



2018 THAILAND BENEFITS SUMMARY

Employees are eligible for most benefits programs on the first day of employment

- Holidays:** 15 paid holidays.
- Vacation:** Employees shall be granted 10 vacation days on a prorated basis for 1 to 3 years of service.
- Meal allowance:** Company provides meal Baht 30 per working day for all employees who work on those days.
- Medical Insurance:** Employees, one legal spouse and their dependent children are eligible for Hospitalization & Surgical benefits accordance with the Health Plan Policy.

Group Life Insurance: Employees are covered by Group Life Insurance accordance with the Company Policy

Social Security fund: Company pays the amount required by labor law to the social office for all employees

Provident fund: Company will set up a Provident fund scheme for all permanent employees and the company will contribute the announced rate which is based on the employee basic wage/salary not including the overtime and the other benefits amount. The company will contribute the following rate to the Provident fund scheme:

| Length of year service | Contribution |
|------------------------|--------------|
| • 1 – 3 years | 5% |
| • >3 years | 7% |

Others Benefits:

- **MonkHood Leave :** Company will pay Baht 1,000 to permanent male employees who enter the monk hood and this will be a one- time eligibility throughout the employment with company.
- **Marriage:** Company will pay Baht 1,000 to permanent employees as a gift for marriage and this will be one time per employee throughout employment with the company.
- **Funeral Payment:**
 - Company will pay Baht 5,000 to employee's family as funeral payment in case of employee dead and another Baht 1,000 for wreath and company will pay additional Baht 4,000 for co-host funeral ceremony.
 - In the case of immediate family members dead, company will pay Baht 5,000 to employee's family as funeral payment and another Baht 1,000 for wreath and pay additional for Baht 4,000 for co-host funeral ceremony.
 - In case of dead incident occurs in up country there will company representative sending the wreath to attend the funeral ceremony.