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### 2023 FRANCE BENEFITS SUMMARY

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

**Bank Holidays:** 13 days paid holidays per year. In addition, onsemi designates 2 days of holiday per year before or after a bank holiday.

**Vacation:** 5 weeks per year (25 days for a full-time employee) acquired during a previous period and based on 2.08 days a month. In addition, as of 1 year of service for exempt and 5 years of service for non-exempt, employees are entitled to seniority days (from 1 to 4 days/year depending on seniority and exempt or non-exempt position).

**Flexible Workplace:** Employees whose position allows it, have on a voluntary basis the possibility to benefit from workplace flexibility. This workplace flexibility can be scheduled in consultation with the manager.

**Cafeteria and meal vouchers** - Toulouse employees have access to the cafeteria. onsemi bears a part of the cost of the meal. The employees of Vélizy receive one meal voucher per working day. onsemi bears 60% of the cost of the meal vouchers (total value = 8.80€).

**Works Council:** The works council proposes and participates in the financing of social and cultural activities.

**13th month:** The annual salary is paid in 13 times. The 13<sup>th</sup> month is paid as following:  $\frac{1}{4}$  in June and the balance in November.

#### Retirement:

- **Pension Plan:** Each employee is beneficiary of a pension plan. Contributions are paid through payroll by the employee (40%) and by onsemi (60%). The total contribution is 7,87% on slice 1 (3666€ for 2023) and 21,59% for the salary on slice 2.
- **Saving Plan (abondement)** - After 3 months of employment employees can save money each month through payroll. onsemi increases the saved capital as following: 150% up to 1300€ and 60% from 1301€ up to 3533.34€ saved by the employee per year (max employer contribution of 3290 €/year in total for 2023). The employees have the choice to invest the money in the PEG plan where the capital becomes available after 5 years OR in the PERECOL plan where capital / annuity is available at the time of retirement OR a combination of both.

**Healthcare:** Comprehensive healthcare benefits are available for the employee, spouse, domestic partner, and dependent children.

- The French Social Security takes in charge 70% of the main expenses of health, prescription drugs, dental, vision, surgery, healthcare, hospitalization.
- For the remaining amount (30%) and other medical expenses which are not taken in charge by the Social Security, ON subscribes, for each employee a healthcare Plan with GAN.
- GAN (private insurance) completes the coverage until a fixed amount for each item. The subscription to NOVALIS is mandatory. The contributions are paid 60% by the company and 40% by the employee.

#### Disability/Life Insurance:

- **Disability** - The Social Security takes in charge 50% of the salary until a ceiling (slice A = 3666€ for 2023) for a max of 3 years.
- After one year of seniority, onsemi pays the difference for 3 months minimum and 6 months maximum (depends on seniority). During this period the employee receives 100% of his salary.
- After this period, once the indemnity is no longer 100%, Novalis is completing the salary (on top of the Social Security) to min 75% and max 90% of the salary. The % depends on the number of children, a work or non-work-related accident or maternity leave.
- For long term disability (after 3 years), the employee is paid by the Social Security. On top of this, Novalis is paying a % of the salary. The payout % depends on the type of disability

**Basic Life Insurance** - Insured by GAN and paid by onsemi and by the employee through the pay slip. In the event of death, the beneficiary (chosen by the employee when he subscribes) receives a capital or a widowhood