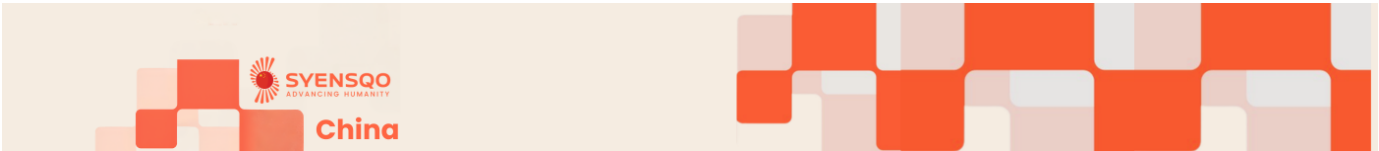


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- [Policies & Forms](#)
- [Benefits](#)
- [FAQs](#)

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Benefit type	Benefit description
Death	Term Life Insurance: Death by disease. 26*MBS with CNY 100,000 at Minimum
Disability	Term Life Insurance: Permanant Disability by disease. 26*MBS with CNY 100,000 at Minimum
Personal Accident	AD&D Insurance: Death or Permanant Disability by accident. 26*MBS with CNY 400,000 at Minimum
Medical (including dental/optical/ hospitalization /critical illnesses/ etc)	Medical Insurance: 90% reimbursement of the individual part that fall within Urban Mandatory Medical Insurance for outpatient expense, Max 20K. 100% reimbursement of individual part that fall within Urban Mandatory Medical Insurance for inpatient expense, Max 20K. 50% reimbursement for the child part for inpatient and outpatient expense, Max 20K.

Personal Accident	Public Transportation Accident Insurance - Airplane - CNY 400,000; - Railway & Water & Land - CNY 100,000
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Benefit type	Benefit description
Company car (may include fuel)	Company car or car allowances: 1) Leased car for employees at S21 and above: - S21: CNY 5,000/month (no driver) - S22: CNY 7,000/month (driver upon approval) - S23 & above: CNY 9,500/month (with driver) 2) Car allowances for employees at S21 and above: - 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 cantine/ 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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