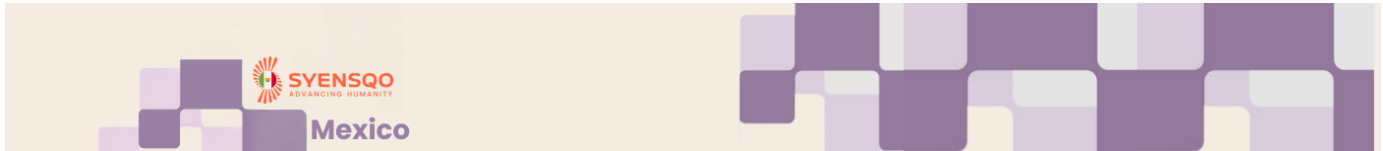


# NW Mexico



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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>	<b>All non union employees</b>
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>	<b>All employees</b>
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 Catalago de la Politica Autos</li> </ul>	<b>Sales force</b>
Atequiza	Cytec de Mexico S.A. de C.V.	Choose category	Lunch/food allowance /tickets/subsidised canteine/ etc	Food allowance <ul style="list-style-type: none"> <li>• 15% monthly salary, cap to 3,154 MXN</li> </ul>	<b>All employees</b>
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>	<b>All employees</b>
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>	<b>All employees</b>

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>	<b>Non Union and Union employees</b>
	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>	<b>Managers and sales force</b>
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>	<b>All employees</b>
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>	<b>All employees</b>
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 Catalogo 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 Catalogo 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>

