



2023 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).

Vacation Vouchers: Employee after 24 months of service may receive reimbursement of up to 275€ net per year.

Bridge Day: Additional day off if a public holiday falls on Saturday or Sunday. Applicable only in the current or the following month. Employees are not entitled to a Bridge Day if they have not used all accrued vacation days from the previous calendar year.

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

Award after 5 years of active duty is one additional day off. Employee must first use all regular vacation days. Maximum entitlement is 3 days (15 years of service). Additional vacation must be taken by March 31st of the following year.

Meal Subsidy: The price of the electronic food vouchers or sum of the financial contribution is 7.15€. Employee copayment is 1.65€.

Annual Bonus (13th salary): 50% of one-month base salary, payable in November payroll cycle.

Attendance Bonus: 100€ every 6 months. Employees are not entitled to this bonus if they were absent due to sick leave, care for a family member, maternity/paternity leave, unpaid leave, or incurred another absence.

Travel Allowance: 0.13€ per 1km if the distance from home is more than 10 km one way. The upper limit for the evaluation is 150 km one way.

Relocation Bonus: 1000€ for new employees whose residence is more than 30 km from the workplace for the purpose of covering expenses related to relocation.

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. Employee is eligible for pension plan after 3 months of employment.

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

Birthday Bonus: 50€ paid annually in February.

Sick leave Contribution:

- First month of sick leave: only statutory sick leave payment applies. No contribution.

- 2nd and 3rd month of sick leave: in addition to statutory sick leave payment, onsemi compensates up to 80% of the employee gross average salary.
- 4th -12th month of sick leave: in addition to statutory sick leave payment, onsemi compensates up to 70% of the employee gross average salary.

Employee Assistance Program: To help with personal and work-related problematic situations and conflict resolution, support work-life balance, better self-knowledge and more, employees can utilize private sessions with psychological counselor within “Pocec” program.

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: Other activities are funded by the mandatory Social fund: Sports and relax activities, Summer Picnic, Kids Camp, St. Nicholas Party and End of the year celebration and Present.

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