



**Effective date: October 15, 2021**

## **Brief Introduction to Baidu Care and Welfare Management Instructions**

Festival benefits are an effective way for companies to convey care to employees, make them feel the warmth of the company, strengthen the promotion of the employer brand, and maintain good employee relationships. In terms of employee welfare, Baidu has formulated the "Baidu Care Welfare Management Instructions", and the company provides employees with relevant welfare care gifts on New Year's Day, Spring Festival, Women's Day, International Children's Day, Mid-Autumn Festival, employees' birthdays, and the anniversaries from which employees first join Baidu. At the same time, Baidu provides material benefits such as gift cards/condolence cards to employees during events such as weddings, childbirth, funerals, and illnesses.