

2023 SPAIN BENEFITS SUMMARY

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

Legal holidays: The employees are entitled to the legal holidays as announced by the government. These may vary from year to year or province to province but cannot exceed 14 days.

Vacation: The employees are entitled to 30 days of paid vacation (for a full-time employment) per year after a year of continuous employment.

Salary: The extra pays (June, July and December) as established by the collective bargain agreement (CBA) are included in the monthly salary.

Health insurance: The employer provides a private health insurance for employees and their family members. The premium is paid for 100% by the employer and a taxable benefit is reported in payroll.

Life & Accident insurance: The employer provides a life insurance to the employees (paid for 100% by the employer). Taxable benefit is reported in payroll.

- **Life coverages:**
 - Death by any cause: 2 times gross annual salary
 - Total permanent disability by any cause: 2 times gross annual salary
- **Accident coverages:**
 - Death by accident: 2 times gross annual salary
 - Death by traffic accident: 2 times gross annual salary.
 - Total permanent disability by accident: 2 times gross annual salary
 - Total permanent disability by traffic accident: 2 times gross annual salary

Sick pay: Additional to what the law provides onsemi will pay 100% of the salary during the first three days of sickness.

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