

CHINA BENEFITS OVERVIEW

Momentive offers comprehensive competitive benefits to support our employees' physical, mental, and financial well-being.



YOUR HEALTH

MEDICAL PLAN

- Dread Disease Insurance covers 50 kinds of major diseases: CNY 150,000; 3 kinds of mild diseases: CNY 45,000.
- Outpatient: 90% Reimbursement,
- Inpatient: 100% Reimbursement, OP&IP: Up to CNY 20,000.
- Maternity: 100% Reimbursement, up to CNY 8,000.
- Child Plan: Outpatient: 50% Reimbursement & Inpatient: 50% Reimbursement, OP&IP: Up to CNY 20,000.

Expense within the scope of social medical insurance (SMI, including the cost of Class B)

VOLUNTARY OPTIONS

Voluntary plan of a family member (100% Paid by Employee).

ANNUAL MEDICAL CHECK-UP

All permanent employees are eligible for medical check-ups once a year.

GLOBAL BTA

- Overseas Medical expenses
- Medical evacuation expenses
- Repatriation expenses
- Repatriation of mortal remains

LIFE INSURANCE

- Term Life Insurance: 36 times monthly salary, no less than CNY 200,000.
- Accidental Death & Dismemberment Insurance: 36 times monthly salary, no less than CNY 240,000.



YOUR WEALTH

SAVINGS PLAN

- Employee's financial flexibility, incentivize long-term commitment, and attract and retain talent.
- The company will contribute a percentage contribution (10%) to the monthly savings plan for active employees. (or 5% for locally hired foreign passport holders)
- Vesting Schedule from 30% to 100% based on employee's service years with Momentive.



YOUR CAREER

PROFESSIONAL DEVELOPMENT

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



REWARDS & RECOGNITION

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

LONG SERVICE AWARD

Awards Amount based on Years of Company Service Years.

THE COMPANY CONSISTENTLY PROVIDES A VIBRANT AND DIVERSE ARRAY OF ACTIVITIES FOR EMPLOYEES.

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



YOUR WELLNESS

MENTAL HEALTH

- 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

WELL-BEING EDUCATION SESSIONS & SEMINARS

PAID TIME OFF (PTO)

Eligibility: All FTE

- Annual Leave Days Entitlement
 - Non-Exempt: 5-18 Days upon years of service
 - Exempt: 12-21 Days upon years of service
- Sick leave with Pay: 12 working Days
- Marriage leaves: Eligible days follow with Local Legislation
- Funeral Leave
 - Immediate family member: 3 working days
 - Extended family member: 1 working day



YOUR FAMILY

WE CARE

- **Congratulations** – Employee's Marriage, Employee's Birthday, Birth of Child, and Festival greeting.

MATERNITY LEAVE

Eligible days follow with Local Legislation.

PATERNITY LEAVE

Eligible days follow with Local Legislation.

- **Condolences** – Employee's immediate family member's death.



We Enable Solutions for a Sustainable World™