



2026 KOREA BENEFITS SUMMARY

Holidays: Fifteen (15) paid public holidays and One (1) paid additional day per year

Vacation: Fifteen (15) to twenty five (25) vacation days per year subject to years of service per the Local Labor Standard Law.

Healthcare:

- Annual medical check-up
- Outpatient medical expenses
- Hospitalization expenses
- Dental expenses

Leaves and Allowances:

- Parental Leaves
- Family Care Leaves
- Congratulations and Condolence leaves and allowance
- Sick Leaves

Flexible Benefit(Spending Account) Plans:

- Basic points
- Festival points

Other Allowances / Subsidies:

- Cafeteria meal or Meal allowance
- Child education support
- Housing loan interest subsidy
- Long service award
- Hobby Club activities support
- Transportation allowance (for Sales office and Seoul design center)
- Physical leisure activity subsidy (for Sales office and Seoul design center)

Disability/Life Insurance:

- Group Life Insurance
- Accidental Death & Dismemberment
- Cancer & 2 Critical Illness
- Hospitalization/Outpatient (Employee/Spouse/Children)

Retirement Benefits

- Retirement Pension
- Individual Retirement Pension

Employee Stock Purchase Plan: Employees are eligible to participate in the Stock Purchase Plan