



## 2019 CHINA BENEFITS SUMMARY – SALES AND R&D OFFICES

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

**Holidays:** Eleven (11) paid mandatory holidays per year.

**Vacations:**

1 < YOS ≤ 5 years      15 days paid annual leave  
5 < YOS ≤ 10 years    17 days paid annual leave  
10 < YOS years        20 days paid annual leave

**Retirement:** According to local regulations, ON Semiconductor provides social security insurance including Pension, Medical, Unemployment, Work injury, Maternity and Housing fund.

**Leaves with pay:**

Sick Leave – 1.25 days per month  
Breast feeding leave – 1 hour per day  
Funeral Leave – 1 to 3 days  
Marriage Leave – base on local rules and regulations  
Maternity Leave – base on local rules and regulations  
Paternity Leave – base on local rules and regulations  
Miscarriage Leave – base on local rules and regulations

**Supplementary Benefits:**

➤ **Medical Insurance:**

✓ **Supplemental medical insurance:**

100% reimbursed for employees covered by the State's statutory social insurance scheme for outpatient & emergency and inpatient.

✓ **Critical Illness insurance:**

- 100% reimbursed for employees covered by the State's statutory social insurance scheme for outpatient & emergency and inpatient.
- One-off critical illness amount is RMB 300,000.

✓ **Dental Insurance:** 100% reimbursed for employees covered by the State's statutory social insurance

✓ **Child insurance:** 50% reimbursed for employees' children under 18 years old

✓ **Hospitalization allowance:** CNY 200/day for accident injury caused, accumulated insurance days in a calendar year are 180 days.

✓ **Annual physical check:** once a year

➤ **Life Insurance:**

✓ **Term Life:** Claim amount is 36 times of monthly salary

✓ **AD & D:** Claim amount is 36 times of monthly salary

➤ **Others**

✓ **Flexible benefits:**

Annual maximum RMB 1200 flexible benefits

Wedding allowance at RMB 800

New Birth allowance at RMB 500

✓ **Festival Gift/ Special Event Gift**

Chinese New Year Gift and Mid-Autumn Day Gift at total RMB 500

✓ **Long Service Award**

5 Years: USD 300 Cash

10 Years: USD 500 Cash

15 Years: USD 800 Cash

20 Years: USD 1000 Cash

25 Years and so forth: USD 1300 Cash

Employee must be employed through the end of the year 31 Dec and must be on China payroll on the day of payment to receive service award.

**Other Benefits:**

**Staff Recreation Committee (SRC)** - Every site in China has its Staff Recreation Committee. The committees will organize various employee activities. Such as: birthday party, outing, team building, annual dinner, etc.

**Education Assistance** - In order to support the Company's philosophy in learning and development, ON Semiconductor provides "Education Assistance Program".

- Career Development Training Courses - 75% sponsorship for applications if training is more for development purpose and aligned with career plan. For company initiated development training, 100% sponsorship could be considered. The maximum amount of sponsorship is USD 5,250 per program.
- Job Related Training Courses - 100% sponsorship for applications that fully meet approval criteria and are job critical. The maximum amount of sponsorship is USD 5,250 per program.
- Executives Training Courses-Within each organization, a select number of individuals may be identified to participate in special executive programs. Funding for such programs will be tied directly to the availability of departmental funds and the need for the identified individual's professional development. Executive Training Course, employee whose job grade is 14 or above, and the most recent organizational talent review indicating that the employee is rank in box 1, 2. Executive training courses may be granted tuition reimbursement for the full incurred amount with prior approval.

**Global Educational Opportunities Program (GEO)** - In an effort to provide employees the opportunity to improve their potential for advanced opportunities, ON Semiconductor provides "Global Educational Opportunities Program", ("GEO Program"). Through the GEO Program, qualified employees may be eligible to receive monetary assistance from the company when seeking advanced diplomas and degrees.

- The Degree Seeking - This type of training is formal education requested by the employee, with the intention of receiving a diploma or university degree (Associates level up through PH.D). The maximum reimbursement during a calendar year is capped at \$5,250 USD.

- The Sponsored Plan - Individuals at grade 16+ may be nominated by the management group to participate in accelerated Masters or Ph.D. level programs. The maximum reimbursement during a calendar year is one half the tuition cost (books, fees or other costs are not eligible for reimbursement). If an employee on the Sponsored Plan voluntarily leaves ON Semiconductor employment for any reason, s/he agrees to repay all monetary assistance received during the prior 24 month period.
- The “Degree Seeking” and “Sponsored Plan” components are not mandatory requirements for any position in the company. Employee participation is voluntary.