyEL). This is applicable for persons who suffer from a disease and when it's considered that the disability will continue for at least one year. A full disability pension is payable if the working capacity has been reduced to at least 60%.

**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.

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

**Lunch vouchers:** Employees are entitled to lunch vouchers per working day. The employee is free to choose value of daily lunch vouchers. Level of personal contribution depends upon value of lunch vouchers.

**Sport vouchers:** The employee will receive a sport voucher of 400€ per year.

**Telework:** Employees whose position allows it, have on a voluntary basis the possibility to telework. Teleworking can be scheduled in consultation with the manager.

**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 on family, work, stress, financial and legal questions and is provided through an external service provider.