



# MITHILANCHAL HERBAL PVT.LTD

## Employee Long-Term Benefits & Facilities

We believe that employees are an important part of our company's growth. Therefore, employees who complete 6 years of continuous service with Mithilanchal Herbal Private Limited will become eligible for the following long-term facilities:

### After completing 6 years of service

#### 1. Health Facility

The employee will receive health-related support and facilities according to the company's employee-benefit policy.

#### 2. Education Facility

The company will provide education support for eligible children of the employee, according to the company's policy.

#### 3. Annual Nepal Trip

Employees will be eligible for a yearly company-sponsored trip within Nepal, subject to company policy and applicable conditions.

#### 4. International Trip

Employees will also receive an opportunity for an international company trip once every 3 years, according to the company's policy.

Founder signature:





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## 5. Salary Support During Emergency Situations

If a serious emergency occurs and normal work becomes temporarily impossible—for example, during a situation similar to the COVID-19 pandemic—the company will make reasonable efforts to continue providing salary support to employees and their families, according to the company's financial capacity and emergency policy.

## 6. Retirement Benefit

After retirement, the company will provide a retirement bonus based on the employee's position and applicable salary structure, according to the company's retirement-benefit policy.

### Important Condition

These long-term facilities are designed as a reward for loyalty, continuous service, responsibility and contribution to the company. Employees become eligible for these facilities after completing 6 years of service, subject to the applicable company rules and policies.

Our goal is to build a long-term relationship with our employees—where employees grow with the company and the company supports them and their families.

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