

23. Pasha-Life Insurance

24.1.Purpose:

To enhance employees' financial well-being, create safe savings opportunities for the future, and generate additional income beyond their salary.

24.2. Scope:

- Available to all employees (except interns) with a permanent employment contract within the company to receive Pasha Life Insurance upon the successful completion of their probation period.
- Participation is voluntary
- Minimum participation period: 3 years (to benefit fully from the program)

24.3. What does this program offer you?

Earn additional income from your salary

- The amount you contribute monthly from your salary will be fully refunded to your account after 3 years, along with income tax and social security payments
- An additional 3% annual return is calculated and paid by PASHA Life

24.4. Rules for registration

- Visit <https://mylife.az/> and register
- Choose the amount you wish to contribute
- Inform the Accounting department after registration

24.5. Through your personal dashboard, you can:

- Increase or decrease your monthly contribution
- Pause the program temporarily when needed

Note:

- Deductions from salary are made only with the employee's consent
- Participation is fully voluntary and can be stopped at any time
- All savings amounts can be tracked transparently through your account

