



2018 SLOVAKIA BENEFITS SUMMARY

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

Public Holidays: Employees are entitled to 15 public holidays. If a public holiday falls on a Saturday or a Sunday, the employee is entitled to an additional day off. When approved, the employee must use this additional day off either during the calendar month in which the public holiday occurred or by the end of the following month.

Vacation: Employees are entitled to 20 days of vacation (25 days as from the age of 33).

Award after 5 years of active duty is 1 additional day. This vacation is awarded calendar year which follows the anniversary year. Employee must first use all regular vacation days. Maximum entitlement is 3 days (after 15 years). Additional vacation can be taken by 31 March of the following year at latest.

Retirement: The complementary pension insurance is a program designed for employees who have been employed by ON Semiconductor for more than 3 months. The company contributes 3% of the gross salary with a maximum of 1.5 times the employee's contribution.

Short term disability (illness policy): ON financially supports employees during the periods of illness

- 1st month of illness: statutory illness benefit
- 2nd and 3rd month of illness: on top of the illness benefit paid by social security, ON completes up to 80% of the gross salary
- 4th -12th month of illness: on top of the illness benefit paid by social security, ON compensates up to 70% of the gross salary

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.

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 Slovakia and the surrounding countries.

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

12,50 installments / year (statutory): A year-end premium that is equal to 50% of one month base salary which is paid in November payroll cycle.

Meal Subsidy: Lunch is served daily in a cafeteria, the employee contributes 0,8€. Vouchers are provided to employees of the afternoon shift.

Transportation Allowance: The company covers part of the costs of commuting 0.11 EUR per 1km (if the distance is minimum 10 kilometer one way).

Relocation Bonus: In order to cover relocation / commuting expenses, a one-time bonus of 1000€ is offered to new employees who are living more than 30 kilometers from the ON workplace.

Attendance Bonus: Employees who do not miss a single day or only a part of one day during a period of half a calendar year receive a bonus of 100€. Payment of this bonus is subject to the following conditions:

- Employees are entitled to this bonus if they used vacation days or the so-called "paragraph" (visit to the doctor or another substantiated personal obstacle as defined by Paragraph § 141 of the LC);

- Employees are not entitled to this bonus if they (for as short as a part of a day) were on sick leave, nursed a family member, were on maternity/paternity leave, unpaid leave, or incurred another absence; and
- Employees hired during the monitored period of six months are entitled to a partial bonus according to the number of full months worked.

Baby Bonus: At the birth of the first child the employee receives a bonus of 220€

Bridge Day. Employees are entitled to a day off if a public holiday falls on a Saturday or a Sunday.

Employee of the year is an award for outstanding contribution during the year. Employees are announced by the local management and the bonus consists of 500 € and 5 days of vacation. Global nominations and awards for employees announced by the corporate executives are coordinated by the corporation.

Other Benefits: Other activities are funded by the Social fund: Sports Club, Culture Club, Family Picnic, St. Nicholas Party and Christmas Party.