

Germany Benefit Plans & Programs

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INTRODUCTION

The following table provides you an overall picture of the Benefits Framework under different entities in Germany. More detailed site specific benefits defined at local will be presented by your Site HR Partner or recruiter.

- [Germany's Summary Benefits](#)

GERMANY - COUNTRY BENEFIT PLANS & PROGRAMS - APPLICABLE TO ALL SITES

Benefit type	Benefit description
Medical (including dental/optical /hospitalization/critical illnesses/ etc)	Additional sick pay: • Functional class S15 -S19 month of illness and the next 3 months, than 3 months sick pay allowance • Functional class S20 -S24 month of illness and the next 3 months, than 9 months sick pay allowance
Medical (including dental/optical /hospitalization/critical illnesses/ etc)	Medical - Health Assessment (Grade S23-24 employees)
Company car	Company car for executive staff: • Functional class S21+S22 monthly leasing rate 915,00 € • Functional class S23+S24 monthly leasing rate 1025,00 € An employee eligible for a status car can opt for a mobility allowance instead of a vehicle.
Extralegal (additional) paid vacation /time-off/parental leave	Old age leisure time for executive staff from the age of 57: • 2,5 hours weekly (time off or Transfer to long-term account)
Pension / Savings plan	DB Plan - Deferred Compensation Plan (Direktzusage) Deferred Compensation Plan (direct commitment) - reinsured with Allianz and Hannoversche life insurance. Applicable to all employees whose salary exceeds the social security contribution ceiling.
Pension / Savings plan	VO 2005. Applicable to all employees with hire date after 01.01.2005. For all companies except Cytec where VO ICI applies.
Jubilee / Service Award	• 25 years seniority: 1 Gross Monthly salary + 1 holiday day + 1 Clock • 40 years seniority: 1 Gross Monthly salary + 1 holiday day
Personal Workplace Accident Insurance	This insurance is provided by Syensqo as the employer. Applicable to all employees with an unlimited employment agreement or those with employment agreement for 6 months or longer (including trainees).

GERMANY - SITE SPECIFIC BENEFIT PLANS & PROGRAMS

Site	Legal Entity	Benefit type	Benefit description
Oestringen	Syensqo Group	Pension / Savings plan	Only for Cytec. VO ICI.
Oestringen	Syensqo Group	Personal Workplace Accident Insurance	Death - Group personal accident. For Cadre and Non-Cadre Employees.

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