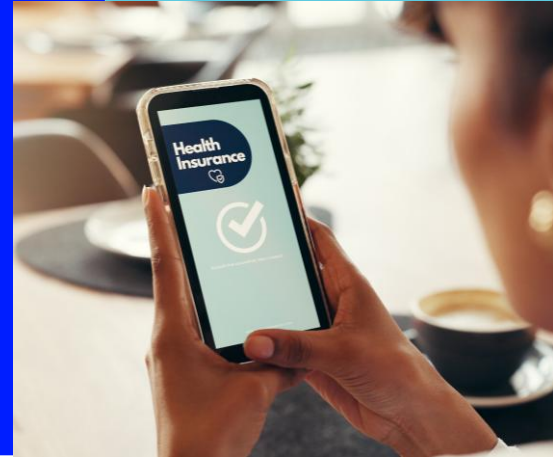


Benefits At a Glance

European Union



Thank you for your interest in career opportunities with LSEG. To support your decision-making, we have shared country-specific benefits below. Please click on the relevant country link to explore the benefits that apply to the location where the role is based. If you have any specific questions or need further details, please discuss these during your interview. We'll be happy to provide additional information and address any queries you may have on request.

[Italy](#)

[Poland](#)

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Italy

Health & protection

- Private medical insurance
- Private life & disability insurance
- Employee Assistance Program (EAP)

Financial & retirement

- Pension plan
- Share Purchase Program (SPP)

Well-being & lifestyle

- Meal vouchers
- Transportation reimbursement
- Tax declaration support
- Wellness allowance
- Hybrid working

Development & recognition

- Continuous learning and development opportunities
- Referral bonus
- Global recognition program

Time off & leave

- Annual paid time off
- Volunteering days
- Special leave types (Parental, Carer's, Bereavement, Gender transitioning)

Labor relations

- LSEG European Works Council
- Work Council and Trade Unions - CGIL (FILCAMS), UIL (UILTUCS)
- National CBAs - [CCNL Commercio](#) (CBA Code H011 - Quadri and Impiegati) and [CCNL DIRIGENTI INDUSTRIA](#) (CBA Code V012 - Dirigenti)
- Accordo di Armonizzazione CCNL provision: fixed annual salary paid over 14 instalments comprising 12 standard monthly salaries, a 13th-month payment in December, and a 14th-month salary accrued and paid pro rata across the year.

Please note that some benefits are pro-rated for part-time contracts. All policies comply with local labour law

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Poland

Health & protection

- Private medical insurance
- Private life & disability insurance
- Employee Assistance Program (EAP)

Financial & retirement

- Pension plan: Employee capital plan
- Pension plan: Fidelity investments
- Share Purchase Program (SPP)

Well-being & lifestyle

- Wellness allowance
- Meal allowance
- Work from home allowance
- Hybrid working

Development & recognition

- Continuous learning and development opportunities
- Referral bonus
- Global recognition program

Time off & leave

- Annual paid time off
- Sick leave beyond statutory
- Volunteering days
- Special leave types (Parental, Carer's, Bereavement, Gender transitioning)

Labor relations

- LSEG European Works Council
- Poland Employee Council
- Remuneration Policy main entitlements on pay:
 - Employees are entitled to a base salary in the amount specified in individual employment contracts, depending on the position, experience, and professional qualifications, but not lower than the minimum wage.
 - Long-Service Bonus upon achieving a period of uninterrupted employment of 5 years and then for each subsequent 5 years until 35 years.
 - Sick Pay lasting up to 33 days in total during the calendar year, and in the case of an Employee over 50 years of age – lasting up to 14 days in total during the calendar year – the Employee retains the right to 100% of their remuneration.
 - Refinitiv Pension Plan - monthly contribution in accordance with the "Refinitiv Global Retirement Plan" and the "PPK" (Employee Capital Plans).

Please note that some benefits are pro-rated for part-time contracts. All policies comply with local labour law.

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