

Japan Benefit Plans & Programs

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INTRODUCTION

The following table provides you an overall picture of the Benefits Framework under different entities in Japan. More detailed site specific benefits defined at local will be presented by your Site HR Partner or recruiter.

JAPAN - BENEFIT PLANS & PROGRAMS

Site	Legal Entity	Benefit category	Benefit type	Benefit description
Tokyo, Fuji	NSKK, SJ, SSPJ	Perquisites	Club membership	Membership of external welfare called "Relo-Club". The benefit is provided by benefit service company, through which an employee can get some discount (e.g., 10% discount vs. listed price). The annual cost is 15,600 JPY per/ year / person.
Tokyo, Fuji	NSKK, SJ, SSPJ	Retirement	Pension / Savings plan	ABS x service-based contribution rate a year. Read more here
Tokyo	NSKK, SJ, SSPJ, SSCJ	Mobility / commuter benefits	Public transport allowance	Actual cost for commuter pass *Max 50,000 JPY a month
Fuji, Tokyo	All legal entities	Traditional benefits	Death	Death & total permanent disablement due to accident or illness
Fuji, Tokyo	All legal entities	Traditional benefits	Disability	Death & total permanent disablement due to accident or illness
Fuji, Tokyo	All legal entities	Traditional benefits	Other benefits / perquisites	Employees can claim 55,000 JPY once a year for private entertainment, training, children's education, etc.
Fuji, Tokyo	All legal entities	Perquisites	Jubilee / Service Award	• 5 years: 25,000 JPY • 10 years: 50,000 JPY • 15 years: 75,000 JPY • 20 years: 100,000 JPY • 25 years: 125,000 JPY • 30 years: 150,000 JPY • 35 years: 200,000 JPY • 40 years: 250,000 JPY
Fuji, Tokyo	All legal entities	Perquisites	Other benefits / perquisites	• Congratulatory, Condolence & Others ◦ Death Business death: 500,000 JPY, One pair of flowers & one pair of offerings ◦ Non-business death: 200,000 JPY, One pair of flowers & one pair of offerings ◦ Spouse: 100,000 JPY, One pair of flowers & one pair of offerings ◦ Parents or children: 50,000 JPY, One pair of flowers & one pair of offerings ◦ Parents of their second degree and spouse: 20,000 JPY & One pair of flowers ◦ Child still-birth: 20,000 JPY and One pair of flowers • Marriage ◦ Employee's marriage: 50,000 JPY ◦ Employee's child's marriage: 30,000 JPY • Birth ◦ First baby: 50,000 JPY ◦ After second baby: 30,000 JPY • Serious illness ◦ Employee or Employee's family: 10,000 or 20,000 JPY • Housing damage by disaster ◦ Total loss: 150,000 or 300,000 JPY ◦ Hald loss: 80,000 or 150,000 JPY ◦ Partial damage: 40,000 or 80,000 JPY
Fuji, Tokyo	NSKK, SJ, SSPJ	Perquisites	Other benefits / perquisites	Paid leave besides annual paid leave. Read more here.
Fuji, Tokyo	All legal entities	Perquisites	Personal Accident	Private labor insurance: Exceeded national insurance will be paid in case of labor accident & illness.

Fuji, Tokyo	All legal entities	Perquisites	Other benefits / perquisites	• 50,000 JPY will be paid when the employer or another company inheriting the right to obtain a patent first applies for a patent for a work invention. • 50,000 JPY will be paid when the work invention receives a patent registration in at least one of the patent offices of Europe, the United States, Japan, China or Korea (the earliest will be the subject) • Between the priority filing date and the expiration date of the patent, usage rewards are paid every five years while the invention is being implemented. • If the patent expires before the end of the five-year period, payment will be made when the patent expires.
Fuji	All legal entities	Perquisites	Medical (including dental /optical/ hospitalization /critical illnesses/ etc)	Company pays 5% of medical expenses for serious sick leave in case the government doesn't cover it.

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