



2024 IRELAND BENEFITS SUMMARY

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

Public holidays: all employees will receive 9 paid public holidays per year.

Holidays:



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.

Car allowance: Employees with a salary grade 15 and higher are eligible to a 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, VP sales.

Sport and Social Club: in order to organize various types of sports and social activities for the employees onsemi pays to the club an amount of 44,30€/month per employee.

Bike to work scheme: This scheme is aimed at promoting healthier journeys to work and reducing environmental pollution. The scheme allows employees to purchase a bicycle and/ or related safety equipment from gross salary (salary sacrifice), thus benefiting from reduced tax, PRSI and income levies.

Lunch - onsemi contributes to the cost of the lunch at work.