



A Guide to CSC Benefits

China



Summary of Benefits, China

At CSC, we believe that our greatest asset is our people—the dedicated individuals who contribute their skills, passion, and creativity to our shared success. As an organisation, we're committed to fostering a supportive and inclusive work environment where every colleague feels valued, respected, and cared for.

Our comprehensive benefits package reflects this commitment. We understand that life is multifaceted, and our offerings aim to address various aspects of your well-being. We're here to support you every step of the way. Our comprehensive benefit offerings are outlined below.



Eligibility

All CSC colleagues are eligible for benefits.



Well-being benefits

Your physical and mental well-being are a priority, and we recognise that a healthy mind and body are essential for overall happiness and productivity. Here's how we demonstrate our commitment:

Medical insurance

In addition to social insurance, CSC provides colleagues with all-encompassing and competitive medical coverage through commercial insurance, including hospitalisation (inpatient, outpatient).

Critical Illness

Our critical illness benefit provides coverage with a medical reimbursement limit of up to 300,000 RMB exclusively for critical illnesses. The benefit also includes lump-sum compensation, which comprises a critical illness insurance amount of 100,000 RMB and a mild disease insurance amount of 30,000 RMB.

Hospitalisation income

CSC provides colleagues with a hospital income benefit of up to 100 RMB per day for a maximum of 180 days for hospitalisation due to illness or accident. This benefit also includes an allowance for inpatient hospitalisation up to a maximum of 50,000 RMB and outpatient hospitalisations up to a maximum of 20,000 RMB.

Personal accident insurance

This benefit provides coverage equivalent to 24 times the colleague's base monthly salary. The minimum benefit amount is 400,000 RMB, while the maximum benefit amount can reach up to 3 million RMB. Colleagues may also be eligible to receive an accidental medical reimbursement (AMR) for up to 20,000 RMB.

Life insurance

In the unfortunate event of a colleague's passing, CSC offers life insurance coverage that provides a benefit equivalent to 24 times the colleague's base monthly salary. The payout ranges from a minimum of 400,000 RMB to a maximum of 3 million RMB, ensuring financial support for their loved ones.

Annual health check

CSC covers the costs for colleagues to receive an annual comprehensive medical assessment. This initiative aims to protect your health and enhance physical fitness through timely and effective health intervention measures.

Health and well-being resources

CSC provides colleagues with many health and well-being strategies to help you care for yourself and your family. Our 24x7x365 confidential employee assistance program (EAP) connects you to licensed counselors and aims to help you find solutions for the everyday challenges of work and home, as well as for more serious issues involving emotional and physical well-being.

There are more than 80 health and well-being champions located in our offices around the world, committed to bringing our health and well-being agenda to life locally and helping you tap into the wealth of available resources.

CSC highlights and encourages self-directed learning focused on mental and physical well-being.

Financial benefits

We're dedicated to offering our colleagues a range of financial benefits aimed at supporting your financial well-being and helping you plan for a secure future. Here's how CSC is committed to helping you achieve your financial goals:

Social insurance

Social insurance covers pension, medical, unemployment, work-related injury, and maternity benefits. CSC adheres strictly to national regulations, ensuring timely and adequate social insurance contributions for our colleagues.

Supplementary pension

Saving for retirement is important. CSC provides colleagues with a supplementary pension plan on top of social insurance. Colleagues can participate in the plan voluntarily after their probation period.

Housing fund and additional housing fund

CSC recognises the significance of buying a home, paying rent, and repaying a mortgage. Therefore, both CSC and colleagues contribute a total of 12% to the colleague's housing fund through monthly payroll, comprising 7% for the basic housing fund and 5% for the additional housing fund.

CSC Gives Back

Through our CSC Gives Back program, individuals and teams give back to local and global communities. CSC provides volunteer T-shirts for colleagues and matches colleague donations to charities between \$50-\$1,000 or equivalent per year, per organisation.

Work-life balance

At CSC, we value work-life balance and our colleagues' diverse needs. We foster a supportive environment where taking time off is encouraged, whether for personal health, family, mental well-being, or recharging. Here's how we demonstrate that commitment:

Annual leave

Colleagues receive 15 days of annual leave, prorated in their first year of employment. Colleagues may carry over up to five days per calendar year and the carryover must be used by the end of the following calendar year.

Public holidays

Colleagues are entitled to 13 paid public holidays.

Other applicable leaves

Maternity leave is 98 days, with additional days granted for complications or multiple births. Many provinces offer extended maternity leave, often adding 60 to 80 extra days, depending on local regulations.

Paternity leave typically ranges from 10 to 15 days, depending on the colleague's province or city. This leave allows fathers to support their partners during childbirth, with the specific duration determined by local regulations.

For a complete list of leave types available to colleagues, please visit [CSC Central](#).

Recognition and rewards

Outstanding performance is celebrated through peer recognition aligned with Our Values, milestone tenure awards, and incentives for referring top talent. We believe that acknowledging these efforts boosts morale and fosters a supportive and thriving workplace culture. Join us in celebrating the exceptional contributions that drive our success:

LOV Badges

Our Values are at the core of who we are and the standards we aspire to live by each day. Colleagues regularly "show some LOV" by taking the time to recognise each other for Living Our Values (LOV).

Service awards

We deeply value the dedication and commitment of our colleagues. Our service award program recognises and celebrates the milestones achieved by our team members for each five-year milestone reached.

Colleague referral awards

Good people know good people. As a result, a financial award is provided to colleagues who refer external candidates who are subsequently hired and remain with CSC for at least six months.

Career growth

Career growth is a top priority at CSC. We believe investing in your professional development benefits both you and the organisation. We take pride in the talent we hire and want to promote and allow our colleagues to grow. Your next career opportunity is right here! Here's how we foster career growth:

Internal learning

Colleagues are provided with many resources to become more knowledgeable in their current role or take on new roles with the company. Self-directed resources are available, such as career self-assessments, thousands of courses through Open Sesame, other internally curated content, podcasts, mentoring programs, webinars, and more.

Continuing education program (CEP)

CSC offers reimbursement for certain educational courses, with pre-approval from your leader. Colleagues with at least six months of service can seek financial assistance up to \$5,250 (or equivalent) per calendar year for relevant learning.

For full policy details on our continuing education program, please visit our CSC Central site.

We pay for performance

We believe that both what we do and how we do it are equally important. Therefore, our performance evaluations are balanced, with 50% based on achieving goals and 50% on how well we align with our core values.

Merit increases

Leaders work together with their team members to set goals at the beginning of employment and each calendar year, in alignment with our line of sight. Throughout the year, leaders have continuous conversations with their team members to discuss progress toward achieving goals and career growth. Most colleagues are eligible for a discretionary merit increase based on consistent and sustained performance in the first quarter of each calendar year.

Success Sharing bonus

This is a taxable bonus that may be paid to eligible colleagues at the company's discretion in the first quarter of each year. The distribution amount, if any, is generally determined by the company's profit and growth in the preceding fiscal period. Colleagues hired in the last quarter of the calendar year (1 October through 31 December) will not be eligible for success sharing paid for that year.

Note: Success Sharing does not apply to those covered under other incentive compensation programs.

Your voice is important

Colleague feedback is invaluable to us. Fostering an open dialogue and actively seeking input from our colleagues leads to better decision-making and a more inclusive work environment. Here's how we demonstrate our commitment:

- Colleagues are formally asked for feedback through an onboarding survey, and later a new hire survey in their first year of employment. Companywide surveys are also conducted once or twice per year.
- CSC has an open-door policy, encouraging colleagues to have regular conversations with their leaders and to work together with others to innovate, continuously improve, increase colleague satisfaction, and maintain a culture of trust.