

ITALY BENEFITS OVERVIEW

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



YOUR HEALTH

MEDICAL PLAN

Current Provider: Generali

- Supplemental health insurance to statutory insurance
- Coverage for employees and dependents
- Details for coverage (e.g. inpatient, diagnostics, dental) are included in the Handbook of each policy available on Generali platform

PERSONAL ACCIDENT/BUSINESS TRAVEL INSURANCE

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.



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

PERSONAL TIME OFF (PTO)

Annual Leave Entitlement

- Up to 10 years – 20 Days
- Over 10 years – 25 Days
- Directors – 35 Days

Bank / public holidays – 8 Days



YOUR CAREER

PROFESSIONAL DEVELOPMENT

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



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



YOUR WEALTH

PENSION SCHEME

- Defined Contribution plan according to Chemical CLA
- Payments are processed to Fonchim or Previgien
- Standard Employer Contribution – 2,10% + 0,25% of base salary plus the monthly pay elements that are involved for the calculation of severance pay
- Minimum Employee Contribution – 1,20% of base salary plus the monthly pay elements that are involved for the calculation of severance pay
- Employees may increase their contribution to the pension plan with a specific monthly % or amount or annual amount
- For Directors Previdai contributions may differ

DEATH/DISABILITY INSURANCE

- Current Provider: Generali
- Death: Insured amount (up to 5 annual base salaries) at an unfortunate occurrence
- Disability: Insured amount (up to 6 annual base salaries) at an unfortunate occurrence
- Detailed terms and conditions are included in the Handbook of each policy available on Generali platform

GROUP LIFE INSURANCE

- Current Provider: Generali
- Standard insured amount (2x annual base salary as the date of death; capped at 120K EUR for employees and at 300K EUR for Directors) at an unfortunate occurrence.

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 Fuel card to cover mileage and fuel expenses

MEAL ALLOWANCE

Based on latest agreement company provides meal vouchers per minimum 5 hours worked per day.



YOUR FAMILY

MATERNITY BENEFIT

- 5 months mandatory leave (100% payment=>80% by INPS+20% ER)
- Additional up to 6 months as discretionary leave available as foreseen by law (30% payment)

PATERNITY BENEFIT

Mandatory leave as foreseen by the law: 10 days, which can also be used non-continuously (not enjoyable in fractions of hours) and starting from 2 months before the expected date of birth and within the following 5 months.



We Enable Solutions for
a Sustainable World™