



## 2026 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.
  - Aizu Employee Engagement Program: Aizu employees can join site-sponsored activities and events to promote networking and communication across teams.
  - Company Housing for Relocation (Shataku): Employees who are required to relocate due to a transfer may be eligible for company-provided housing (e.g., family housing, single assignment housing, or single housing) in accordance with the Company Housing

Management Rules.

- Annual Health Checkup: Employees are provided with an annual health checkup in accordance with applicable laws and company policy.
- Mental Health (Stress) Check: Employees may be eligible for an annual stress check and related follow-up support.
- EAP (Employee Assistance Program): Confidential counseling support is available through the EAP consultation desk.
- Aizu Employee Cafeteria: A cafeteria is available on the Aizu site for employees' meals.

**Allowance:**

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