



## 2025 CHINA BENEFITS SUMMARY – Suzhou factory (Manufacturing Site)

**Holidays:** Thirteen days paid mandatory holidays per year

**Vacation:** Ten to Seventeen paid annual leave days per year subject to service years in the company.

**Leaves:**

- Sick Leave
- Marriage Leave
- Maternity Leave
- Lactation Leave
- Paternity Leave
- Birth control Leave
- Abortion Leave
- Bereavement Leave
- Health Check-up Leave (half-day leave for female employees)
- Parental Leave
- Parents Nursing Leave
- Employee Volunteer Leave

**Social Insurance & Housing Fund:** Follow local regulations and provide social security insurance including Housing fund, Pension, Medical, Unemployment, Work injury and Maternity

**Supplementary Benefits:**

Insurance category	Benefits Item	Sum Assured	
		General staff of P.R.C	Manager of P.R.C.
Term Life	Disease Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
Accidental Death and Disability	Accidental Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
	Accidental Disability Insurance		
	Accidental Medical Insurance	RMB 20,000	RMB 40,000
Health Medical Insurance	Outpatient, Emergency Medical Insurance	/	RMB 15,000
	Supplementary Inpatient Medical Insurance	/	RMB 50,000
	Critical Illness	RMB 80,000	RMB 200,000

**Condolence:** An allowance is granted to the employee in case of death of employees, employees' spouse, children, parents, grandparents, and siblings

**Meal:** Provides canteen facilities with outsourcing of catering services with free meal

**Transportation:** Provides transportation allowance for employee (No shuttle bus is provided)

**Long Service Awards:** Employees are eligible for a long service award upon completing the 5<sup>th</sup> year, 10<sup>th</sup> year, 15<sup>th</sup> year, 20<sup>th</sup> year and 30<sup>th</sup> year.

**Other Benefits/Subsidies:**

- Birthday gift
- Marriage congratulatory allowance
- Childbirth congratulatory allowance
- Mid-Autumn Festival gift
- Dragon Boat Festival gift
- New Year gift
- Retirement gift
- Labor Union will organize various employee activities, such as: outing, team building, annual dinner, yearly health check-up for female employees and bi-yearly health check-up for male employees, etc.