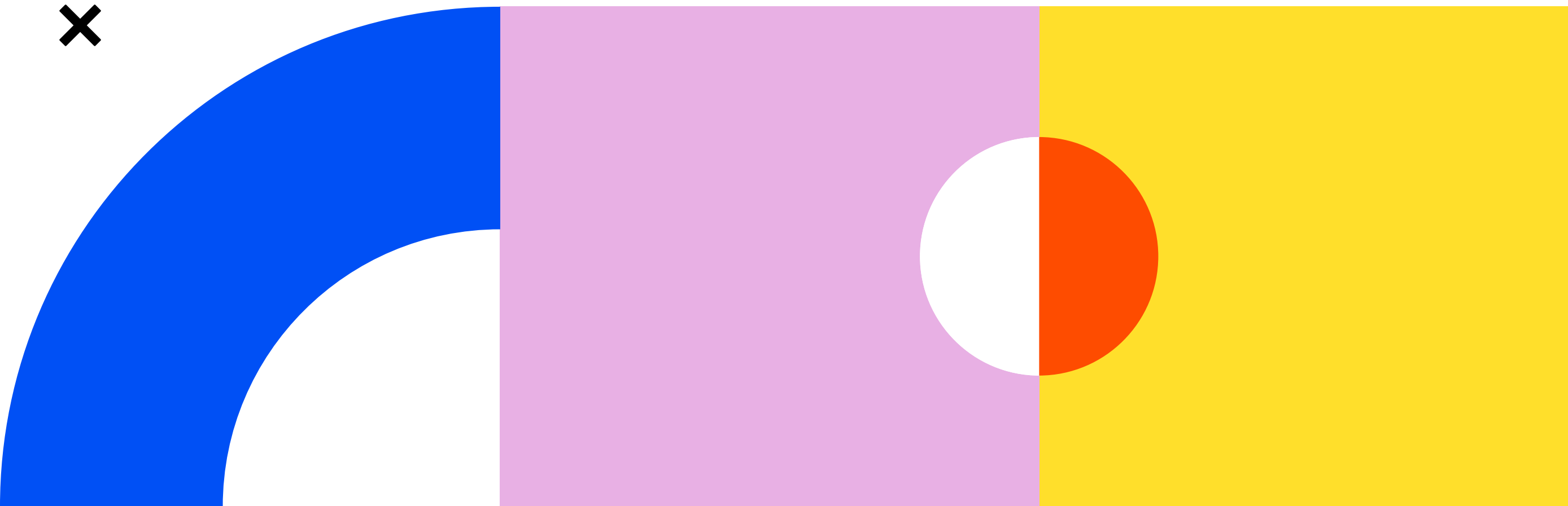


Garena Rewards

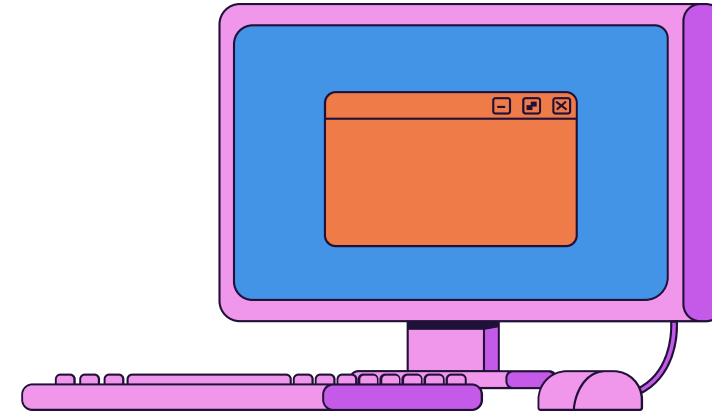
Garena is a leading game developer and publisher in Southeast Asia. With the platform we provide, users can experience the most engaging and exciting online games on both PC and mobile. Garena is also the organizer of major eSports tournaments and events in Southeast Asia, aiming to develop the gaming community. Players can connect with each other through the Garena platform, as well as updating the latest information from the community.





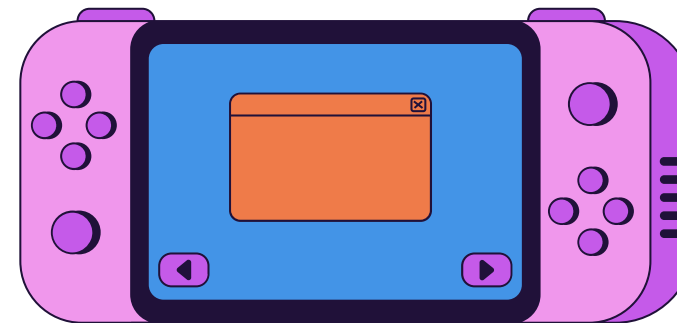
Workplace Conditions

This resource has all you need to know as a new employee.



Working Tools:

- **Macbook/ Dell**
 - External laptop screen
 - Keyboard + Mouse + Headphone
 - Mobile costs
- Another equipment that staff required



Working with top notch modern facilities

24/7 Free Pantry, Lunch Free Bonus

Playing game at working time

Ideal Workspace: air conditioner or air purifier, High-speed Internet package, Green workplace with plants & scented candles



Flexible working hours

Working at office: 9AM-18PM with unrestricted time off.

100% Developers are working at home

Medical Insurance

& LIFE INSURANCE

Covering 100% of health insurance costs

Paying for all kinds of insurance by law: Social Insurance, Health Insurance, Unemployment Insurance, Occupational disease Insurance,...

AON Healthcare Insurance Package for all Garena members regardless the rank and position

Inpatient benefits also cover the cost of surgery, minor surgery of the day, cesarean section as prescribed by the doctor, the cost of taking care of the baby after birth... at high-quality hospitals in Vietnam. South such as Viet Phap, Vimec, Thu Cuc, Hong Ngoc, University of Medicine, Tu Du,... and many hospitals and clinics across the country



Financial Package

Bonus for all types of employees

Monthly basic salary, 13th month salary

Increase salary review 6 months/ year

KPIs & Performance Bonus

Project Bonus up to **6 month salary**

Year-end Bonus for Lunar New Year

12 days leave off



Garena Loyalty Staffs

Depending on the length of time with the company, the bonus will increase according to the company's policy.

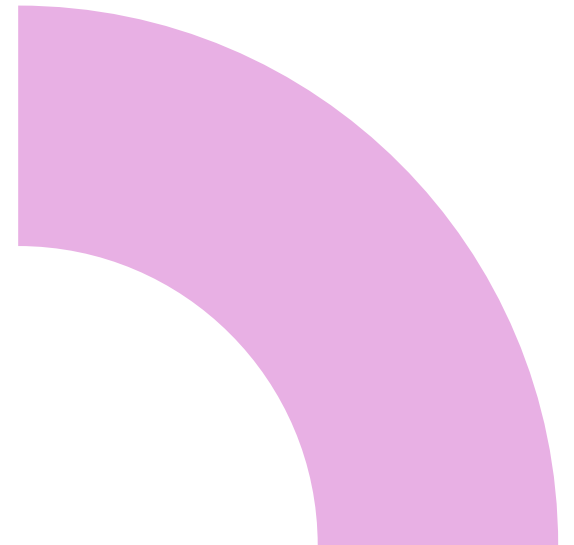
Receive up to 2-12 standard monthly salary + raise paid vacation days

Other Benefits



ENHANCE OUR RELATIONSHIP

Monthly Team Meals, Team Building,
Company Event, Travel Time every year,...



MOVING FASTER WITH SUPPORT CLEAR CAREER PATH

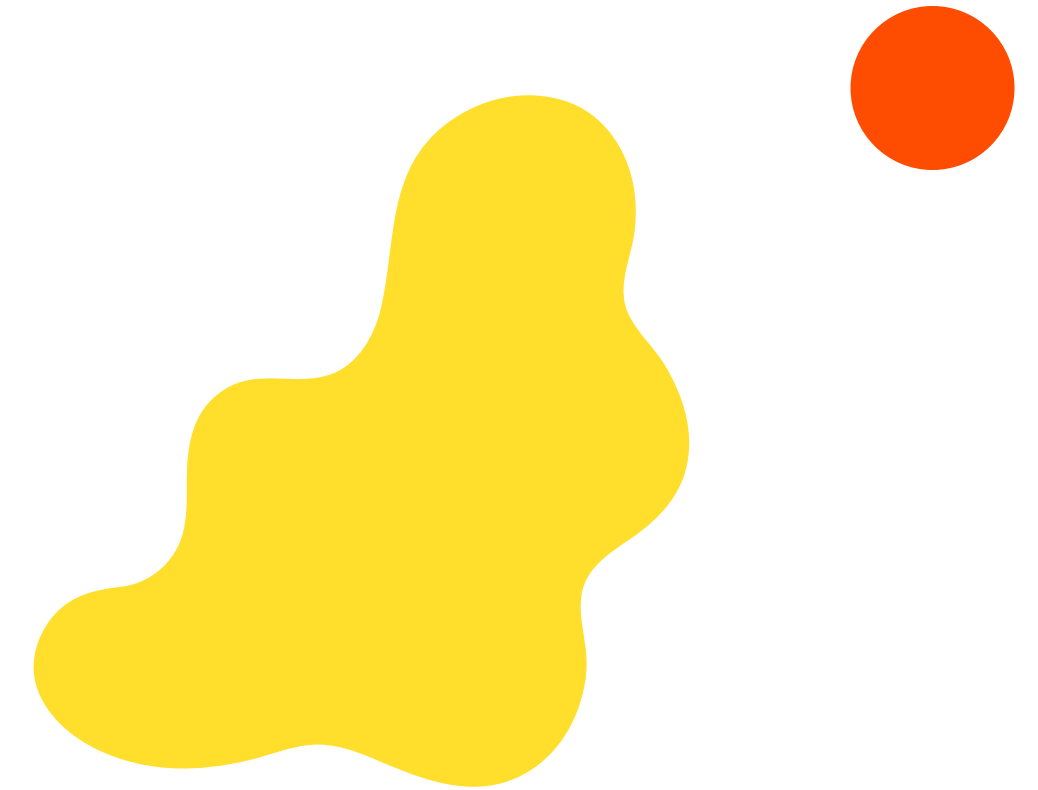
Depending on expect & motivation of each staff ,
Garena will support their moving faster.



Training Policy

WITH EXTERNAL RESOURCES

Aimed at helping beginners develop their expertise and soft skills in a real-world business environment, Garena helps employees to attend advanced technology courses, practice and work with SEA Group's professional engineers, helping employees have more valuable experiences when working here.,



SELECTION PROCESS

Round 1: Online Assessment

Round 2: HR Interview

Round 3: Final Interview with Regional Senior Management

