



## 2023 CZECH REPUBLIC BENEFITS SUMMARY

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

**Vacation:** A full-time employee is entitled to 25 days a year.

**Public Holidays:** The employee is entitled to 13 public holidays in 2023. When the public holiday takes place on a weekend day (3 days in 2023), the employee is free to take up this day whenever he prefers within the calendar year. This is applicable to employees with flexible working hours, with a contract beginning at the latest the first working day in the given year (or after one year).

**Healthcare (National Health Insurance):** All employees are covered by compulsory national health insurance and labor insurance. In case of illness, injury or maternity, the benefits shall be provided under the provisions of the insurance plan.

### Sickness Policy

- x Company is completing the net salary (on top of the Czech Social Security) up to 80% of the net salary for the first 6 months of an employee's sick leave.
  - if employee commutes more than 10 Km.
- x For employees who decided to relocate from a different region, the company contributes to home rent

porate incentive plan. The target payout is a % of the base salary and linked to the pay grade.

**Manufacturing Incentive Plan:** Active employees working in the operations group are eligible to the manufacturing bonus. The target payout is one month pay (8,3 %).

**Meal Subsidy:** Company canteen and meal subsidy on an average of 106 CZK per lunch taken in the company meal subsidy in value of 106 CZK (acceptable in external restaurants).

**Cultural Activities Support:** The employee receives an annual contribution for culture and sports approximately 2400 CZK per employee per year. The employee becomes eligible after the probation

**Seniority Award:** Employees receive a monthly company contribution for sport and culture activities (applicable for health programs...) when reaching each 5 years anniversary of service at onsemi Czech Republic.

<b>The duration of employment (years)</b>	<b>Monthly contribution</b>
5-10	150 CZK
10-15	300 CZK
15-20	450 CZK
20-25	600 CZK
25-30	750 CZK
30 and more	900 CZK

**Children recreation:** The employee receives an annual contribution for children recreation of max 1500 CZK per child per year. The employee becomes eligible after the probation period.

**Social assistance in case of the death of Employee:** In the case of the death of an employee in an employment relationship, the employer will provide social assistance in the amount of 30,000 CZK to the spouse and each dependent child of the employee.

**Global Incentive Programs** (corporate policies):

**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:** Employees in sales with commercial targets are eligible to commission. The target payout is a % of the total target compensation.