

# Mexico Benefit Plans & Programs

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### INTRODUCTION

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

### MEXICO - BENEFIT PLANS & PROGRAMS

Site	Legal Entity	Benefit category	Benefit type	Benefit description	Eligibility
Atequiza	Cytec de Mexico S.A. de C.V.	Traditional benefits	Medical (including dental /optical/ hospitalization /critical illnesses/ etc)	Medical Insurance Provider <ul style="list-style-type: none"> <li>Metlife Cover 2,522,957 MXN per event. On reimbursement the employee contributes with deductible of 6,307 MXN plus 10% co-insurance of the total expenses per event.</li> </ul>	All non union employees
Atequiza	Cytec de Mexico S.A. de C.V.	Traditional benefits	Death	Life Insurance Provider <ul style="list-style-type: none"> <li>Metlife - natural death provides 26 months base salary and 52 months for accidental death</li> </ul>	All employees
Atequiza	Cytec de Mexico S.A. de C.V.	Traditional benefits	Company car (may include fuel)	Car policy Amount USD: Sales and Managers <ul style="list-style-type: none"> <li>Segun Catalogo de la Politica Autos</li> </ul>	Sales force
Atequiza	Cytec de Mexico S.A. de C.V.	Choose category	Lunch/food allowance /tickets/subsidised cantine/ etc	Food allowance <ul style="list-style-type: none"> <li>15% monthly salary, cap to 3,154 MXN</li> </ul>	All employees
Atequiza	Cytec de Mexico S.A. de C.V.	Perquisites	Other benefits / perquisites	Christmas Bonus <ul style="list-style-type: none"> <li>40 days base salary</li> </ul>	All employees
Atequiza	Cytec de Mexico S.A. de C.V.	Choose category	Other benefits / perquisites	Vacation Bonus <ul style="list-style-type: none"> <li>111% base salary per vacation days. base on seniority</li> </ul>	All employees
Atequiza	Cytec de Mexico S.A. de C.V.	Perquisites	Extralegal (additional) paid vacation / time-off / parental leave	Vacation days <ul style="list-style-type: none"> <li>The number of days varies according to seniority.</li> </ul>	Non Union and Union employees
	Syensqo Fluor Mexico S.A. de C.V.	Traditional benefits	Company car (may include fuel)	Car policy Amount USD <ul style="list-style-type: none"> <li>Sales and Managers - Segun Catalogo de la Politica Autos</li> </ul>	Managers and sales force
Mexico City	Syensqo Mexicana S de RL de C. V.	Traditional benefits	Medical (including dental /optical/ hospitalization /critical illnesses/ etc)	Medical Insurance Provider <ul style="list-style-type: none"> <li>Metlife Cover 3,469,066 MXN per event. On reimbursement, the employee contributes with deductible of 3,154 MXN plus 10% co-insurance of the total expenses per event and an additional unlimited medical policy</li> </ul>	All employees
Mexico City	Syensqo Mexicana S de RL de C. V.	Traditional benefits	Death	Life Insurance Provider <ul style="list-style-type: none"> <li>Metlife 36 months base salary for natural deaths and 72 months base salary for accidental deaths.</li> </ul>	All employees

Mexico City	Syensqo Mexicana S de RL de C. V.	Traditional benefits	Company car (may include fuel)	Car policy Amount USD: Sales and Managers <ul style="list-style-type: none"> <li>Segun Catalago de la Politica Autos</li> </ul>	<b>Managers and sales force</b>
Mexico City	Syensqo Mexicana S de RL de C. V.	Traditional benefits	Company car (may include fuel)	Monthly fuel <ul style="list-style-type: none"> <li>5,700 MXN</li> </ul>	<b>Managers and sales force</b>
Mexico City	Syensqo Mexicana S de RL de C. V.	Choose category	Lunch/food allowance /tickets/subsidised cantine/ etc	Food voucher <ul style="list-style-type: none"> <li>10% monthly salary, cap to 2,925 MXN</li> </ul>	<b>All employees</b>
Mexico City	Syensqo Mexicana S de RL de C. V.	Perquisites	Other benefits / perquisites	Christmas Bonus <ul style="list-style-type: none"> <li>45 days base salary</li> </ul>	<b>All employees</b>
Mexico City	Syensqo Mexicana S de RL de C. V.	Choose category	Other benefits / perquisites	Vacation Bonus <ul style="list-style-type: none"> <li>85% base salary per vacation days</li> <li>based on seniority</li> </ul>	<b>All employees</b>
Mexico City	Syensqo Mexicana S de RL de C. V.	Perquisites	Extralegal (additional) paid vacation / time-off / parental leave	Vacation days <ul style="list-style-type: none"> <li>The number of days varies according to seniority.</li> </ul>	<b>All employees</b>
Mexico City	Syensqo Mexicana S de RL de C. V.	Choose category	Other benefits / perquisites	Saving Fund <ul style="list-style-type: none"> <li>13% monthly salary cap to 4,099 MXN</li> </ul>	<b>All employees</b>
Mexico City	Syensqo Mexicana S de RL de C. V.	Choose category	Other benefits / perquisites	Familiar death leave <ul style="list-style-type: none"> <li>5 days of permit.</li> </ul>	<b>All employees</b>
Mexico City	Syensqo Mexicana S de RL de C. V.	Choose category	Other benefits / perquisites	Matrimony leave <ul style="list-style-type: none"> <li>3 days of permit.</li> </ul>	<b>All employees</b>
All sites	MÉXICO	Perquisites	Extralegal (additional) paid vacation / time-off / parental leave	Paternity leave <ul style="list-style-type: none"> <li>Syensqo grants 16 weeks</li> </ul>	<b>All employees</b>
All sites	MÉXICO	Traditional benefits	Company car (may include fuel)	Car policy Amount USD: Sales and Managers <ul style="list-style-type: none"> <li>Segun Catalago de la Politica Autos</li> </ul>	<b>Managers and sales force</b>
All sites	MÉXICO	Perquisites	Employee Assistance Program (psychological /legal support/ tax support/ etc)	Wellbeing Employee Support Program	<b>All employees</b>