

INDIA BENEFITS OVERVIEW

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

MOMENTIVE[®]
SOLUTIONS FOR A SUSTAINABLE WORLD™



Helping Hands for Your Financial Security

- **Salary Advance:** Access salary advance options to manage your financial needs conveniently.
- **Gratuity:** As per the provisions of the Gratuity Act, gratuity is payable upon service severance, ensuring you are financially supported during key milestones in your career.
- **Provident Fund:** Benefit from a 12% contribution from both employee and employer, ensuring long-term savings.



Your Health and Protection

- **Critical Illness Insurance:** Financial support during challenging times with critical illness coverage.
- **Personal Accident Insurance:** Safeguard yourself against unforeseen accidents.
- **Term Life Insurance:** Protection for your loved ones, covering death from any cause.
- **Mediclaim Insurance:** Comprehensive coverage for self & dependents.



Holistic Health and Wellness Support

- **Employee Assistance Program:** Access support for mental, legal, and financial challenges.
- **Mental Health Assistance:** Confidential counselling and services to maintain mental well-being.

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





Work-Life Balance

- **Privileged Leave:** 20 days of well-deserved annual leave.
- **Casual Leave:** 10 days for personal needs.
- **Declared Leave:** 10 days for public holidays.
- **Flexi Holiday:** 1 day to use as per your preference.
- **Paternity Leave:** 5 days for the arrival of your newborn.
- **Maternity Leave:** 6 months, including adoption or surrogacy leave.



Other Employee Benefits

- **Competitive Car Lease Program:** Attractive car lease options to enhance your mobility and convenience.



We Enable Solutions for
a Sustainable World™