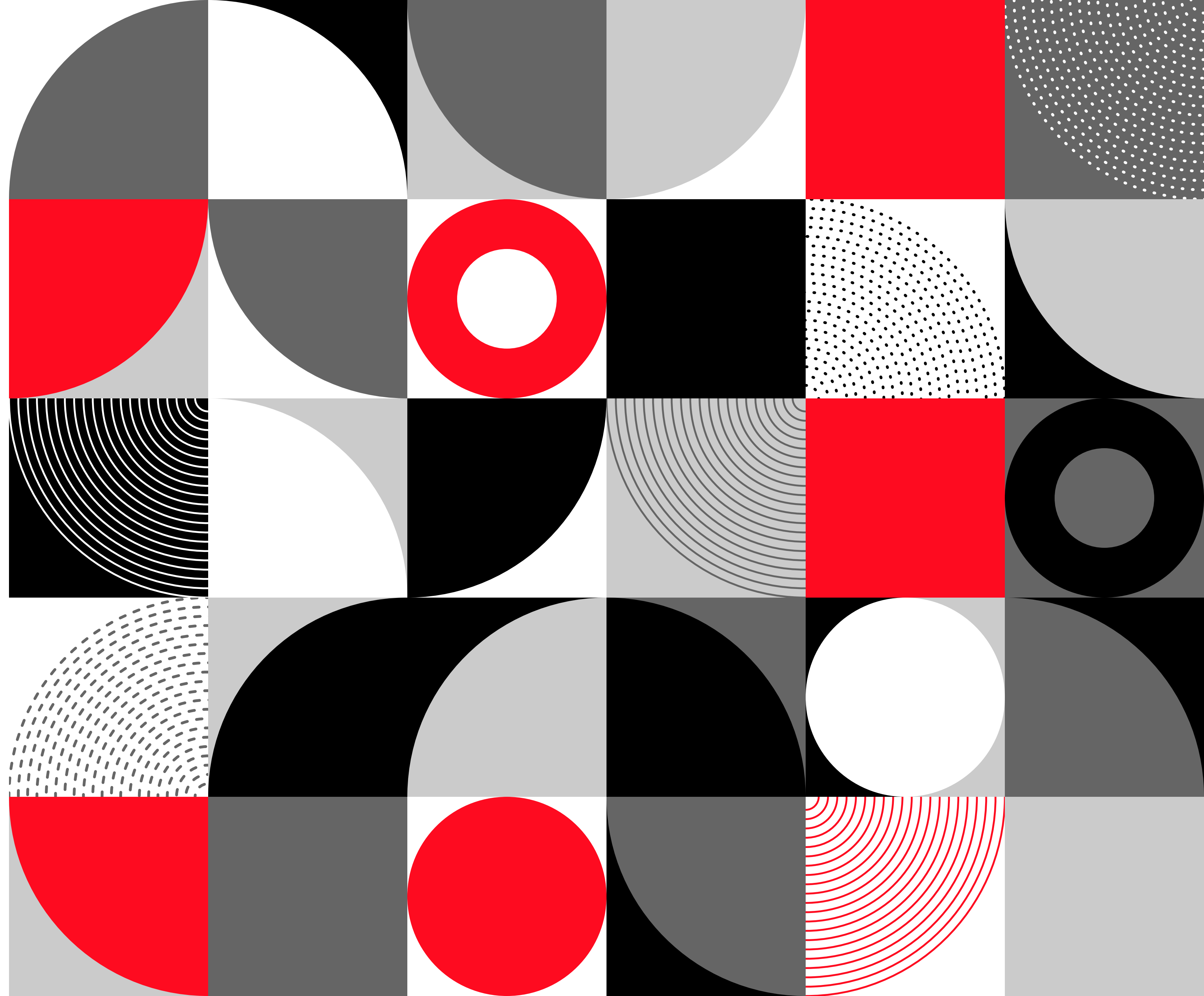


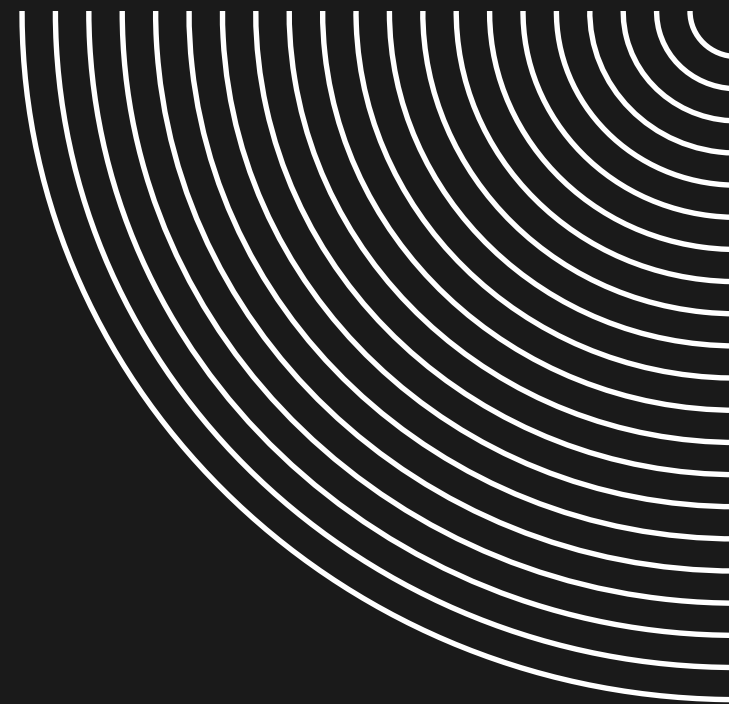
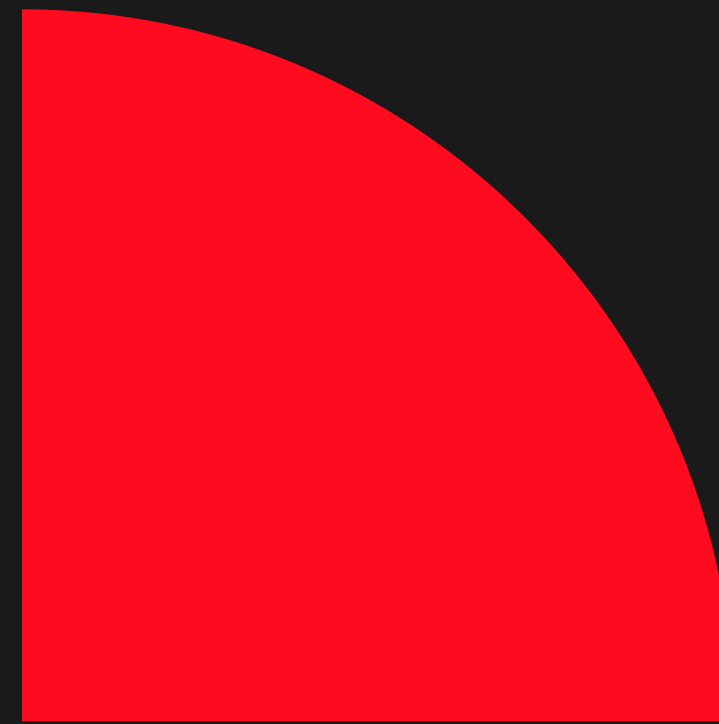
# Employee Benefits

## Your Guide

A handy guide to health insurance, pensions and employee benefits at Woven Planet Holdings









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# Introduction

**Woven Planet Holdings offers employees support in addition to the general policies offered by traditional companies in Japan as outlined throughout other playbooks.**

To learn more in detail about benefits, health insurance, and pension, look through this playbook or contact the HR Team.

# Contents

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Employee Benefits	4
Health Insurance	5
Benefits	8
Pension	9



# Employee Benefits

## Allowance

- Housing support up to ¥50,000 per month as long as you are a signer of the contract either you rent or own.
- Commuting

## Defined Contribution (DC)

- Japanese 401K system
- Company matching

## Legal Benefits

- Unemployment Insurance
- Worker's Compensation Insurance

## Toyota Motor Health Insurance Society

- Annual Health Check-up
- Medical expense 30% paid by individuals. (e.g. Cost estimates for a doctor visit for flu: Approx ¥2,000)

## Special Paid Leave & Congratulatory Money

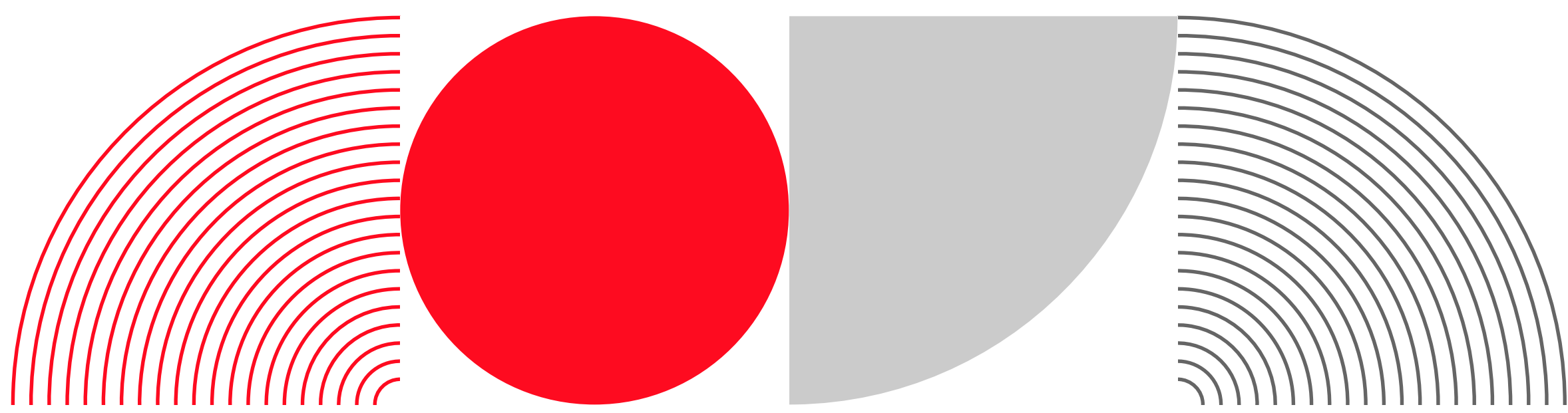
- 6 weeks before giving birth, 8 weeks after giving birth for single pregnancy
- Sick Leave: 6 days
- Condolence, Marriage, Child's wedding

## Rental Car Support

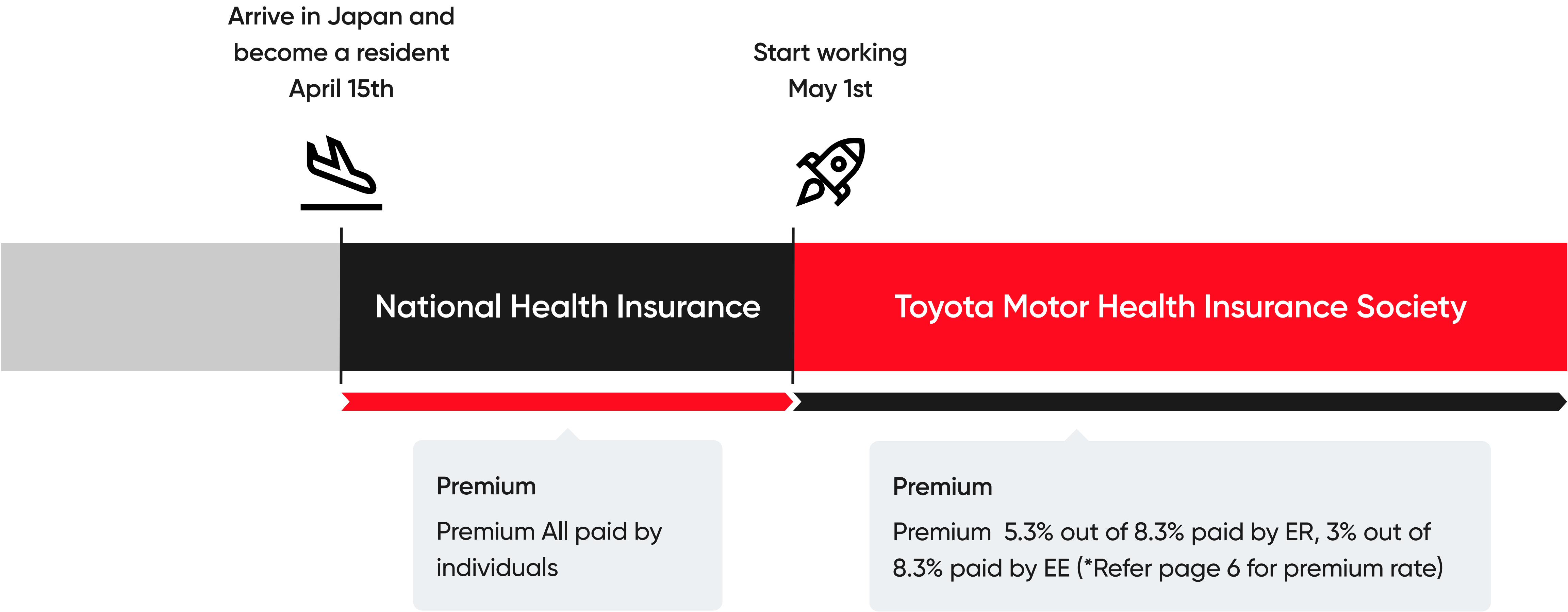
- ¥100,000 per year for Toyota rental car service

## Japanese Health Insurance

Refer to the following page →



# Health Insurance Enrollment Scheme

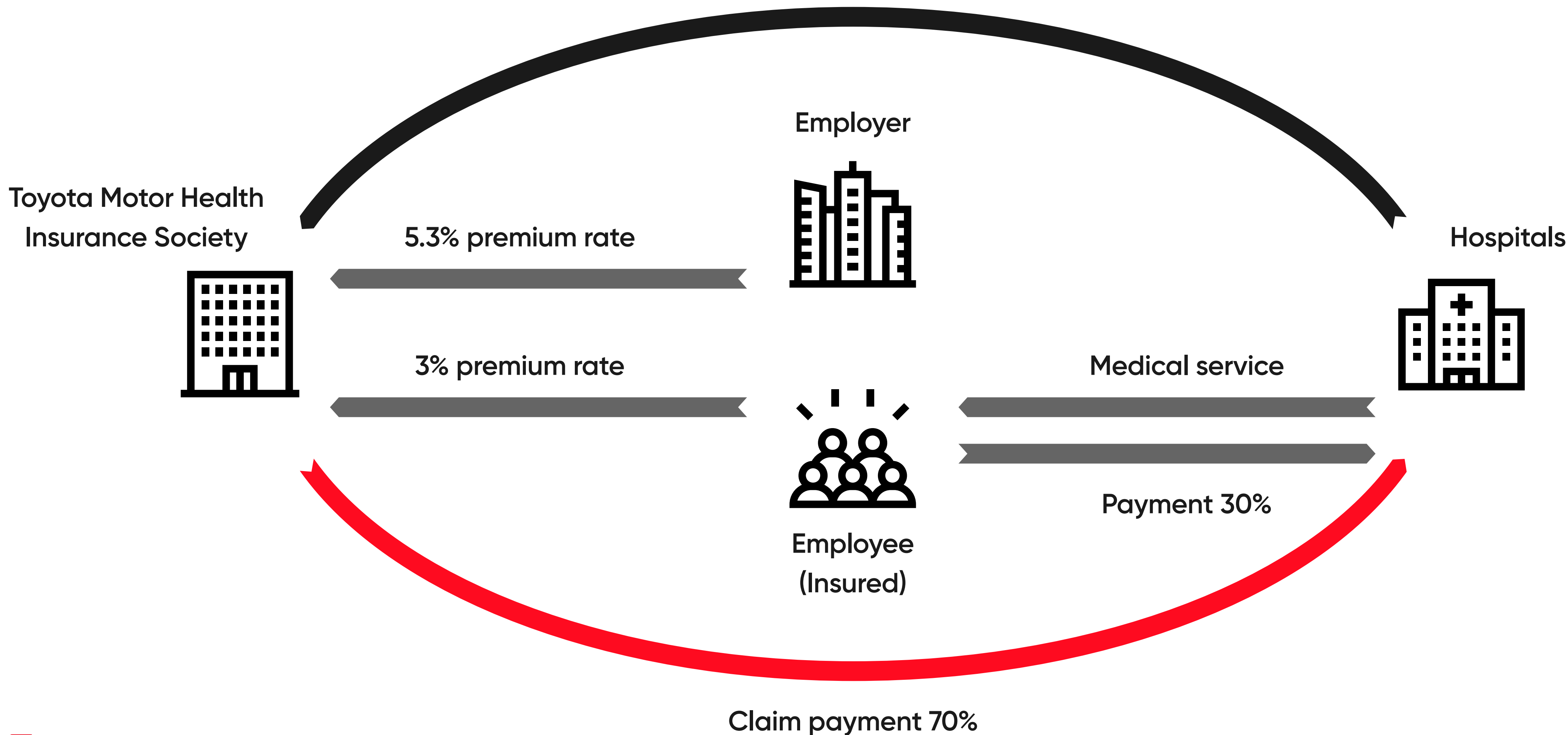




# Premiums

	National Health Insurance Municipally Controlled	Toyota Motor Health Insurance Society
Who pays premium?	All paid by individuals	Employer: 5.3% Employee: 3% (Total premium rate for FY2021 is 8.3%)
How to pay premium	Pay by yourself	Deduction from monthly paycheck
How is premium decided?	Based on local tax paid	Standard Monthly Remuneration (SMR)* × Premium Rate**  *SMR includes overtime payment, allowances, and standard bonus **Premium rate is decided by Toyota motor health insurance society
Premium amount when family grows	Increase	Same (no increase)

# Medical Service Regime





# Benefit Station

**Benefit Station provides a 'life support' service, allowing its members to access certain benefits, such as discounts, when using the services of various companies.**

Use it for fitness purposes on the way home from work, dining out with friends, enjoying a movie, spending leisure time with family, trips, childcare, and long-term care services!



## Membership Special

You get 5,000 Benepo ('Benefit Points')\* per year in January. (5,000 Benepo = ¥5,000)

\*Points will be prorated according to the month you joined the company





# Pensions

**Base salary x 7.5% goes to the fund the company prepares for you every month. The fund will be allocated into:**

- Defined Contribution (DC)
- Lump Sum Retirement Money

## Example

If your base salary was ¥1,000,000 per month, the total monthly pension contribution would be ¥75,000 (defined contribution of ¥28,000\* plus retirement money of ¥47,000).

\*DC amount is set based on your grade/title

Employer's contribution and investment profit are tax exempt. Individual contributions will be deducted from your pre-tax salary.

If you do not join the DC, you are eligible to receive it as an advance payment for retirement and would then be subject to payroll taxation.







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Woven Core, Inc.

Woven Alpha, Inc.

Woven Capital, L.P.

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woven  
planet

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