

**บริษัท เอไอ แอนด์ โรโบติกส์ เวนเจอร์ส จำกัด**

Subject	Remuneration and Benefits
<b>Cash Income</b>	
<b>Salary</b>	<b>THB/month</b>
Transportation Allowance	3,000 THB/month
Special Payment (Bonus)	As per company and employee performance
Personal Income Tax (Wage or Salary)	Responsible by employee
Merit Increase (End of Year)	As company announcement
<b>Employment Conditions</b>	
Work Location	Bangkok
Normal Working Day	Mon - Fri
Normal Working Time	8 working hours/day (08.00 - 17.00 hrs.)
Public Holiday	As ARV announcement
<b>Benefits</b>	
Provident Fund	Company contribution: 5% for service less than 5 years 7% for service 5 - less than 10 years 10% for service from 10 years Return Company contribution: 0% for service less than 2 years 25% for service 2 - less than 4 years 50% for service 4 - less than 6 years 75% for service 6 - less than 8 years 100% for service from 8 years
Health Insurance - Employee	OPD: 2,200 Baht/visit/day (Limit 30 times/year) IPD: room 3,000 Baht/night (Limit 30 times/year)
Life Insurance	Normal : 1,000,000 Baht Accident : 2,000,000 Baht
Dental	4,000 Baht/year
Medical Check-Up	Annual Medical Check-up as per ARV designed program
Flexible Benefits	Actual claim 10,000 baht/year and utilize after probation Employee claim for: Optical, Fitness, Sport, Spa, Training, Language, Music, Dance, Trip Family claim for: Health insurance, Medical treatment (Family eligible: Employee's parent, spouse and child)
Annual Leave	15 days/year as Rules and Regulations and utilize after probation Carrying over annual 5 days
Business Leave with pay	10 days/year with conditions
Sick leave	30 working days/year as Thai Labor Law

**Effective: 1 March 2021**