

# BRAZIL BENEFITS OVERVIEW

At Momentive, we offer a comprehensive range of competitive benefits aimed at supporting our employees' physical, mental, and financial well-being.



## YOUR HEALTH

### MEDICAL PLAN

For you and your dependents (spouse and children up to 21 years old or up to 24 years old, if attending college).

There are two options of medical plan providers available, Unimed and Bradesco Saúde. The type of plan and provider will be defined based on your position.

The plan costs are fully covered by Momentive.

### DENTAL PLAN

Provided by Uniodonto do Brasil. With the largest dental care network in the country, it offers a wide range of services to meet your dental care needs.

The monthly fee is fully covered by Momentive and the benefit is available to you and your dependents.

### PRESCRIPTION COSTS

Depending on your salary, you may be eligible for reimbursement for prescription drugs for you or your dependents.

The annual reimbursement limit varies depending on your salary range.



## YOUR WELLNESS

### MENTAL HEALTH & EMPLOYEE ASSISTANCE PROGRAM

- 8 free and confidential face-to-face (or virtual) counseling sessions for each family member, per issue, per year.
- A wide variety of resources on Child and Elder Care, Work-Life Balance, Family Services, and more.

### WELLHUB

Wellhub connects you to the best network of fitness, mindfulness, therapy, nutrition and sleep quality partners, with one single subscription that costs less and offers more.

### ON-SITE RESTAURANT

You will have access to the company restaurant, where you can eat balanced, high-quality meals.

### MEAL VOUCHER

Meal vouchers are a benefit offered to employees who work in positions that are fully remote.



## YOUR FAMILY

### CHILDCARE ALLOWANCE

Female employees who give birth will be entitled to this benefit that is intended to help them with child care and education expenses for a period of 24 months after they return from maternity leave.

*We Care* about the well-being and safety of our employees, their families, and the planet.





## YOUR WEALTH

### PENSION PLAN

It allows you to accumulate funds to ensure additional income after retiring. It is a way to supplement social security and ensure a more secure financial future. Momentive's contribution could range from 150% to 300% of the amount you contribute monthly, depending on your age group.

### LIFE INSURANCE

The Group Life Insurance offered by Momentive is a benefit that provides financial protection for you and your family in difficult times and in case of unexpected events.

The main coverage is for:

- Death from any cause of an employee, spouse or child;
- Funeral assistance

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

Talk to financial experts about various financial topics, from budgeting to estate planning to elder healthcare.



## YOUR CAREER

### EDUCATION INCENTIVE

The education incentive program allows employees to acquire new skills and knowledge, which could contribute to their career growth and development. For more details, please refer to the specific policies.

### CAREER DEVELOPMENT

Earn and maintain professional certifications and get job-related coursework paid at 100%.

### PROFESSIONAL DEVELOPMENT

- Momentive University (digital & self-directed)
- Virtual Workshops (live & interactive)
- Classroom (leadership & business skill development)



### REWARDS & RECOGNITION

Nominate fellow employees and receive recognition for making a difference and contributing to our Company's success through our Inspire program.



We Enable Solutions for a Sustainable World™