



2023 CHINA BENEFITS SUMMARY – ONSZ (Manufacturing Site)

Holidays: Eleven (11) paid mandatory holidays per year

Vacation: Ten (10) to Seventeen (17) paid annual leave days per year subject to service years in the company.

Leaves:

- Sick Leave
- Marriage Leave
- Maternity Leave
- Lactation Leave
- Paternity Leave
- Birth control Leave
- Abortion Leave
- Bereavement Leave
- Health Check-up Leave (half-day leave for female employees)
- Parental Leave
- Parents Nursing Leave

Social Insurance & Housing Fund: Follow local regulations and provide social security insurance including Housing fund, Pension, Medical, Unemployment, Work injury and Maternity

Supplementary Benefits :

Insurance category		Benefits Item	Sum Assured	
			General staff of P.R.C	Manager of P.R.C.
Term Life		Disease Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
Accidental Death and Disability		Accidental Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
		Accidental Disability Insurance		
		Accidental Medical Insurance	RMB 20,000	RMB 40,000
Health Medical Insurance	Expenditure	Outpatient, Emergency Medical Insurance	/	RMB 15,000
		Supplementary Inpatient Medical Insurance	/	RMB 50,000
	Allowance	Critical Illness	RMB 50,000	RMB 200,000
		Subsidy for work injury	Daily wages issued on the day of insurance accident * lost days	

Condolence: An allowance is granted to the employee in case of death of spouse, children, parents, grandparents, and/or siblings

Meal: Provides canteen facilities with outsourcing of catering services with free meal

Transportation: Provides transportation allowance for employee (No shuttle bus is provided)

Long Service Awards: Employees are eligible for a long service award upon completing the 5th year, 10th year, 15th year.

Other Benefits/Subsidies:

- Birthday gift
- Marriage gift
- Childbirth gift
- Mid-Autumn Festival gift
- Dragon Boat Festival gift
- New Year gift
- Labor Union will organize various employee activities, such as: outing, team building, annual dinner, yearly health check-up for female employees and bi-yearly health check-up for male employees, etc.