

## 2023 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
- Lactation Leave
- Birth control Leave
- Abortion Leave
- Parental Leave
- Parents Nursing 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: 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	Expenditure		
	Outpatient, Emergency Medical Insurance	/	RMB 15,000
	Supplementary Inpatient Medical Insurance	/	RMB 50,000

