

2022 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.