



2024 THAILAND BENEFITS SUMMARY

- Holidays:** 15 paid holidays.
- Vacation:** Employees shall be granted 10 vacation days on a prorated basis for 1 to 3 years of service.
- Meal allowance:** Company provides meal THB600 per month for all employees
- Medical Insurance:** Employees, one legal spouse and their dependent children are eligible for Hospitalization & Surgical benefits accordance with the Health Plan Policy. We also cover dental up to THB3000 per year for employees.
- Group Life Insurance:** Employees are covered by Group Life Insurance accordance with the Company Policy
- Social Security fund:** Company pays the amount required by labor law to the social office for all employees
- Provident fund :** Company will set up a Provident fund scheme for all permanent employees and the company will contribute the announced rate which is based on the employee basic wage/salary not including the overtime and the other benefits amount. The company will contribute the following rate to the Provident fund scheme:

| Length of year service | Contribution |
|------------------------|--------------|
| • 1 – 3 years | 5% |
| • >3 years | 7% |

Others Benefits:

- **MonkHood Leave :** Company will pay THB1,000 to permanent male employees who enter the monk hood and this will be a one- time eligibility throughout the employment with company. They also eligible for 30 days paid leave during the monkhood.
- **Marriage:** Company will pay THB1,000 to permanent employees as a gift for marriage and this will be one time per employee throughout employment with the company.

- **Funeral Payment:**

- Company will pay THB5,000 to employee's family as funeral payment in case of employee dead and another THB1,000 for wreath and company will pay additional THB4,000 for co-host funeral ceremony.
- In the case of immediate family members dead, company will pay THB5,000 to employee's family as funeral payment and another THB1,000 for wreath and pay additional for THB4,000 for co-host funeral ceremony.
- In case of dead incident occurs in up country there will company representative sending the wreath to attend the funeral ceremony.

- **Long Service Award**

Employees in their fifth (5th), tenth (10th), fifteenth (15th), twentieth (20th), twenty-fifth (25th), thirtieth (30th) years of service or longer in multiples of five (5) years are eligible to receive the award. The service award will be as follows: -

| Years of service | Amount (THB) |
|------------------|--------------|
| 5 years | 5,000.00 |
| 10 years | 10,000.00 |
| 15 years | 15,000.00 |
| 20 years | 20,000.00 |
| 25 years | 25,000.00 |
| 30 years & Above | 30,000.00 |