



2026 SINGAPORE BENEFITS SUMMARY

Holidays: Three (3) company holidays in addition to the eleven (11) statutory holidays per year

Vacation: Fourteen (14) to twenty (20) vacation days subject to years of service.

Social Security Contribution: Central Provident Fund (CPF) per legislation for employees who are Singapore Citizen or Singapore Permanent Resident.

Healthcare:

i. **Outpatient Medical**

For employees and eligible dependents in the event of general ailment or injury; includes

- General Outpatient Consultation
- Specialist Outpatient Consultation

Reimbursement subject to defined cap.

ii. **Medical Insurance**

Inpatient medical insurance for employees and eligible dependents (compulsory or voluntary cover based on job grade). Comprises:

- Basic Hospital & Surgical Insurance (GHS)
- Supplementary Major Medical Insurance (GMM)

iii. **Critical Illnesses**

S\$50,000 in the event of death or diagnosis of critical illness as listed in insurance policy

iv. **Maternity Benefits**

Female employees and spouses of male employees are eligible for maternity hospitalization benefits upon the employee's completion of 3 months service. Reimbursement subject to defined cap.

Flexi Benefits Subsidy:

For employees and eligible dependents. Includes general health screening, immunization/vaccination, vision care, dental care, pregnancy health screening, sports and wellness, holiday expenses.

Reimbursement subject to defined cap.

Disability/Life Insurance Coverage:

- **Total & Permanent disability:** 36 x monthly basic salary.
- **Death:** 36 x monthly basic salary
- **Accidental Death and Disablement:** 36 x monthly basic salary

Types of Leave:

- Sick Leave- 5 to 14 working days subject to year of service
- Hospitalization Leave- 15 to 60 calendar days subject to year of service including outpatient

sick leave

- Maternity Leave- 16 weeks upon 3 months' continuous service
- Paternity Leave- 2 weeks upon 3 months' continuous service
- Marriage Leave- 5 working days for 1st legal marriage upon 3 months' continuous service
- Compassionate Leave- 3 working days upon 3 months' continuous service
- Child's Marriage Leave- 1 working day upon 3 months' continuous service
- Childcare leave - 6 days for children aged below 7 years and 2 days for children at 7 years to 12 years old upon 3 months' continuous service
- Volunteer Leave
- Prolong Illness Leave- 6 months full pay, subsequent 6 months half pay and next to 12 months no pay
- Shared Parental Leave- 10 weeks shared between parents and consumed within the first 12 months from the child's birth or adoption date upon 3 months' continuous service.
- Adoption Leave- 12 weeks paid leave for adopting child below 12 months upon 3 months' continuous service

Others:

- **Annual Wage Supplement:** Equivalent to one month's basic salary for non-commissioned employees who have more than one full calendar year of service; pro-rata for incomplete year of service.
- **Winter Clothing Subsidy:** Reimbursement up to S\$300 every 24 months to location with temperature consistently below 10 degrees Celsius
- **Professional Body Membership:** 100% reimbursement of entrance fee and annual subscription fee to professional bodies related to work
- **Gift / Token:** Employee will receive gifts or condolence wreaths in the event of a marriage, the birth of a child, hospitalization, or the death of an immediate family member
- **Service Award:** Employee will receive service award if has been service with company for 5 years, 10 years, 15 years, 20 years and 25 years