



2026 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 THB30 meals per workday to 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 benefits 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%

Leaves:

- **Sick Leave:** Employees can apply 30 working days paid leave per year
- **Hospital Leave:** 60 calendar days per year
- **Maternity Leave:** Female employees are allowed to take 120 calendar days per pregnancy.
- **Military Service Leave:** 60 calendar days
- **MonkHood Leave:** Employees are eligible for 30 days paid leave during the monkhood.
- **Government Liaison Leave:** 4 working days for contacting government
- **Marriage Leave:** 4 working days for one legal marriage per employment
- **Personal Leave:** 4 working days for immediate family members
- **Volunteer Leave:** 1 working day paid leave per year for volunteers at a charity.
- **Compassionate Leave:**
- 4 working days on the death of immediate family member.
- 3 working days in the event of immediate family members are hospitalized.

- **Paternity Leave:** 15 calendar days paid leave are granted to support lawful spouse who gives birth

Others Benefits:

- **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.
- **MonkHood service :** 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.
- **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