

## 2026 HONG KONG BENEFITS SUMMARY

Holidays:	Seventeen (17) paid public holidays per year.
Vacation:	Fifteen (15) to Twenty-five (25) vacation days per year subject to grading and years of service upon completion of probationary period.
Supplementary benefit	Working from Home allowance
Retirement:	Mandatory Provident Fund (MPF).  Employer's mandatory and voluntary contribution of MPF Plan is 5% to 10% subject to the member's year of service and monthly income.
Healthcare:	Covering both hospitalization and outpatient for employee and dependents.
Outpatient:	<ul style="list-style-type: none"><li>• Generalist and out-patient specialist consultation: 40 visits per year</li><li>• Chinese Herbalist &amp; Bonesetter &amp; Acupuncture: 12 visits per year</li><li>• X-ray and laboratory test: provided per disability</li><li>• Vaccination: provided per year</li></ul>
Hospitalization:	Room & Board: Semi-Private Room
Body Check-up:	Routine Physical Examination including Eye Examination performed by Optometrist or Ophthalmologist
Dental Check-up:	<ul style="list-style-type: none"><li>• Oral Examination</li><li>• Scaling, Polishing and Cleaning</li></ul>
Leaves:	<ul style="list-style-type: none"><li>• Sick Leave</li><li>• Marriage Leave</li><li>• Maternity Leave (Full paid)</li><li>• Paternity Leave</li><li>• Compassionate Leave</li><li>• Jury Leave</li></ul>
Disability / Life Insurance:	36 months basic salary as a result of death, total permanent disability, accidental death, and dismemberment.
Critical Illness Insurance:	HK\$300,000 in case of death, or diagnosis of critical illness, or surgery for any of the covered surgeries