

U.S. 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

Choice of two national medical plans. Enrollment includes:

- Vision Coverage
- \$2,500 Critical Illness Policy
- Employer HSA matching contributions
- Telehealth
- Diabetes management through Virta
- Musculoskeletal Management through Hinge Health

DENTAL

Choice of two national dental plans with full coverage of in-network preventive care.

VOLUNTARY OPTIONS

Choice of two coverage levels for Critical Illness and Group Accident plans and an enhanced Legal plan.



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

WELL-BEING EDUCATION SESSIONS & SEMINARS

PAID TIME OFF (PTO)

5 weeks paid time off (vacation, sick, personal days) with additional time based on years of service and 11 holidays each year.

YEARS OF SERVICE	# OF PTO DAYS
Less than 10	25
10 - 19	30
20 - 29	35
30 +	40



YOUR FAMILY

FERTILITY COVERAGE

IUI and IVF coverages are provided when you enroll in a Momentive Medical option.

MATERNITY LEAVE

100% paid leave for the birth of a child for up to 8 weeks.

PARENTAL LEAVE

4 weeks paid parental leave for parents after birth, adoption, or foster placement.

Company Provided Access to care.com/yourbenefits

ADOPTION & SURROGACY ASSISTANCE



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



YOUR WEALTH

MOMENTIVE SAVINGS PLAN - 401(K)

100% of the first 5% of employee contributions will be matched. In addition, eligible employees will receive an additional Annual Retirement Contribution (ARC) based on years of service.

YEARS OF SERVICE	ARC %
0 - 5	2%
5 - 9	2.5%
10 - 14	3%
15 - 19	4%
20 - 24	5%
25+	6%

FIDELITY PERSONALIZED PLANNING & ADVICE

Work with Fidelity investment advisers for personalized investment management solutions tailored to employees' goals and preferences.

HEALTH SAVINGS ACCOUNT (HSA)

Administered through Fidelity, Momentive matches 100% of employee HSA contributions based on plan and enrollment tier.

FLEXIBLE SPENDING ACCOUNT (FSA) HEALTH CARE LIMITED PURPOSE (LPFSA)

EMPLOYEE DEALS & DISCOUNTS

Access to a wide variety of products and services at discounted prices, ranging from home and auto insurance to electronics and travel.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

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

LIFE & DISABILITY COVERAGE

Momentive provides coverage for serious illness, accidents, and death. There are options to purchase additional coverage.



YOUR CAREER

STUDENT DEBT PROGRAM

Pay off student loans faster! Eligible employees will receive \$100 per month directly to their student loan provider.

CAREER DEVELOPMENT

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

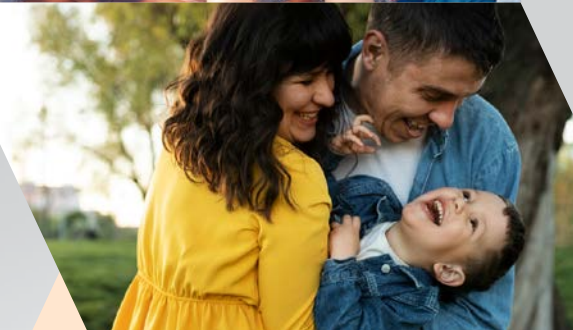
PROFESSIONAL DEVELOPMENT

- 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™

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*All insurance benefits listed may change at the discretion of the company.