

A photograph of a family of three—a man, a woman, and a young child—lying on their stomachs and laughing joyfully. The man is wearing glasses and a grey t-shirt, the woman is wearing a blue top, and the child is wearing a pink top. The photo is overlaid with a blue tint and a white hexagonal grid pattern on the right side.

Benefits Summary

TAIWAN

These benefits apply to Greene Tweed employees located in Taiwan.

This document summarizes available benefits; however, additional terms, conditions, and limitations may apply.

STATUTORY BENEFITS

Bank/Public Holidays

Greene Tweed provides employees with paid time off for bank/public holidays.

Medical Coverage

All employed individuals are entitled within the state system. Greene Tweed makes competitive company contributions to the National Health Insurance.

Leave

Greene Tweed will provide employees with maternity, paternity, infant, sickness, and other leaves.

INSURANCE BENEFITS

Group Term Life and Group Medical Coverage

Greene Tweed offers all full time regular employees Group Term Life, AD&D, Group Hospital & Surgical and Group Occupation Hazard.

Business Travel

Greene Tweed will provide coverage for all medical costs due to an accident while traveling on company business outside Taiwan.

RETIREMENT BENEFITS

Employee Retirement/Labour Insurance

Greene Tweed offers Labour Insurance, a form of annuity retirement fund. We also offer a Retirement Fund (Pension). Greene Tweed makes competitive contributions to these funds. For more detailed contribution rates, please contact your HR Business Partner.

ADDITIONAL BENEFITS

Annual Leave Entitlement

In addition to the usual bank and public holidays, employees are entitled to 9-30 days of annual leave entitlement based on level and service (pro-rated the first year).

Employee Reward & Recognition

Greene Tweed offers a program that recognizes and rewards both individuals and teams that demonstrate innovation and excellence in the organization while utilizing the Principles that Guide Our Behavior. The reward amount is \$175 USD equivalent for nominated employees.

EAP - Employee Assistance Program

Greene Tweed offers employees an EAP program that will confidentially help with a wide variety of personal and work concerns, such as stress, parenting, substance abuse, financial, relationship, and family issues.

Education Assistance

Eligible employees may receive educational reimbursement based on an approved program of study. The annual calendar year reimbursement maximum amount is \$10,000 USD equivalent.

Bonus (AIP/SIP)

Greene Tweed employees are eligible for an annual bonus, Annual Incentive Plan (AIP), or Sales Incentive Plan (SIP), in accordance with the plan documents. Incentives are based on company and individual performance. Each employee has an incentive target expressed as a percentage or amount of base pay. Incentive targets are based on country market practices.

Note: Where legally possible, the Company reserves the right to modify or terminate these plans at any time.



GREENE TWEED OFFERS A PROGRAM THAT RECOGNIZES AND REWARDS BOTH INDIVIDUALS AND TEAMS THAT DEMONSTRATE INNOVATION AND EXCELLENCE IN THE ORGANIZATION