



Benefits for China Employees

// YOUR HEALTH

BASIC MEDICAL INSURANCE

In accordance with the requirements of local law and regulations, the costs are shared between Zenas and the employees covering employees' medical treatment and maternity.

ADDITIONAL BUSINESS MEDICAL INSURANCE

Zenas offers employees and their children (≤ 18 years old) additional business medical insurance through FSG that they can partially reimburse their medical treatment and critical illness medical expenses.

ANNUAL MEDICAL CHECK-UP

Zenas offers employees an annual medical check-up package to take care of their health.

// YOUR FINANCES

LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) COVERAGE

Through FSG, you will receive company-paid life & AD&D insurance up to ¥800,000.

PENSION INSURANCE

In accordance with the requirements of local law and regulations, the costs are shared between Zenas and the employees to guarantee that employees will receive a state-paid pension when they retire.

PROVIDENT FUND & SUPPLEMENTARY PROVIDENT FUND

In addition to basic housing fund with the requirements of local law and regulations, Zenas China offer employees additional housing fund and the costs are shared between Zenas and the employees (varies from city to city, determined by the actual city of employment).

UNEMPLOYMENT INSURANCE

In accordance with the requirements of local law and regulations, the costs are shared between Zenas and the employees to ensure if employees are unemployed they can apply for unemployment benefits.

EMPLOYMENT INJURY INSURANCE

In accordance with the requirements of local law and regulations, Zenas has purchased employment injury insurance to protect the rights of employees who are injured at work.

CELL PHONE STIPEND

Zenas provides a cell phone stipend to assist with the cost of their personal cell phones at ¥300/month.

// YOUR PERSONAL LIFE

PAID TIME OFF

Employees enjoy 3 weeks (accrued) of vacation time along with 15 sick days to care for themselves each year.

HOLIDAYS

Zenas recognizes all major holidays plus an Employee Appreciation Day (totaling 12 days). In addition, we offer 2 paid week long company-wide shutdowns (Winter and Summer).