



2018 NETHERLANDS BENEFITS SUMMARY

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

Public holidays: The employee is entitled to 7 public holidays + 1 public holiday of Liberation Day that occurs every 5 years. There's no substitution if a holiday falls in a weekend.

Vacation: The employee is entitled to 24 days holiday on a yearly base. In addition to this holiday right, the employee is also entitled to 48 ATV (reduced working time) hours on yearly base.

Retirement / Death / Disability insurance:

- Retirement benefit at retirement age:
 - Contributions are 100% paid by employer and following the below matrix:
 - 21 up to 24y 3,14% of the pensionable salary
 - 25 up to 29y 3,75% of the pensionable salary
 - 30 up to 35y 4,58% of the pensionable salary
 - 35 up to 39y 5,61% of the pensionable salary
 - 40 up to 44y 6,84% of the pensionable salary
 - 45 up to 49y 8,39% of the pensionable salary
 - 50 up to 54y 10,30% of the pensionable salary
 - 55 up to 59y 12,77% of the pensionable salary
 - 60 up to 64y 16,01% of the pensionable salary
 - 65 up to 67y 19,07% of the pensionable salary
 - Pensionable salary = base salary (incl. holiday premium) + variable pay – state pension (AOW). The salary (base plus variable pay minus AOW) taken into account has been capped at 105.075€ (2018) by the pension legislation.
 - At retirement age, the accrued reserves are used to buy old age pension and/or partner pension (to maintain death cover after retirement age). It's the employee's decision of he/she wants to cover both or buy 100% old age pension (payable in annuities).
- Death in service benefit (before retirement age):
 - Partner pension
 - Orphan's pension
 - Temporary partner pension ('nabestaandenoverbruggingspensioen')
- Disability / sickness:
 - First year: ON Semi will pay 100% of the base salary taking into account the indemnities that were paid out by the Dutch social security authorities (WIA).
 - Second year: ON Semi will pay 70% of the base salary taking into account the indemnities that were paid out by the Dutch social security authorities (WIA).
 - After 2 years: a disability pension is payable by the insurance covering 10% of the salary up to the WIA ceiling and 70% of the salary above the WIA ceiling (capped at 200.000€).

Worldwide accident insurance (ACE): 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 the employer.

Supplementary Salary: The salary is paid in 12,96 installments. The vacation payment, representing 0.96 of the total 12.96 installments (8% of the annual base salary earned in the period June 1 - May 31) is payable in May.

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 and VP sales. The lease budget is available in 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 the Netherlands and the surrounding countries.

Restricted Stock Units (RSU): 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 grad 12 and above).

Bonus: Employees (non-sales) as of grade 11 are eligible to the corporate bonus program. The target payout is a % of the base salary and linked to the pay grade.