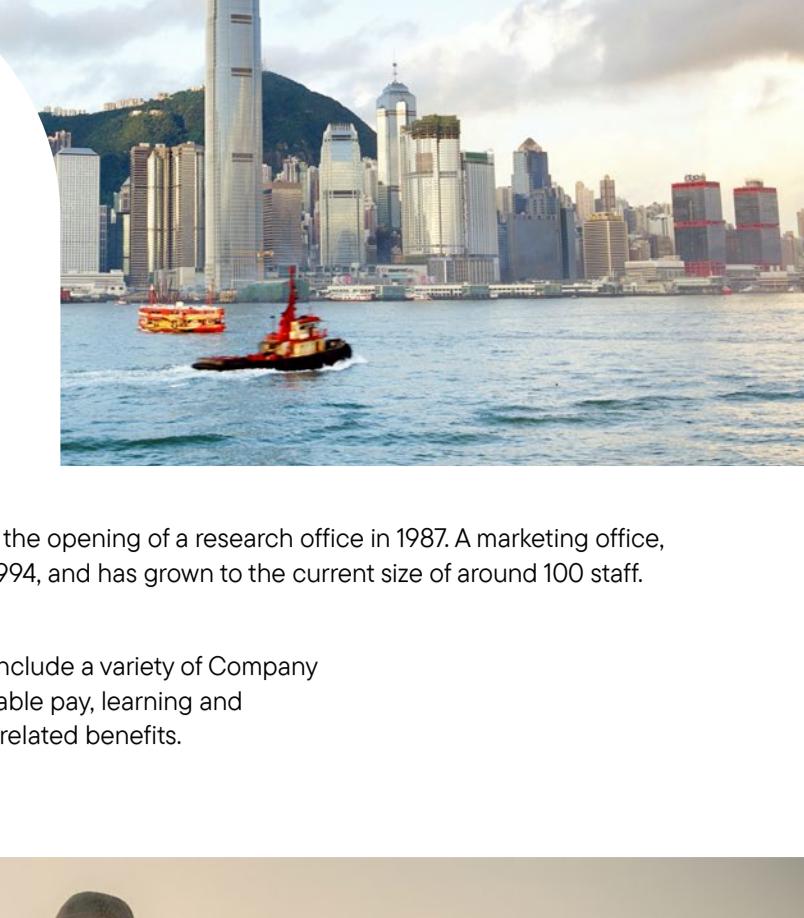


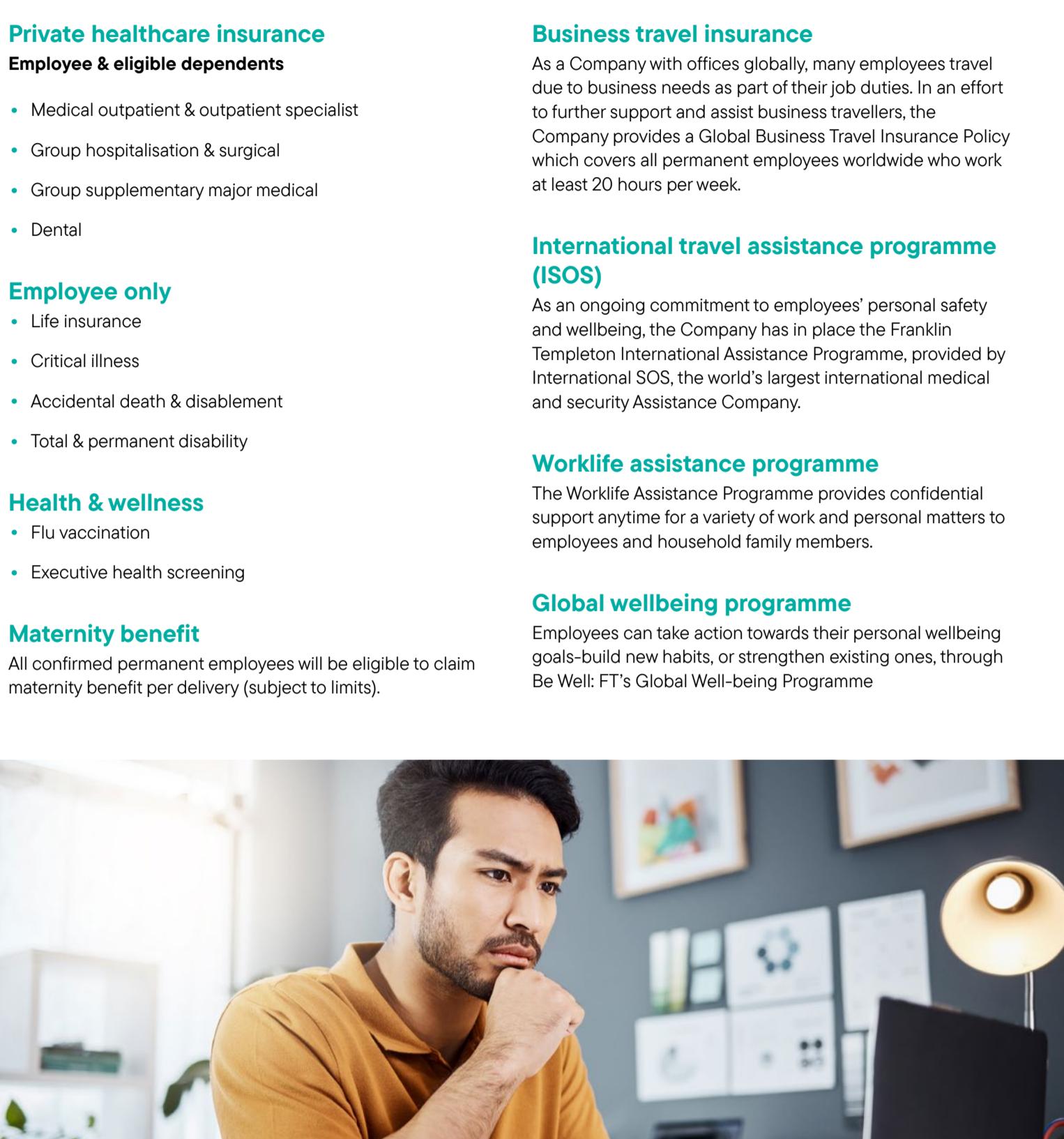
## Employee benefits

This is a marketing communication.



Franklin Templeton marked its first presence in Hong Kong with the opening of a research office in 1987. A marketing office, Franklin Templeton Investments (Asia) Limited, was opened in 1994, and has grown to the current size of around 100 staff. Our modern office is located in the city centre at Two IFC.

The total rewards you gain from working at Franklin Templeton include a variety of Company offerings—health benefits, wellness programmes, base and variable pay, learning and professional development opportunities, time-off and financial-related benefits.



### Wellbeing

#### Private Healthcare insurance

##### Employee & eligible dependents

- Medical outpatient & outpatient specialist
- Group hospitalisation & surgical
- Group supplementary major medical
- Dental

##### Employee only

- Life insurance
- Critical illness
- Accidental death & disablement
- Total & permanent disability

#### Health & wellness

- Flu vaccination
- Executive health screening

#### Maternity benefit

All confirmed permanent employees will be eligible to claim maternity benefit per delivery (subject to limits).

#### Business travel insurance

As a Company with offices globally, many employees travel due to business needs as part of their job duties. In an effort to further support and assist business travellers, the Company provides a Global Business Travel Insurance Policy which covers all permanent employees worldwide who work at least 20 hours per week.

#### International travel assistance programme (ISOS)

As an ongoing commitment to employees' personal safety and wellbeing, the Company has in place the Franklin Templeton International Assistance Programme, provided by International SOS, the world's largest international medical and security Assistance Company.

#### Worklife assistance programme

The Worklife Assistance Programme provides confidential support anytime for a variety of work and personal matters to employees and household family members.

#### Global wellbeing programme

Employees can take action towards their personal wellbeing goals—build new habits, or strengthen existing ones, through Be Well: FT's Global Well-being Programme



### Growth

#### Learning and Education Assistance Programme

The Programme provides financial reimbursement for education expenses related to Franklin Templeton's business, which supports employees' current and future professional growth. All permanent full-time and part-time employees who meet the eligibility criteria may apply for reimbursement up to a certain limit for continued education and training.

#### Examination/Study leave

To encourage and support learning and professional development, permanent full-time employees will be entitled a combined total of up to five (5) paid working days per calendar year for job-related courses and/or examinations, with manager's approval.

#### Learning @ FT

At Franklin Templeton we are committed to creating a growth mindset culture where you have access to learning experiences that provide you with what you need, when you need it. Learning @ FT provides you with modern learning content that is aligned to the needs of the business.

#### Internal transfer

As a Company, we support employee development and encourage employees to look for opportunities within the Company. Employees may apply for internal transfer if they meet the job transfer eligibility.



### Leave benefits

#### Annual leave

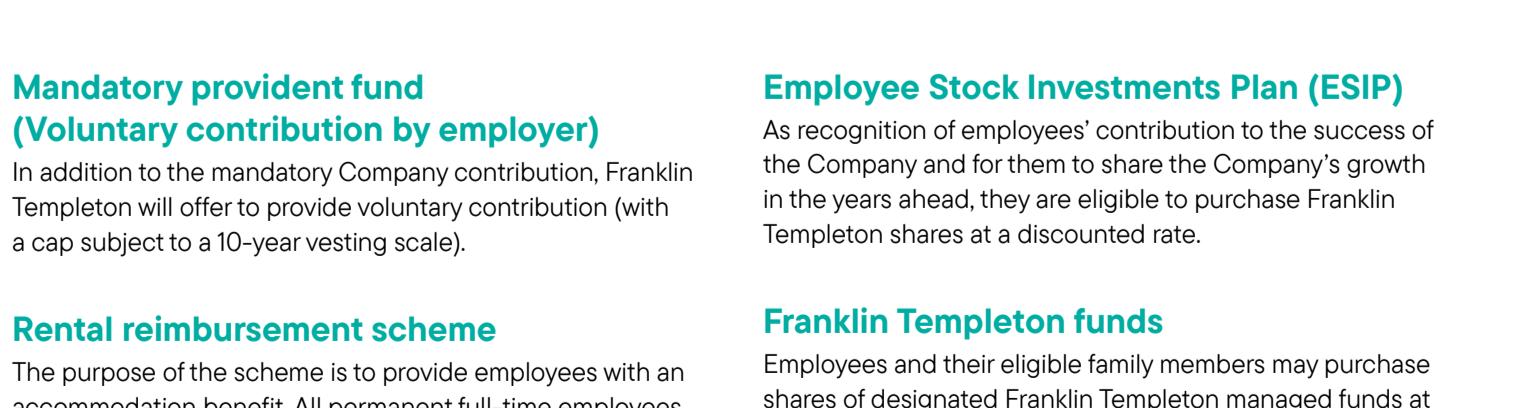
- Annual leave entitlements are dependent on employee's category and employee's tenure with the Company and increase with service years.

- Management level starting at 25 days

- Supervisor, professional & support level starting at 20 days

#### Other leave entitlements

- Marriage leave
- Parental leave (maternity, enhanced paternity, adoption and foster care)
- Bereavement leave
- Family caregiver leave
- Sick leave
- Jury duty leave



### Work environment

#### Work flexibility

Franklin Templeton recognises that employees are managing the demands of both a highly productive work environment and life priorities. To support employees in this blend of work whenever possible and effective.

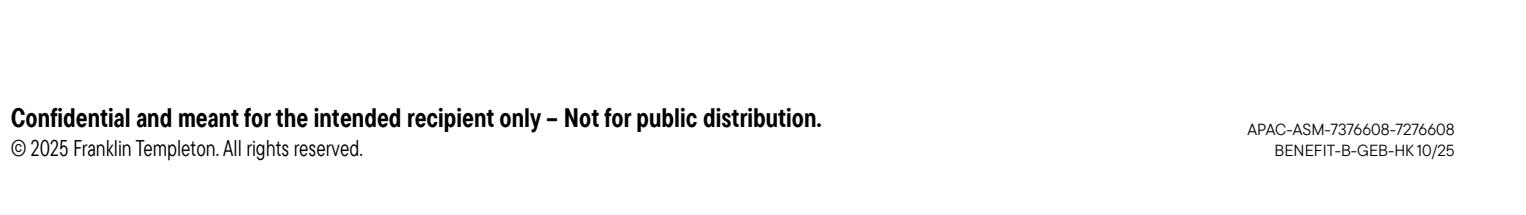
#### Global Inclusion

At Franklin Templeton, we recognize and embrace our people. Our global workforce gives us a broader perspective. The variety of experiences and viewpoints of our employees help support innovations and better decision-making. From our CEO to our newest employee, we all have the responsibility to cultivate an inclusive environment. We foster a culture that encourages our people to bring their authentic self to work because we believe our people's wellbeing is key to our success.

Disclaimer: Benefits information may be summarised; full details are available in the employee handbook and/or internal site.

© 2025 Franklin Templeton. All rights reserved.

APAC-ASM-737608-722608  
BENEFIT1-B-GEB-HK10/25



### Financial benefits

#### Mandatory provident fund (Voluntary contribution by employer)

In addition to the mandatory Company contribution, Franklin Templeton will offer a voluntary contribution (with a cap subject to a 10-year vesting scale).

#### Rental reimbursement scheme

The purpose of the scheme is to provide employees with an accommodation benefit. All permanent full-time employees are eligible to participate in the scheme subject to proper following of the stipulated guidelines.

#### Employee Stock Investments Plan (ESIP)

As recognition of employees' contribution to the success of the Company and for them to share the Company's growth in the year ahead, they are eligible to purchase Franklin Templeton shares at a discounted rate.

#### Franklin Templeton funds

Employees and their eligible family members may purchase shares of designated Franklin Templeton managed funds at the net asset value (NAV).

#### Employee referral network

The employee referral network is designed to encourage employees to share their personal and professional connections. Potential monetary bonus will be given for successful referrals meeting all criteria.

