

2025 VIETNAM BENEFITS SUMMARY

Holidays: Twelve (12) paid holidays per year

Vacation: Twelve (12) vacation days per year. Additional one (1) vacation day for two years of service

Retirement and Social Security Insurance: Follows Vietnam Social Insurance Law and provides social security insurance covers Pension, Medical, Unemployment, Work injury, Occupational disease, Death and Maternity Benefits.

Healthcare for Employees: Follows Vietnam Social Insurance Law and on top provides free Physical Check once a year and Healthcare insurance and Life insurance.

Healthcare for dependents: Follows Vietnam Social Insurance Law, on top to provide Healthcare insurance and Life insurance for children with maximum 2 children per employee.

Meal: Provides one (1) main meal per shift for employee at the company's canteen

Transportation: Provides commute allowance, company transport service on the first date of joining to the company.

Leave: The Company observes all mandatory required leave and other special leaves.

- Sick Leave
- Marriage Leave
- Maternity Leave
- Paternity leave
- Compassionate Leave
- Childcare Leave
- Pregnancy Check Leave

Other Allowances and Rewards: The Company provides the following allowances. For details information, refer to the regular employee communication materials.

- Transportation allowance
- Productivity allowance
- Molding allowance
- Crew Allowance
- Nursery allowance for female employees
- Special allowances for Wedding congratulations, condolence
- Service award
- Employee of the month, Employee of the Quarter
- Mobile phone allowance for management levels
- Referral Program