Staff Benefits Summary
Pakistan
July 2021

Your Total Rewards package at GAIN

- Base salary
- Retirement
- Security benefits
- Health & Welfare
- Other fixed allowances
- Death benefits
- Compensation
- Performance Management
- Reward & Recognition
- Promotions
- Work-Life balance
- Organizational Environment
- Learning & Development
- Time off
- Wellness
- Recreational benefits
Competitive salaries and financial security - we know how important these are to you and your family.

**Compensation**

- **Salaries** that match the local market
- **Annual salary review** based on cost of living in your location
- **Annual Salary increase** based on annual performance review
- **13th month salary**: 90% of the base salary per financial year
- **10% medical allowance** as part of the salary
- **Connectivity allowance**

**Insurances**

- **EOBI** (Old Age, Disability and Survivors)
- **Gratuity pay**
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Family bereavement benefit**: maximum up to PKR 15,000
- **Global Personal accident and disability insurance**
- **Business Travel insurance**
- **Comprehensive Health insurance** covering your spouse and children
**Paid Leave**

*We recognize you have priorities outside of work. Our flexible paid time off package gives you the flexibility you need.*

- **37 Paid Holidays** including 12 public holidays and 25 days of annual leave
- **Enhanced Maternity Leave provision**, up to 3 months at full pay + 1 additional month at 50% pay and 2 months of unpaid leave
- **Family-related emergency leave**, up to 10 days

**Wellness**

*We care about your health and wellbeing. We offer a comprehensive health package and initiatives to support your wellbeing.*

- Mental health initiatives
- Counselling service
- Breastfeeding support
- Workplace healthy nutrition
- Global pause and Wellbeing Wednesday
- Covid-19: free vaccination and PCR tests

**Flexibility**

- **Hybrid working**: Combination of working from home and working from the office. Most jobs have an entitlement to work remotely 2 days per week.
- **Flexible working**: When possible, adjusted working hours and/or reduced working hours.
Learning & Development

GAIN is committed to developing and supporting staff through continuous learning that fosters the technical, managerial and leadership skills needed to help us realise our vision of a world without malnutrition.

- Professional development programme and support with part-funding for a relevant qualification
- Study leave
- Training and coaching modules
- Cross-organisational or cross-regional project work
- Secondment opportunities
All employees are enrolled in the below plan with **East West Insurance**

Employee receive a EWI Hospitalization Card for accessibility to all panel hospitals - no advance payment

Outside of network, reimbursement of claims is made within 10 days

All disclosed pre-existing conditions are covered

<table>
<thead>
<tr>
<th>Hospitalization</th>
<th>Surgery</th>
<th>Outpatient/General Medical</th>
<th>Prescription Medicines</th>
<th>Dental Care</th>
<th>Vision</th>
<th>Maternity</th>
</tr>
</thead>
<tbody>
<tr>
<td>shared ceiling of 200,000 PKR per person/Yr</td>
<td>ceiling of 600,000 PKR per person/Yr</td>
<td>ceiling of 50,000 PKR per insured/Yr</td>
<td>shared ceiling of 50,000 PKR per insured/Yr</td>
<td>covered up to 50% of shared 50,000 PKR OPD Limit per insured/Yr</td>
<td>Vision surgery covered up to 50% of shared 50,000 PKR OPD Limit per insured/Yr</td>
<td>shared ceiling of 120,000 PKR for normal delivery</td>
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