

# Benefits Summary

KOREA

These benefits apply to Greene Tweed employees located in Korea.

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

## STATUTORY BENEFITS

### **Bank/Public Holidays**

In addition to the usual bank and public holidays employees are entitled to 15-25 days of annual leave entitlement based on level and service (prorated in the first year).

### **Social Insurance**

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

### **Leave**

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

## INSURANCE BENEFITS

### **Life/Disability**

Greene Tweed offers coverage for Life Insurance and Long-Term Disability.

### **Business Travel**

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

## RETIREMENT BENEFITS

### **Pension Scheme**

Greene Tweed offers a retirement benefit with 30 days of average wage for every year of service.

## **ADDITIONAL BENEFITS**

### **Annual Leave**

In addition to the usual bank and public holidays, employees are entitled to 15 days of annual leave (prorated 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. An employee is eligible to receive \$175 USD equivalent per calendar year.

### **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**

Employees may be eligible for educational assistance after three months of employment. Eligible employees may receive reimbursement based on the approved program. 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.

### **Mobile Allowance**

All employees, except those using company mobile phones, are entitled to a Mobile Phone Allowance of KRW 20,000 per month.

### **Automobile Benefit**

Greene Tweed offers eligible employees an automobile benefit.

**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**