

GERMANY BENEFITS OVERVIEW

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



YOUR HEALTH

INCOME PROTECTION

- Sickness benefit paid up to max. 18 months

CARE FLEX

Current Provider: R+V & Barmenia

- Supplemental nursing insurance based on CLA agreement

JOB BIKE („MOMENTIVE-RAD“)

Current Provider: Mein Dienstrad

- Processed via salary sacrifice

PERSONAL ACCIDENT/BUSINESS TRAVEL INSURANCE

Current Provider: Chubb

- Insured sum (up to 4x annual base salary) may be claimed in case of an accident causing death, permanent total disablement or permanent disabling injuries

DEATH IN SERVICE

- Survivor's benefits (up to 3 monthly base salaries)



YOUR WELLNESS

MENTAL HEALTH & EMPLOYEE ASSISTANCE PROGRAM (EAP)

- 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
- Currenta Site Services

ADDITIONAL WELL-BEING EDUCATION SESSIONS & SEMINARS

FLEXIBLE WORK ARRANGEMENTS

Depending on business needs and the employee's position, remote work, flexible work schedules, a 5-shift model, or part-time options may be available depending on business needs and the employee's position

PERSONAL TIME OFF (PTO)

Annual Leave Entitlement

- 30 Days (Day Shift)
- 28 Days (Fully Continuous Shift)
- 24th/31st Dec for Exempts

PAID TIME-OFF BASED ON CLA

- Additional paid-time off for all employees (e.g. wedding, service anniversary)

Phased Retirement („Altersfreizeit“)

- Applies to employees age 55+ (fully continuous shift) and age 57+



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



YOUR WEALTH

CURRENT PENSION SCHEME

- Defined Contribution plan
- Payments are processed through payroll
- Standard Employer Contribution – 3% up to social security ceiling; 6% above social security ceiling
- Standard Employee Contribution – 2% up to social security ceiling
- Includes risk benefits like survivors and disability benefits

JUBILEE

- Jubilee Awards for 10, 25 and 40 years of service

EMPLOYEE REFERRAL PROGRAM

- Reward for successful candidates for open positions

ADDITIONAL CLA Benefits for Non-Exempts

- Salary Sacrifice Plan ("EZAV + Demografiefonds")
- Annual Future Amount that can be used for e.g. additional vacation days or as a cash allowance
- 13th month salary
- Vacation allowance
- Full Continuous Shift premium
- Various shift allowances (e.g. Dress & Welfare, difficult working conditions)
- Pay Scale up to E12 for Shift Supervisors and E08 for Operators

EMPLOYEE ASSISTANCE PROGRAM (EAP)

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

CAR ALLOWANCE

- Employees satisfying the eligibility criteria of the EU MPM company car policy have the option to choose a lease company car or cash allowance depending on respective track/level
- Eligible employees who have chosen company car are issued a fuel card to cover mileage and fuel expenses

CANTEEN ALLOWANCE

- Employer covers meal surcharge of canteen providers at site



YOUR CAREER

PROFESSIONAL DEVELOPMENT

- Momentive University (digital & self-directed)
- Linked-In Learning
- Virtual Workshops (live & interactive)
- Classroom (leadership & business skill development)
- Coaching & Mentoring



REWARDS & RECOGNITION

Through our Inspire program, you can nominate fellow employees and receive recognition for making a difference and contributing to our Company's success



We Enable Solutions for
a Sustainable World™