



2023 CHINA BENEFITS SUMMARY – SALES AND R&D OFFICES

Employees are eligible for most benefits programs on the first day of employment.

Holidays: Eleven (11) paid mandatory holidays per year.

Vacations: Fifteen (15) to twenty (20) days paid vacations subject to year of service

Leaves:

- ✓ Sick Leave
- ✓ Breast feeding leave
- ✓ Funeral Leave
- ✓ Marriage Leave
- ✓ Maternity Leave
- ✓ Paternity Leave
- ✓ Miscarriage Leave
- ✓ Parental leave
- ✓ Physical check leave
- ✓ Children's day leave

Commercial Insurance:

- ✓ Term Life
- ✓ Accidental Death and Disability
- ✓ Critical Illness insurance
- ✓ Supplemental medical insurance
- ✓ Children insurance
- ✓ Hospitalization allowance
- ✓ Maternity insurance
- ✓ Physical check

Supplementary Benefits:

- ✓ Flexible benefits
- ✓ Meal allowance
- ✓ Wedding allowance
- ✓ New Birth allowance
- ✓ Festival Allowance
- ✓ Long Service Award
- ✓ Children Benefit