



2025 JAPAN BENEFITS SUMMARY

Annual Paid Vacation: Fifteen (15) annual leave days (ALDs) in the first year (if the join date is later than June 30, seven (7) working days). Sixteen (16) ALDs are granted on January 1st of the next calendar year, and the number of annual paid leave granted is increased by one day every year until it reaches twenty (20)ALDs.

Summer Paid Vacation: Employee except some shift worker in Aizu can take five (5) summer vacations between July 1 and September end every year on own discretion.

Retirement:

- Public Pension: Japanese government provides Social Insurance System (Pension Insurance) to support pension benefits. Company contributes 50% of the pension premium.
- Retirement Program: Different programs are applied to regular employees based on their legal entity. ONJ and Aizu provide the same program which is a combination of DC and Cash Balance Plan. OSJ provides DB, RAP and DC program while OSNC provides DB and RAP.

Healthcare: Japanese government provides Social Insurance System (Health Insurance) to support medical benefits via Health Insurance Union. ONJ and Aizu join Tokyo-to Denki HIU while OSJ and OSNC join SANYO HIU.

Leave:

- Child Care Leave: Employee who raises the child until the child becomes 2 years old is eligible for the leave with no pay.
- Nursing Care Leave: Employee who gives care to the family is eligible for the leave up to one year with no pay
- Maternity Leave: 8 weeks before and 8 weeks after childbirth with no pay

Bereavement:

- Parents, Spouse, Child and spouse's parents: 5 days
- Grandparents, Sibling, grandchild: 3 days
- Other relatives within 3rd degree of relationship: 2 days

Disability/Life Insurance:

- Death, AD&D: General Welfare Group Term Insurance and Group Accident Insurance
- Business Travel Accident: Business overseas travel accident by Corporate worldwide policy

Other Benefits:

- Property Accumulation Saving: Employee can participate in this saving program on own discretion. The interest for this saving is non-taxable up to a certain amount.

Allowance:

- Commuting: actual expense
- Overtime: 130% of hourly rate according to actual hours which is over 7.67hrs/day for all sites