

Mexico Benefit Plans & Programs

Mexico Benefit Plans & Programs

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 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.	All non union employees
Atequiza	Cytec de Mexico S.A. de C.V.	Traditional benefits	Death	Life Insurance Provider Metlife - natural death provides 26 months base salary and 52 months for accidental death	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 Segun Catalago de la Politica Autos	Sales force
Atequiza	Cytec de Mexico S.A. de C.V.	Choose category	Lunch/food allowance /tickets/subsidised canteine/ etc	Food allowance 15% monthly salary, cap to 3,154 MXN	All employees
Atequiza	Cytec de Mexico S.A. de C.V.	Perquisites	Other benefits / perquisites	Christmas Bonus 40 days base salary	All employees
Atequiza	Cytec de Mexico S.A. de C.V.	Choose category	Other benefits / perquisites	Vacation Bonus 111% base salary per vacation days. base on seniority	All employees
Atequiza	Cytec de Mexico S.A. de C.V.	Perquisites	Extralegal (additional) paid vacation / time-off / parental leave	Vacation days The number of days varies according to seniority.	Non Union and Union employees
	Syensqo Fluor Mexico S.A. de C.V.	Traditional benefits	Company car (may include fuel)	Car policy Amount USD Sales and Managers - Segun Catalago de la Politica Autos	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 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	All employees
Mexico City	Syensqo Mexicana S de RL de C. V.	Traditional benefits	Death	Life Insurance Provider Metlife 36 months base salary for natural deaths and 72 months base salary for accidental deaths.	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 Segun Catalago de la Politica Autos	Managers and sales force
Mexico City	Syensqo Mexicana S de RL de C. V.	Traditional benefits	Company car (may include fuel)	Monthly fuel 5,700 MXN	Managers and sales force
Mexico City	Syensqo Mexicana S de RL de C. V.	Choose category	Lunch/food allowance /tickets/subsidised cantine/ etc	Food voucher 10% monthly salary, cap to 2,925 MXN	All employees
Mexico City	Syensqo Mexicana S de RL de C. V.	Perquisites	Other benefits / perquisites	Christmas Bonus 45 days base salary	All employees
Mexico City	Syensqo Mexicana S de RL de C. V.	Choose category	Other benefits / perquisites	Vacation Bonus 85% base salary per vacation days - based on seniority	All employees
Mexico City	Syensqo Mexicana S de RL de C. V.	Perquisites	Extralegal (additional) paid vacation / time-off / parental leave	Vacation days The number of days varies according to seniority.	All employees
Mexico City	Syensqo Mexicana S de RL de C. V.	Choose category	Other benefits / perquisites	Saving Fund 13% monthly salary cap to 4,099 MXN	All employees
Mexico City	Syensqo Mexicana S de RL de C. V.	Choose category	Other benefits / perquisites	Familiar death leave 5 days of permit.	All employees
Mexico City	Syensqo Mexicana S de RL de C. V.	Choose category	Other benefits / perquisites	Matrimony leave 3 days of permit.	All employees
All sites	MÉXICO	Perquisites	Extralegal (additional) paid vacation / time-off / parental leave	Paternity leave Syensqo grants 16 weeks	All employees
All sites	MÉXICO	Traditional benefits	Company car (may include fuel)	Car policy Amount USD: Sales and Managers Segun Catalago de la Politica Autos	Managers and sales force
All sites	MÉXICO	Perquisites	Employee Assistance Program (psychological /legal support/ tax support/ etc)	Wellbeing Employee Support Program	All employees