

# THAI 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

100% Premium by company for Employee life & health insurance, 100% premium by company for Out-Patient Department for Children and Spouse. For an additional In-Patient Department for Children and Spouse, the company absorb 70% of the premium

- **Group Term Life / Group Accidental Death and Dismemberment insurance / Group Total Permanent Disability insurance:** 24 times Base Monthly Salary Free Cover Limit (FCL) = 5,000,000 THB
- **Group Medical Hospitalization:** In-Patient Department
  - Room & Board
  - ICU & Board
  - Hospital General Expenses
  - Surgical Fee (Per Schedule)
  - Doctor's visit Fee
  - Special Consultation Fee
  - Emergency OPD Treatment
- Outpatient benefit (OPD), cover Flu vaccination (1 visit per year)
- Dental Benefit

### GLOBAL BUSINESS TRAVEL ACCIDENTAL

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

### ANNUAL MEDICAL CHECK-UP

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

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



## YOUR CAREER

### 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.

### LONG SERVICE AWARD

Awards Amount based on Years of Company Service.



## YOUR WEALTH

### PROVIDENT FUND

Eligibility: All FTE after 4 months probation  
Contribution Rule: ER contribute 7.5%; EE can choose a saving as 3% or 5% or 7.5% or 10% or 12.5% or 15% of his/her monthly salary

Payout Term: Upon retirement or termination, vesting rate determined by years of membership.

Vesting %: 20~100% from Year 1 to 5 above





# YOUR WELLNESS

## EMPLOYEE ASSISTANCE PROGRAM(EAP)

### 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

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

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

### PAID TIME OFF (PTO)

Eligibility: All FTE

- **Annual Leave** Days Entitlement:
  - Non-Exempt: 10-15 Days upon Years Of Service
  - Exempt: 15-18 Days upon Years Of Service
- **Sick leave with Pay:** 30 working days
- **Marriage leaves** as the statutory requirement
- **Funeral Leave**
  - Immediate family member: 3 days
  - Extended family member: 2 days
- **Military service leave & Monk-hood Leave:** Male employees are entitled to as the statutory requirement.
- **Sterilization Leave** as the statutory requirement.
- **Personal Necessary Leave (Personal Business Leave)** as the statutory & Company requirement

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



# YOUR FAMILY

### MATERNITY LEAVE:

Eligible days follow with Local Legislation.

### PATERNITY LEAVE:

Male employees who have successfully completed 1-year service period will be eligible for 3 days paid leave.

### CONGRATULATION:

Employee Greeting: Employee's Marriage, Birth of Child.

### CONDOLENCES:

Employee's Immediate Family Member's Death



**We Enable Solutions for a Sustainable World™**