

# 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 – 7 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 and site CBA agreements
- Payments are processed to Fonchim or Previgien
- Standard Fonchim Employer Contribution - 2,10% + as per site CBA: 0,25% + 25,82 EUR (fixed amount) 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™