



South Korea Overview

Red Hat offers a winning combination of rewards. Red Hat has a flexible rewards portfolio providing associates a winning combination of rewards and opportunities. Your rewards package depends on your preferences, performance, role, location, team, and manager. You are encouraged to discuss the rewards that appeal most to you with your manager.

Your Health

Benefit	Description
Critical Illness / Cancer Insurance	<ul style="list-style-type: none">All regular and fixed term associates and spouses are eligible.First time diagnosis of cerebral hemorrhage or acute myocardial infarction: KRW 20,000,000First time diagnosis of cancer (thyroid cancer/borderline tumor, carcinoma in situ/other cutaneous cancer, intramucosal carcinoma of colon/non-invasive bladder cancer): up to KRW 30,000,000
Health Insurance	<ul style="list-style-type: none">All regular and fixed term associates, spouses and children (unmarried, unemployed and still a full time student fully dependent on the associate) registered in the household registration certificate are eligible.Coverage includes hospitalization, surgery, outpatient, nursing care, spinal therapy/extracorporeal shock wave therapy/prolotherapy, non-statutory injections and non-statutory MRI/MRA.
Health screening program	<ul style="list-style-type: none">All regular and fixed term associates are eligible.Red Hat partners with AIMMED for the annual health screening program.
Well-being programs (global)	<ul style="list-style-type: none">Employee Assistance Program : Confidential service to help associates and their family members to overcome challenging life situations by providing confidential counselling, information and personalized referrals. Topics covered include mental health, financial, legal, work, and family.

Note: Summary provided for descriptive purposes only – listed benefits are subject to change and are governed by their respective plan documents and internal policies and/or practices. Other reward programs may be available.



Global Benefits Overview

Your Money

Benefit	Description
Accident Insurance	<ul style="list-style-type: none">• All regular and fixed term associates and spouses are eligible.• Associate's death benefit: 3 x annual base salary• Spouse's death benefit: KRW 100,000,000• Accidental diablement: 3% to 100% of sum insured depending on degree of disability.
Life Insurance	<ul style="list-style-type: none">• All regular and fixed term associates and spouses are eligible.• Associate's death benefit: 3 x annual base salary• Spouse's death benefit: KRW 100,000,000• Associate's disablement due to disease/illness (certified 80%): 3 x annual base salary• Spouse's disablement due to disease / illness (certified 80%): KRW 100,000,000• Coverage may be subject to insurer's underwriting requirements.
Meal Allowance	<ul style="list-style-type: none">• All regular and fixed term associates are eligible.• KRW 200,000 per month (tax exempted) paid through payroll.
Retirement Plan	<ul style="list-style-type: none">• All regular and fixed term associates who work more than 15 hours per week on average over a 4-week period are eligible.• Associates have the choice of participating in the Defined Contribution plan through Kyobo Life or MiraeAsset Daewoo. They must inform the Benefits team of their choice within 1 week of joining Red Hat.• Red Hat contributes between 9% to 12% of associate's pensionable salary per month into the Defined Contribution plan.
Tuition reimbursement (global)	<ul style="list-style-type: none">• All permanent associates (working full-time or part-time on indefinite contracts) are eligible.• Supports associates' development plans.• Applicable to external courses/programs only.

Your Life

Benefit	Description
Congratulatory & Condolences	<ul style="list-style-type: none">• All regular and fixed term associates are eligible.• Congratulatory cash between KRW 200,000 to KRW 500,000 in celebration of associate's wedding, associate's newborn, and associate's children / sibling / sibling-in-law's wedding.

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Global Benefits Overview

- Condolence cash between KRW 200,000 to KRW 500,000 provided in the event of the death of an eligible family member.

Seollal & Chuseok gifts

- All regular and fixed term associates are eligible to receive Red Hat Reward Zone points for Seollal and Chuseok as a celebration.

Time away from work programs above statutory requirements

- Annual leave: 26 days in the first year of service, thereafter 16 to 25 days per year depending on years of service with Red Hat
- Bereavement leave: up to 10 working days per event at 100% salary
- Marriage leave: 7 working days
- Wedding leave: 2 working days for associate’s child; 1 working day for associate’s sibling or sibling-in-law.
- Sick leave: 15 working days per year
- Hospitalization leave: 30 working days less any sick leave taken in the calendar year.
- Volunteer Time Off: 2 paid days per calendar year

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