

2024 PHILIPPINES BENEFITS SUMMARY

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

Holidays Twelve (12) paid national regular holidays and Eight (8) national special holidays per year as provided under Proclamation No. 90 (2020 Declared Holidays).

Vacation Leave Minimum of 13 and maximum of 18 days depending on the years of service.

Sick Leave Minimum of 12 and maximum of 15 days depending on the years of service.

Retirement: The plan is 100% funded by the company.

Healthcare The plan provides a comprehensive health care coverage for employees and eligible dependents through Medicaid's accredited hospitals and doctors nationwide. The annual premium for six days a week on specified time schedules providing free medical consultations, emergency medicines, minor and first aid treatments and health counseling. As part of preventive health care, vitamins are provided to employees while on duty and all employees are required to undergo an annual medical exam at company's cost.

employees and dependents following the local guidelines.

Maternity Grant: Monetary Assistance is provided to regular female employees & legal spouse of male employees for miscarriage, normal delivery and for caesarian delivery.

Critical Illness Benefit 60% of Life, maximum of Php 1M

Burial Benefit -10% of Life (max of 100k)

OTHER BENEFITS:

- 13th month: The Company grants a 13th month pay equivalent to one (1) month's pay to all eligible employees provided that they worked for at least one (1) month during a calendar year.
- Mid-year Bonus: The company grants bonus equivalent to a maximum of half month base pay to all probationary and regular employees.
- Rice Allowance: The Company provides a monthly rice subsidy to all regular and probationary employees
- Meal Subsidy: The Company provides its employees with a meal allowance to partially cover daily