

2023 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 (including TCM)
- Specialist Outpatient Consultation
- Lab test & X-ray
- Accident & Emergency treatment at registered hospitals

Reimbursement capped at a defined annual quantum per employee.

ii. **Medical Insurance**

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

- Basic Hospital & Surgical Insurance
- Supplementary Major Medical Insurance

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 capped at a defined annual quantum per employee.

Other Types of Leave:

- Child Care Leave
- Maternity Leave
- Paternity Leave
- Marriage Leave
- Compassionate Leave
- Sick Leave

Others:

- i. **Annual Wage Supplement:** Equivalent to one month's basic salary for non-commissioned employees with one full calendar year of service; pro-rata for incomplete year of service.
- ii. **Disability/Life Insurance:** At 36 times of monthly basic salary; covers death or total permanent disability arising from illness or accident.
- iii. **Critical Illness Insurance :** S\$50,000 in the event of death or diagnosis of critical illness as listed in insurance policy.