

# Benefit Plans & Programs

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## INTRODUCTION

Benefits and welfare programs are intended to protect and give a "safety net" to Syensqo's employees and their family members on matters related to, but not limited to: retirement, disability, death or health issues and risks, including during maternity, co-parent and adoption leave.

An important part of the Syensqo Benefits offering is the [Syensqo Cares](#) program that was introduced in 2017 with the intention to provide a minimum set of benefits to all Syensqo employees regardless of where they are located.

All other benefit plans besides Syensqo Cares are country specific and are driven by rules and guidelines provided by the Governmental Social Security system in each country. Syensqo benefit plans may provide coverage as a supplement or replacement of governmental plans, provide coverage on matters not met by Governmental plans or are introduced to improve overall well-being of Syensqo employees.

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## COUNTRY AND LOCAL BENEFIT PLANS & PROGRAMS

[READ INFORMATION ON COUNTRY & LOCAL BENEFITS](#)

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