

Benefit Plan Highlights

Investing in our employees' is our #1 priority. We offer competitive and comprehensive benefits and perks to support employees' overall well-being at work and in life. Our winning values make Thrasio a place where everyone belongs and shares the vision of improving the lives of consumers with purpose-driven brands that make everyday tasks enjoyable.

China

Supplementary Commercial

Insurance

- Robust supplementary commercial insurance plan
- Fully sponsored by Thrasio
- Includes Critical Illness, Term Life Insurance, Accidental Death & Dismemberment (AD&D), and Supplementary Medical Insurance

Health Benefits

Supplementary Medical Insurance

- Reimbursement for eligible medical expenses, ensuring access to quality medical services

Physical Check

- Fully covered, annual physical check-up at a designated medical provider
- Supports proactive care, early detection of potential issues, and overall well-being

Time Off

Paid Time Off (PTO)

- 15 days of PTO annually; increases to 20 days of PTO annually as tenure increases
- Employees encouraged to take time to relax and recharge

Paid Holidays

- Observance of all China statutory and public holidays decreed by government
- Certain special working weekends may be offset as per the company's official announcement

Paid Sick Leave (PSL)

- 10 days of PSL per calendar year
- Provide support to employees in their recovery from illness

Parental Leave

- Maternity Leave – 98 calendar days of Basic Maternity Leave, may be entitled to 30–80 calendar days of Extra Maternity Leave per local regulations
- Paternity Leave – 10–15 calendar days per local regulations



Well-being

Lifestyle Saving Account

- Employer-funded account that helps employees pay for everyday wellness and lifestyle-enhancing activities including wellness, gym memberships, yoga and fitness classes, massages, spa treatments, books, toys, clothing, and travel
- Employees receive quarterly amount on the first of each quarter

Professional Development

- Access to LinkedIn Learning's catalog of 10,000+ courses

Perks

Work Anniversary Surprise

- Employees receive a personalized surprise gift on their work anniversary to thank them for their contributions, and recognize their journey with Thrasio

Dynamic Day

- Monthly participation in a fun and engaging group fitness activity where employees bond with colleagues while staying active and energized

Office Perks and Festive Treats

- Snack corner stocked with a variety of treats, and free coffee and tea
- On special occasions, employees may receive seasonal treats or small gestures of appreciation