

JANUARY 1 - DECEMBER 31 | 2024



BENEFIT GUIDE +++

APAC REGION



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HEALTH CARE

One of the foundational practices Waldom supports is through **Great Eastern General Insurance**, which offers full Medicare coverage to its employees. This comprehensive healthcare provision ensures that employees have access to necessary medical services without the burden of undue costs, significantly contributing to their overall health and well-being.

FINANCIAL SECURITY AND HEALTH

Waldom enhances financial security and health through the **Central Provident Fund (CPF)** program. This initiative mandates both employee and employer contributions, which accumulate to provide a substantial financial foundation for employees, thereby reducing stress and supporting their mental health.

PAID TIME OFF (PTO)

The PTO (Paid Time Off) Policy at Waldom Electronics is designed to support work-life balance for all Full-time employees. New hires start with 10 days of annual leave, with an increase of one additional day per year of service, capping at 20 days. Moreover, employees enjoy 1 day of paid leave on their birthdays, allowing them to celebrate personal milestones without workplace obligations.

New Hires

10 days annually

Additional Days

one additional day
per year of service

Maximum PTO

20 days annually

Special PTO

one day additional PTO on birthday of employee

SICK LEAVE AND CHILDCARE LEAVE

In terms of supporting employees during illness, Waldom offers 14 days of paid sick leave and paid childcare leave, adhering to Singapore's employment guidelines.

FLEXIBLE AND HYBRID WORK

Waldom's **flexible and hybrid work** arrangements, along with the availability of **remote** working options, further underscore commitment to employee well-being.

PUBLIC HOLIDAYS

Waldom provides **paid holidays** in accordance with each country's observed **public holidays**.

IKE NIZAM FOUNDATION

Our **3 for 1 match program** through the Ike Nizam Foundation triples the impact of employees' eligible donations to charitable organizations, fostering a collaborative approach to philanthropy and creating positive impact.

Furthermore, we aim to enhance community engagement by supporting urgent causes and relief efforts globally. This involves our donation match program as well as further contributions such as donating clothes and food during times of crisis.

VOLUNTEER TIME OFF (VTO)

Our **Volunteer Time Off (VTO)** program provides full-time employees with one day per quarter paid time off to support community involvement of their choice or organized by Waldom. Our goal is to progressively increase our commitment, aiming for 150 dedicated hours in 2024. By actively engaging our workforce in volunteer activities centered around environmental impact, we seek to foster positive partnerships and contribute meaningfully to sustainable development.