



2025 BENEFITS SUMMARY TURKEY

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

Public holidays: Employees are entitled to the legal public holidays.

Vacation: Employees are entitled to 20 days of vacation (for a full-time employment).

Salary: The salary is paid in 12 installments.

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

Healthcare insurance: onsemi provides a private healthcare insurance to the employees (paid for 100% by onsemi).

Employee Assistance Program (EAP): The company provides in an Employee Assistance Program which can be used by the employee and family members living in the same household. This service covers confidential support of family, work, stress, financial and legal questions and is provided through an external service provider.

Global Incentive Programs / Benefits:

- **Science & Technology publications program**
- **Patent recognition program**
- **Corporate Incentive Plan (CIP):** 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 (SIP):** Sales employees with commercial targets are eligible to commission. The target payout is a percentage of the total target compensation.
- **Accident Insurance:** In case of an accident occurring during a business trip (100% paid by the employer):
 - Lump sum of 3 x 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)
 - Emergency medical benefits / services

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.
- **Car allowance:** The employees with a salary grade 15 and higher are eligible to a 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, VP sales. Current car allowances are:
 - Grade 9-10: 400€/month
 - Grade 11-12: 600 €/month
 - Grade 13-15: 800 €/month
 - Grade 16-18: 900 €/month
- **Fuel:** Reimbursement for actual business mileage through expense reporting (excl. home/work distance)