

Social protection

Ignitis Group's companies follow the [Remuneration Policy](#) and the Remuneration Guidelines to maintain employee motivation and respond to shareholders' expectations for a sustainable, socially responsible development by creating a modern, international and competitive group of companies. In these documents, benefits are described as one of the remuneration elements. More detailed information is provided for the employees in the internal Standard of Additional Benefits of the Group that regulates additional measures for the motivation of employees at the Group level. If individual provisions of the standard are inconsistent with the provisions of a collective agreement concluded within a company of the Group, the provision of the standard or of a collective agreement concluded within the company that provides more favourable conditions for employees will apply to the employees of that company.

Social protection against the loss of income due to any of the following major life events is ensured through public programmes or through benefits offered by Ignitis Group:

(a) sickness

Additional optional health insurance is provided for employees:

Lithuania	Employees can decide and choose from a variety of different benefits, including three health insurance options: <ol style="list-style-type: none">1. option I is focused on prevention, purchase of medicines and vitamins;2. option II is focused on odontology/ophthalmology;3. option III is focused on medical services.
Estonia	All employees are eligible for health insurance, including diagnostic, treatment, dental and preventative health services.
Latvia	All employees are eligible for health insurance, including outpatient and inpatient care, doctor visits, examination and diagnostics, vaccination, prophylactic examinations, inpatient facilities, dentistry, drugs, rehabilitation, critical illnesses.
Poland	All employees are eligible for healthcare provided by a personal physician, consultations of primary healthcare physicians, preventive visit, consultations of emergency doctors, consultations of specialist doctors (comprehensive scope), comprehensive outpatient procedures, diagnostic tests, vaccination, physiotherapy, etc.
Finland	All employees are eligible for statutory occupational health services, such as workplace surveys and action plans, GP-level medical care, specialist medical care, laboratory tests, X-ray, ultrasound, endoscopy examinations, vaccinations, procedures at the clinic.

In addition to health insurance, there are some other benefits:

- for the first 2 calendar days of illness, employees are eligible to a sickness benefit equal to 100% of the average salary of its recipient, calculated in accordance with the procedure established by the Government of the Republic of Lithuania or a relevant legal act of a foreign state;
- in case of a short-term illness or an illness of the employee's child under 16, the employees have the right to be absent from work without a sick leave certificate for up to 2 business days per calendar year. The employee is paid his/her average salary calculated in accordance with the procedure established by the Government of the Republic of Lithuania or a relevant legal act of a foreign state;
- to motivate the employees to take care of their physical and mental health responsibly, upon employee's request, he/she may be granted 1 additional leave day per calendar year for employee's wellness. The employee is paid an average salary for the day off;
- employees are also eligible for and have an opportunity to get annual vaccination against flu (Influenza vaccine) organised by the employer;
- in other cases, when material support is necessary (e.g., serious illness, accidents, natural disasters or any other reasons beyond the employee's control), a benefit may be paid at the request of the employee (the amount would be agreed by the employer's decision).

(b) unemployment starting from when the own worker is working for the undertaking – employees are provided with benefits and guarantees according to the Labour Code or a relevant legal act of a foreign state or collective agreements

(c) employment injury and acquired disability

- Employees are provided with personal accident insurance (valid 24/7 worldwide) that covers them in case of an unexpected injury or critical illness and grants them financial support.
- In other cases, when material support is necessary (e.g., serious illness, accidents, natural disasters or any other reasons beyond the employee's control), a benefit may be paid at the request of the employee (the amount would be agreed by the employer's decision).

(d) parental leave (maternity/paternity leave) is granted to employees according to the Labour Code or a relevant legal act of a foreign state

- Moreover, upon the birth of one or more children or the adoption of one or more children, the company grants the employee EUR 200 (before taxes).
- In addition to this, employees are also eligible for a payment of EUR 390 (before taxes) once per calendar year in the following cases: if the employee's family is raising 3 or more underage children (adopted children); if the employee's family is raising a disabled child (adopted child) (while paying for each such disabled child (adopted child)); if the employee has other dependents (a disabled person who is not working and whose level of working capacity is below 50 percent), while paying for each such disabled person; if the employee is raising underage children alone. In case several specified conditions are met, the employee or the employee's family may be paid no more than two such benefits per calendar year.

(e) retirement

- Retirement benefits are provided to employees according to the Labour Code or a relevant legal act of a foreign state or collective agreements. In Lithuania, when employees participate in the 2nd pension pillar and transfer a sum, which constitutes a 3% of their monthly wage, the state contributes by paying a contribution of 1.5% of the national average wage.
- In Lithuania, employees have a right to choose an optional additional benefit related to voluntary savings for their retirement – the 3rd pillar pension funds (there are 4 pension funds options). Under this benefit, the amount of up to EUR 300 per year is transferred to the pension funds by the employer. The 3rd pillar pension benefit is focused on the long term and is intended exclusively for the pension accumulation; therefore, funds should not be withdrawn from the pension fund without obtaining the right to a pension payment.