



## **2024 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.

**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.

**Retirement / Death / Disability insurance:**

Retirement benefit at retirement age:

Contributions are 100% paid onsemi and following the below matrix:



## **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.

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