

Benefits Summary

JAPAN

These benefits apply to Greene Tweed employees located in Japan.

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.

Social Insurance

Greene Tweed makes the necessary contributions for statutory benefits programs, including health and pension.

Leave

Greene Tweed will provide employees with maternity, paternity, infant, sickness, and other leaves. Employees are eligible for special leaves due to certain life events.

INSURANCE BENEFITS

Business Travel

Greene Tweed will provide coverage for all medical costs due to an accident while traveling on company business outside Japan (coverage is provided by corporate credit card). Individual travel insurance is purchased for individuals who travel and who do not have a corporate credit card.

RETIREMENT BENEFITS

Pension Scheme

Greene Tweed makes the necessary contributions for a statutory social insurance program, which includes pension.

ADDITIONAL BENEFITS

Annual Paid Leave

In addition to the usual bank and public holidays, employees are entitled to 10-20 days of annual paid leave based on service.

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.

Transport Allowance

Greene Tweed will subsidize a portion of the cost employees incur for transportation.

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



ELIGIBLE EMPLOYEES MAY RECEIVE EDUCATIONAL REIMBURSEMENT BASED ON AN APPROVED PROGRAM OF STUDY