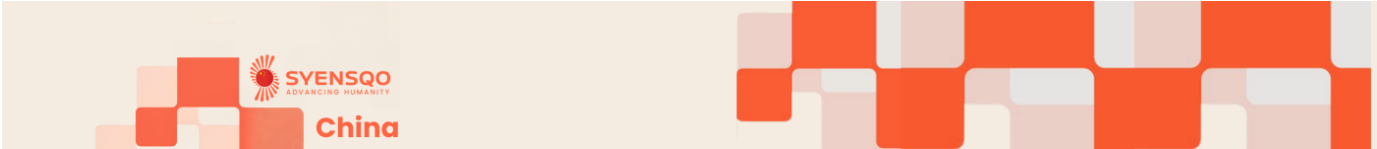


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- Policies & Forms
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Personal Accident	Public Transportation Accident Insurance <ul style="list-style-type: none"> Airplane - CNY 400,000; Railway & Water & Land - CNY 100,000
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Benefit type	Benefit description
Company car (may include fuel)	<p>Company car or car allowances:</p> <p>1) Leased car for employees at S21 and above:</p> <ul style="list-style-type: none"> S21: CNY 5,000/month (no driver) S22: CNY 7,000/month (driver upon approval) S23 & above: CNY 9,500/month (with driver) <p>2) Car allowances for employees at S21 and above:</p> <ul style="list-style-type: none"> S21: CNY 5,400/month S22: CNY 8,000/month S23 & above: CNY 12,000/month

Site	Legal Entity	Benefit Type	Benefit Description
Fengxian	Cytec Engineered Materials Shanghai	Wellness/ Fitness allowance or other similar arrangements	CNY 500/year
Changshu	Syensqo Specialty Polymers Changshu	Wellness/ Fitness allowance or other similar arrangements	CNY 500/year
STP	All legal entities	Public transport allowance	CNY 270/month, paid through monthly payroll and indicated in individual offer letter
STP	All legal entities	Other benefits / perquisites	Holiday allowance CNY 100/month
STP	All legal entities	Wellness/ Fitness allowance or other similar arrangements	Flex benefits credits equivalent to 6.5% MBS
Branches	All legal entities	Public transport allowance	Transportation Allowance CNY 120/month
Branches	All legal entities	Lunch/food allowance/tickets/subsidised canteen/ etc	Lunch Allowance CNY 340/month
Branches	All legal entities	Wellness/ Fitness allowance or other similar arrangements	Flex benefits credits equivalent to 6.5% MBS

Site	Legal Entity	Benefit Type	Benefit Description
Zhuhai	Syensqo Specialty Chemicals Zhuhai	Other benefits / perquisites	Shift allowance, CNY 50/Night Shift
Hengchang	Syensqo Henghang Specialty Chemicals	Other benefits / perquisites	Shift allowance: CNY 20/day shift, CNY 30/night shift
Changshu	Syensqo Specialty Polymers Changshu	Other benefits / perquisites	Shift allowance: CNY 14/day shift , CNY 38/ night shift
Zhangjiagang	Syensqo Specialty Chemicals Zhangjiagang	Other benefits / perquisites	Shift allowance: CNY 10 /day shift, CNY 25/ night shift
Zhenjiang	Syensqo Chemicals Zhenjiang	Other benefits / perquisites	Shift allowance: CNY 10/day shift, CNY 25/night shift
Fengxian	Cytec Engineered Materials Shanghai	Other benefits / perquisites	Shift Allowance: CNY 10/day shift; CNY 33/night shift

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