



2019 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
- Nursing Leave
- Paternity Leave
- Funeral 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 40,000	RMB 200,000
		Work loss	Wages should be issued on the day of wages * lost days	

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

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 3th year, 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, Health check-up (Bi-yearly) etc.



2019 CHINA BENEFITS SUMMARY – ONSC (Manufacturing Site)

Holidays: Eleven (11) paid mandatory holidays per year

Vacation: Five (5) to Sixteen (16) vacation days per year subject to year of service upon completion of probationary period.

Leaves:

- Sick Leave
- Marriage Leave
- Maternity Leave
- Paternity Leave
- Birth control Leave
- Abortion Leave
- Bereavement Leave
- Distance 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:

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 40,000	RMB 200,000
		Work loss	Wages should be issued on the day of wages * lost days	

Healthcare: Free Physical Check once a year; Provide Commercial Insurance as following coverage.

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 spouse, child and/or parents

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

Other Benefits/Subsidies:

- Birthday gift
- New Year gift
- Retire gift.
- Organize various employee activities, such as: outing, team building, annual dinner, etc.



2019 CHINA BENEFITS SUMMARY – LPS (Manufacturing Site)

Holidays: Eleven (11) paid mandatory holidays per year + two days company days

Vacation: Five (5) to twenty (20) paid annual leave per year subject to employee's accumulative working years upon completion of probationary period.

Retirement: Follows local regulations and provides social security insurance including Housing fund, Pension, Medical, Unemployment, Work injury and Maternity

Leaves:

Full Pay Leave	Part Pay Leave	No Pay Leave
Sick Leave	Sick Leave	Personal Leave
Marriage Leave	Pregnancy Leave(after 6 months)	Pregnancy Leave(before 6 months)
Juridical Leave		
Maternity Leave		
Paternity Leave		
Monthly Check for Pregnancy		
Rejoin Leave		
Birth Control Leave		
Home Visit Leave		
Funeral Leave		

Commercial Medical insurance: provide to employees free of charge, the maximum claim amount is RMB 2500 for outpatient, RMB 15000 for inpatient; provide to employee's children, need paid by employee themselves, the maximum claim amount is RMB 2000 for outpatient, RMB 25000 for inpatient.

Supplemental Medical Insurance: 100% reimbursed for employees covered by the State's statutory social insurance scheme for inpatient. The maximum claim amount is RMB300000.

Disability/Life Insurance: For death, the maximum claim amount is 84 times of monthly basic salary, for disability, the maximum claim amount is 96 times monthly basic salary.

Housing: Provide dormitory.

Meal: Free meal

Meal Allowance: Every run shift employee will be granted a monthly amount of meal allowance

DL Living Subsidy: Every DL employee will be granted a monthly DL living subsidy.

Transportation: Provides transportation allowance for employee that lives in Banzhu dormitory.

Condolence: Company will provide a voucher as allowance to employee on death of his/her parents, spouse and children.

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

Other Benefits/Subsidies:

- Birthday gift
- Marriage gift
- Childbirth gift
- New Year gift
- Retire gift
- Employee Service Committee (ESC) – the committee will organize various employee activities, such as: outing, team building, annual dinner, etc.
- Education Assistance – Career development training courses and job related training courses.