

## 台灣員工福利

我們從多方面努力，除合法合規外，致力提升員工的職場體驗，照顧員工在美時的職場生活。

### 薪酬福利

- 薪資水平在業界具高度競爭力
- 年度調薪政策
- 年終獎金、績效獎金
- 團體保險，包含壽險、意外險、重大疾病險、傷害醫療險、住院醫療險及癌症險
- 優於法令之特別休假
- 優於法令之年度員工健康檢查
- 各項禮金補助：
  - ✓ 一般補助：生日禮金、三節禮金、員工旅遊補助
  - ✓ 安家生養相關補助：結婚、生育、托兒、住院傷病、喪葬、家庭急難救助金等補助

### 學習發展

- 新人訓練
- 專業職能訓練
- 主管管理能力發展訓練
- 關鍵人才培訓計畫

### 團隊凝聚

- 美時企業日
- 部門團隊活動經費
- Yellow Friday
- 公司里程達標慶功

### 其他福利

- 彈性上下班時間
- 福委會安排之豐富福利與活動
- 員工餐廳提供免費營養美味午餐（南投廠）
- 員工休憩空間提供免費咖啡飲品
- 公司產品員購優惠
- 停車場（南投廠）
- 集(哺)乳室

- 生日當月可自行選擇 1 天享有有薪生日假
- 每年提供 2 天有薪志工假



## Employee Benefits in Taiwan

In addition to legal compliance, we dedicate significant efforts to improving employees' workplace experience and taking care of employees' careers in Lotus.

### Compensation and benefits

- Competitive compensation package in the market.
- Annual merit increase policy.
- Performance incentive.
- Group insurance, including life insurance, accident insurance, critical illness insurance, injury medical insurance, hospitalization medical insurance, and cancer insurance.
- Annual leave is superior to labor regulations.
- Annual Employee Health Examination superior to labor regulations.
- Diversified subsidies:
  - ✓ General subsidies: birthday subsidies, holiday bonuses, employee travel subsidies.
  - ✓ Subsidies related to family: subsidies for marriage, childbirth, kid nursing, hospitalization, funerals, family emergency funds, etc.

### Learning development

- New Hire Orientation.
- Professional Competency Training.
- Managerial competencies development.
- Talent Development Program.

### Team building

- Lotus Day
- Yellow Friday
- Departmental team building allowance.
- Milestone Celebration Event.
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## **More benefits**

- Flexible working hours.
- Various benefits and activities are arranged by the Employee Welfare Committee.
- Nutritious, delicious, and free lunch is provided at the Canteen by the Company (Nantou site).
- Free coffee and drinks are provided in the staff lounge.
- Lotus Product Discount for employees.
- Parking spaces (Nantou site).
- Breastfeeding Room.
- Birthday Leave : Employees may take one day of paid birthday leave during their birthday month.
- Volunteer Leave : Employees are entitled to two days of paid volunteer leave per calendar year for participation in approved volunteer activities.