

## 2023 TAIWAN BENEFIT SUMMARY

1. **Public Holidays:** All employees are entitled to Public Holidays as announced by the Government.
2. **Annual Leaves:** All employees shall be granted 3 to maximum 30 days which is subject to the year of service in compliance with the Labor Standards Act ("LSA").
3. **Additional Leaves:**
  - a) Supplementary Annual Leave (SAL)—1.25 days per month and total 15 days per year.
  - b) Floating Holiday—observed annually for 7 days
4. **Other Leaves:**
  - a) Sick Leave up to 30 days per year—15-day paid leave and 15 days at half-pay.
  - b) Others follow the Regulations of Leave-Taking of Workers.
5. **Group Insurance:** Term Life, Accident Death & Dismemberment, Critical Illness, Group Occupational Hazard Insurance and Medical Reimbursement includes Hospital & Surgical and Outpatient.
6. **Statutory Insurance/ Retirement:**
  - a) Labor Insurance
  - b) National Health
  - c) Retirement—All eligible employees are entitled to Old Labor Pension Fund or/and New Labor Pension Scheme.
7. **Wellbeing Program:**
  - a) Annual Physical Examination
  - b) Employee Assistance Program (EAP)
  - c) On-site Doctor and Nurse Consultation
  - e) Wellbeing Day
  - f) Health Seminar
  - g) New Born Baby Program
  - i) Gym Reimbursement\* (Zhubei office)
8. **Supplementary Benefits:**
  - a) Car Plan: Car Allowance, and Transportation Allowance, Car Insurance Reimbursement and Parking Space.
  - b) Company Festival Subsidy
  - c) Company Smart Phone
  - d) Internet Service Provider reimbursement
  - e) EWC benefits: club activities, travel activities, company outings, EWC festival subsidy, birthday party and subsidy for Hospitalization and Maternity, marriage and funeral subsidy, etc.