



2021 AUSTRIA BENEFITS SUMMARY

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

Public holidays: Employees are entitled to 13 paid public holidays per year.

Vacation: Full time employees are entitled to 25 days (5 weeks) up to 25 years of service, 30 days (6 weeks) over 25 years of service.

Retirement (including survivor's pension): Employee are eligible to join the ON Semiconductor Retirement Plan after he/she has successfully completed 3 months of service. Contributions amount to 3,5% for salary up to social security ceiling and 5,5% for the portion of salary above the social security ceiling and are fully funded by the employer. The annual social security ceiling amounts to 75.180 € per year (for calendar year 2020). The pensionable salary is base salary plus commission or corporate bonus payouts.

Life and Accidental Death & Disability:

ON Semiconductor provides a group accident insurance and a life insurance plan. The coverage is based on the employee's base salary and 100% paid by ON Semiconductor.

Accidental Death and Disability

- In case of occupational or non-occupational accident:
 - Lump sum of 2 x annual base salary payable in the event of accidental death
 - Lump sum of 4 x annual base salary payable in case of accidental permanent disability (100%)
- In case the accident occurs during a business trip:
 - Lump sum of 3 x salary payable in the event of accidental death (limit 1,000,000\$)
 - Lump sum between 25% & 100% of the lump sum paid out in case of accidental death, in the event of accidental permanent disability

Life insurance: lump sum benefit of 2 x annual base salary.

Company car: The employees with a salary grade 15 and above are eligible to a company car. 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. The lease budget is available in the country specific annex of the EMEA car policy.

Fuel Card: Employees with a company car are entitled to a fuel card. The fuel card can only be used in Austria and the surrounding countries.

Bonus: Employees (non-sales) as of job grade 9 are eligible to the corporate bonus program. The target payout is a % of the base salary and linked to the pay grade.

14 installments / year (statutory): The 13th and 14th months' payments are paid in June and November. For both payments, pro rata computation may apply in first year of employment.

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).