

Portugal Benefit Plans & Programs

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INTRODUCTION

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

- Site-specific summary of Benefits
 - Lisbon

PORTUGAL - COUNTRY BENEFIT PLANS & PROGRAMS

Benefit entity	Benefit category	Benefit type	Benefit description
Portugal	Mobility / commuter benefits	Company Car	Leasing contract with costs fully supported by the company. For S19 and gradings above.
Portugal	Traditional benefits	Medical Insurance	Health insurance is valid for a year from July 1st to June 30th. For 2025/ 2026 the provider is Multicare - Fidelidade. For more information read the booklets here . Important Notes: Adding Family members: - Over 26 years old: 643.79 €/year (53.65 € per month) - 25 years old or younger: 450.65 €/year (37.55 € per month) - For family member inclusions the grace period of 3 months will apply. - For newborn babies, no grace period is applied when included on the 30 firsts days. - Family members that can be included: Spouses and children.
Portugal	Traditional benefits	Life Insurance	Life Insurance under Syensqo cares agreement. The current provider is Allianz. Life Insurance Flyer: EN version / PT version
Portugal	Traditional benefits	Jubilee / Service Awards	Employees who reach 25 and 40 years of service receive a monetary prize and a commemorative medal at 25 and a watch at 40.
Portugal	Perquisites	Loans	The company provides loans in case of emergency situations. The amount needs to be returned until the end of the year.
Portugal	Perquisites	Syensqo Shares Program	This program offers you the chance to become a shareholder and actively participate in the company's growth. It is exclusively available to permanent or fixed-term SYENSQO employees up to the S22 level, in the following participating countries: Belgium, Brazil, Canada, China, France, Germany, India, Italy, Japan, Mexico, Netherlands, Portugal, Singapore, South Korea, Thailand, UK, and USA. Please note that on the share purchase date, employees must be employed by SYENSQO and receiving a salary from the company.
Portugal	Perquisites	Day off on Birthday	At Syensqo Portugal employees can have the day off on their birthday. If the birthday is during the weekend or a national holiday, they can choose another day to have off in the 5 following days.
Portugal	Perquisites	Lunch/food allowance	Meal allowance is paid in a card which can be used in restaurants and supermarkets. Currently is 10.20€ per working day.
Portugal	Perquisites	Extralegal (additional) paid vacation days	According to the Portuguese law: In the 1st year of contract, employees are entitled to 2 days per complete month of contract, in a maximum of 20; Following years: 22 days/year. At Syensqo Lisbon: Non-term contracts (after 1st year): 25 days/year- meaning 3 extra days, compared to the Portuguese legislation.
Portugal	Perquisites	Flextime	The worked hours above 8 hrs/ day, are accumulated to be taken after as free time. Employees cannot accumulate more than 16h per month. Non-cadre employees.
Portugal	Perquisites	Family assistance	10 days for paid family assistance per year
Portugal	Perquisites	Sickness Allowance	When the employee is on sick leave the company compensates with a Sickness allowance the salary % not covered by the Social Security + paid sick days until 3 days in a row + all other legally justified and/or paid absences.

qual	Perquisites	Remote working monthly allowance	45€ paid with the salary (gross amount).
qual	Traditional benefits	Workplace Accidents Insurance	Provided by Syensqo as required by the Portuguese Law for any personal accidents that occur during working hours.
qual	Traditional benefits	Personal Accidents Insurance	For Cadre employees. For more information on the Lisbon insurance read the policy here . Personal Accidents Insurance Flyer: EN version / PT version

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