

## 2023 FRANCE BENEFITS SUMMARY

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

**Bank Holidays:** 13 days paid holidays per year. In addition, onsemi designates 2 days of holiday per year before or after a bank holiday.

**Vacation:** 5 weeks per year (25 days for a full-time employee) acquired during a previous period and based on 2.08 days a month. In addition, as of 1 year of service for exempt and 5 years of service for non-exempt, employees are entitled to seniority days (from 1 to 4 days/year depending on seniority and exempt or non-exempt position).

**Flexible Workplace:** Employees whose position allows it, have on a voluntary basis the possibility to benefit from workplace flexibility. This workplace flexibility can be scheduled in consultation with the manager.

**Cafeteria and meal vouchers** - Toulouse employees have access to the cafeteria. onsemi bears a part of the cost of the meal. The employees of Vélizy receive one meal voucher per working day. onsemi bears 60% of the cost of the meal vouchers (total value = 8.80€).

**Works Council:** The works council proposes and participates in the financing of social and cultural activities.

**13th month:** The annual salary is paid in 13 times. The 13<sup>th</sup> month is paid as following: ¼ in June and the balance in November.

### Retirement:

- **Pension Plan:** Each employee is beneficiary of a pension plan. Contributions are paid through payroll by the employee (40%) and by onsemi (60%). The total contribution is 7,87% on slice 1 (3666€ for 2023) and 21,59% for the salary on slice 2.
- **Saving Plan (abondement)** - After 3 months of employment employees can save money each month through payroll. onsemi increases the saved capital as following: 150% up to 1300€ and 60% from 1301€ up to 3533.34€ saved by the employee per year (max employer contribution of 3290 €/year in total for 2023). The employees have the choice to invest the money in the PEG plan where the capital becomes available after 5 years OR in the PERECOL plan where capital / annuity is available at the time of retirement OR a combination of both.

**Healthcare:** Comprehensive healthcare benefits are available for the employee, spouse, domestic partner, and dependent children.

- The French Social Security takes in charge 70% of the main expenses of health, prescription drugs, dental, vision, surgery, healthcare, hospitalization.
- For the remaining amount (30%) and other medical expenses which are not taken in charge by the Social Security, ON subscribes, for each employee a healthcare Plan with GAN.
- GAN (private insurance) completes the coverage until a fixed amount for each item. The subscription to NOVALIS is mandatory. The contributions are paid 60% by the company and 40% by the employee.

### Disability/Life Insurance:

- **Disability** - The Social Security takes in charge 50% of the salary until a ceiling (slice A = 3666€ for 2023) for a max of 3 years.
- After one year of seniority, onsemi pays the difference for 3 months minimum and 6 months maximum (depends on seniority). During this period the employee receives 100% of his salary.
- After this period, once the indemnity is no longer 100%, Novalis is completing the salary (on top of the Social Security) to min 75% and max 90% of the salary. The % depends on the number of children, a work or non-work-related accident or maternity leave.
- For long term disability (after 3 years), the employee is paid by the Social Security. On top of this, Novalis is paying a % of the salary. The payout % depends on the type of disability

**Basic Life Insurance** - Insured by GAN and paid by onsemi and by the employee through the pay slip. In the event of death, the beneficiary (chosen by the employee when he subscribes) receives a capital or a widowhood

pension. The amount is based on the gross salary and different formulas can be chosen from (lump sum or lump sum + educational annuity).

**Global Incentive Programs / Benefits:**

- **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:** Sales employees with commercial targets are eligible to commission. The target payout is a percentage 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).
- **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.

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