



2025 CHINA BENEFITS SUMMARY – ONSC (Manufacturing Site)

Holidays: Thirteen days paid mandatory holidays per year.

Vacation: Ten to Seventeen vacation days per year subject to year of service upon completion of probationary period.

Leaves:

- Sick Leave
- Marriage Leave
- Maternity Leave
- Paternity Leave
- Lactation Leave
- Birth control Leave
- Abortion Leave
- Parental Leave
- Parents Nursing Leave
- Bereavement Leave
- Distance Leave
- Employee Volunteer Leave

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

Supplementary Benefits: Provide Commercial Insurance as following coverage

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	Outpatient, Emergency Medical Insurance	/	RMB 15,000
	Supplementary Inpatient Medical Insurance	/	RMB 50,000
	Critical Illness	RMB 80,000	RMB 200,000

Healthcare: Free Physical Check once a year.

Housing: Provides dormitory or housing subsidy.

Meal: Provides canteen facilities with outsourcing of catering services and meal subsidy.

Transportation: Provides shuttle bus for employee commute.

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

Long Service Awards: Employees are eligible for a long service award upon completing the 5th year, 10th year, 15th year, 20th year, 30th year.

Other Benefits/Subsidies:

- Birthday gift
- Marriage congratulatory allowance
- Childbirth congratulatory allowance
- Mid-Autumn Festival gift
- Dragon Boat Festival gift
- New Year gift
- Retirement gift
- Organize various employee activities, such as: outing, team building, annual dinner, etc.