



## 2024 CHINA BENEFITS SUMMARY – Suzhou factory (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
- Lactation Leave
- Paternity Leave
- Birth control Leave
- Abortion Leave
- Bereavement Leave
- Health Check-up Leave (half-day leave for female employees)
- Parental Leave
- Parents Nursing Leave
- Employee Volunteer 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 50,000	RMB 200,000
		Subsidy for work injury	Daily wages issued on the day of insurance accident * lost days	

**Condolence:** An allowance is granted to the employee in case of death of spouse, children, parents, grandparents, and/or siblings

**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 5<sup>th</sup> year, 10<sup>th</sup> year, 15<sup>th</sup> year and 20<sup>th</sup> 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, yearly health check-up for female employees and bi-yearly health check-up for male employees, etc.