



## 2019 TAIWAN BENEFITS SUMMARY

**Vacation:** According to Labor Standards Act, workers continue to work for the same employer or business entity for a certain period of time employees shall be granted annual leave on an annual basis on the following basis:

1. Three days for service of six months or more but less than one year.
2. Seven days for service of one year or more but less than two years.
3. Ten days for service of two years or more but less than three years.
4. Fourteen days for service of three years or more but less than five years.
5. Fifteen days for service of five years or more but less than ten years.
6. One additional day for each year of service over ten years up to a maximum of thirty days.

ON Semiconductor provides 15 supplementary annual leaves in each calendar year with pay. New employees will earn the supplementary annual leaves during their first vacation year of employment on a pro-rated basis.

**Retirement:** Labor Pension Act (LPA) requires employers to make contributions equal to no less than 6% of pay to employees' LPA sub-account monthly. Employees can make no more than 6% of pay on voluntary basis and be current year income tax deductible. LPA normal retirement is 60 years of age. Benefit can be paid under annuity form for LPA participation of no less than 15 years. Survivors benefit or retirement with less than 15 years of LPA participation will be made in lump sum.

### Healthcare:

**National Health Insurance / Labor Insurance** - Employees and employers are required to contribute certain amounts according to the premium calculation methods. All employees are covered from comprehensive national health insurance and labor insurance benefits. During the insured term, in case of illness, injury or maternity the benefits shall be provided under the provisions.

**Physical Examination** - ON Semiconductor offers physical examination package to employees per year.

**Employee health care promotion** - ON Semiconductor provides regular health topics, employee health care promotion seminars in Taiwan Offices.

**Life/Disability Insurance:** ON Semiconductor provides insurance coverage of Term Life, Accident Death & Dismemberment, Dread Disease, Medical Reimbursement, Hospital & Surgical, Outpatient, and Group Occupation Hazard Insurance for all employees. Benefit scheme covers Hospital & Surgical for employees' dependents.

### Other Benefits:

**Welfare Fund** - ON Semiconductor set-asides and allocates employees' welfare funds to process and handle employees' welfare business. Base on the welfare fund, employees can enjoy training activities, travel activities; festival subsidy, birthday party, company outing, annual dinner, and family day, etc.

**Car Plan** - The Company provides car plan to employees who drive their own car for work and business purpose. From Y2018, the eligibility for joining car plan is Employee's job grade 11 and above. Car Plan includes Car Allowance, Car Insurance according to the car status and capacity. Employees who joined Car Plan can also apply for Mileage Claim when they drive their own car for business purpose.