



2024 GERMANY BENEFITS SUMMARY

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

Public holidays: This varies between 10 to 14 days (there's no substitution if a holiday falls in a weekend)

Vacation: 30 days (20 days of legal holidays and 10 days of additional holidays) for a fulltime employee are earned during the calendar year (2.5 days per month).

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 (90.600 € for 2024) 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%.

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Global Incentive Programs:

Intellectual Property (IP) Award 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.

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