

SYENSQO
 ADVANCING HUMANITY
Thailand

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- Thailand's Benefit Summary

Benefit Category	Benefit type	Benefit description	Eligibility
Retirement	Pension / Savings plan	Provident Fund (supplemental DC plan) - Retirement Age = 60 - Employees' contribution rate : 3% - 15%. - Contribution Rate by Employers: From 5% to 10%, depending on the service years of employees	All permanent employees
Traditional benefits	Death	Term Life Insurance: Death by disease - 2*ABS (26 MBS) for Bangkok & Banpoo staff - 2*ABS (26 MBS) + 24 upcountry allowances for Rayong staff	All permanent employees
Traditional benefits	Disability	Term Life Insurance: TPD by disease - 2*ABS (26 MBS) for Bangkok & Banpoo staff - 2*ABS (26 MBS) + 24 upcountry allowances for Rayong staff	All permanent employees

Traditional benefits		Personal Accident		Death & TPD by accident 1) 24 MBS (Min THB 600,000 & Max THB 3,000,000) + 26 MBS for Bangkok & Banpoo staff 2) 24 MBS (Min THB 600,000 & Max THB 3,000,000) + 26 MBS + 24 upcountry allowances for Rayong staff 3) In case of died or TPD due to public accident, 48 MBS Min THB 1,200,000 & Max THB 6,000,000) + life benefit Partial disability by accident - percentage of capital sum (the payment will double if accident in publicity)	All permanent employees	
Traditional benefits		Medical (including dental/optical/hospitalization/critical illnesses/ etc)		1. OPD: Employee 20,000; Family 20,000 /member (under S23) 2. IPD: Employee - Room: 3,500 /n; Hospital Service: 35,000 / case; Surgery: 50,000 / case; ER: 5,000 / case Family - Room: 2,000 /n; Hospital Service: 25,000 / case; Surgery: 25,000 / case; ER: 2,500 / case 3. Dental: Employee 5,000 / year; Family 5,000 / member / year 4. Flexible benefits: 10,000 / year Over claim of OPD & Dental (including family) Ex. Optical , Parent Medical 5. Major Medical: 80% with max 200,000 THB/case 6. Critical illness:Syensqo cares : 48 kinds of diseases	All permanent employees	
Mobility / commuter benefits		Personal car allowance		Commercial team : Car allowance S15 : 10,000 THB/month S16-S18 : 18,000 THB/month	Commercial Team S15 up	
Mobility / commuter benefits		Company car (may include fuel)		S19-S20 : Toyota or Honda 2000 cc or equivalent S21 : Toyota or Honda 2400 cc or equivalent S22-S23 : Mercedes, BMW and Toyota Alphard 2500 cc or equivalent S24 and above : Mercedes, BMW and Toyota Alphard 3,000 cc or equivalent	Employee S19 up	
Mobility / commuter benefits		Personal car allowance		Gasoline and Parking allowance 5,000 Thb/ Month	Employee S17-18 only	
Perquisites		Jubilee / Service Award		Long service award: 5 yrs. = Gold THB 0.25 10 yrs. = Gold THB 0.50 15 yrs. = Gold THB 1.0 20 yrs. = Gold THB 1.0 25 yrs. = Gold THB 1.0 30 yrs. + every 5 years = Gold THB 1.0	All permanent employees	
Perquisites		Other benefits / perquisites		Cultural Assistance - Funeral Assistance for employee and their family - New born Assistance - Marriage Assistance - Ordination Ceremony Assistance	Eligible person according to local regulation	
Mobility / commuter benefits		Other mobility/commuter benefits		Cultural event : - New year drink - Outing/team building	All permanent employees	
Site	Benefit Category	Benefit type	Benefit description			Eligibility
Hemaraj	Perquisites	Other benefits / perquisites	Up country allowance : - Employees are working at Rayong province - 15% of Monthly salary (max 10,000 THB)			All permanent employees
Hemaraj	Perquisites	Housing allowance	Housing allowance : - Employees are working at Rayong province - 5,000 THB - employee / 6,500 THB - manager			All permanent employees
Hemara j, Bangpoo	Perquisites	Other benefits / perquisites	Shift allowance : - Type 1: work 8 hours/shift, working 5 days and 2 days off with rotating days off will get 2,500 THB as a shift premium. - Type 2: work 12 hours/shift, working 3 days and 3 days off with rotating days off will get 16% of monthly salary (min 3,000 THB - max. 10,000 THB), plus night shift allowance 500 THB for manager and 300 THB for employee.			Shift workers
Hemaraj , Bangpoo	Mobility / commuter benefits	Other benefits / perquisites	Company transportation to Plants			All permanent employees

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