Remote

Remote Benefits: Ukraine

Remote builds belonging for your global team with comprehensive local plans at competitive rates.

At Remote, we offer country-specific benefits for everyone on your team. Your team members will enjoy comprehensive coverage that big providers offer, plus access to exclusive competitive rates meant for larger groups — even if you're still growing.

Global Health Insurance with Allianz

Customers may elect for other fee-based benefits to their employees in Ukraine and can choose between the **basic** and **premium** plans.

The rates listed here are for **May 1, 2025, to April 30, 2026** policy year. Pricing and benefits are subject to change in response to business and market changes and are not update you when these changes take place. If you have any questions, you can **reach out to us**.

Starting May 1, 2026, Remote will offer 20% off our standard employee per month rates (except 25 single fee applies regardless of the number of benefits you offered). **Find out more.**

STANDARD PLAN	PREMIUM PLAN	GOLD PLAN	PLATINUM PLAN
$107.00 USD	$170.00 USD/month	$180.00 USD/month	$190.00 USD/month
Office & Coverage Details **Medical Tourism** Yes Employees may travel to Ukraine, including countries in neighboring conflict areas, if they are **medically stable**. **Medical Evacuation** Yes Offers longer and only medical evacuation to the closest medical facility, including evacuation to neighboring countries in case of an emergency. **Dependents** If you cover the employee, they can add dependents. Dependents are responsible for the difference in price. **Dependent Coverage** Yes Dependents are responsible for the difference in price. **Maternity** Yes Full and pro rata maternity for partners and spouses, including fertility treatments, reimbursed during the employee's maternity leave. **Dependent Coverage Cost: $** Varies based on dependent age, gender, and location. Dependents are responsible for the difference in price.	**Phone Coverage Details** **Phone Coverage** Yes Employee Only **Phone Coverage Cost: $** Varies based on personal plan, location, and carrier. Employee is responsible for the difference in price. **Spouse/Partner** Yes Spouse/Partner Only **Phone Coverage Cost: $** Varies based on personal plan, location, and carrier. Employee is responsible for the difference in price. **Employee plan** Yes Coverage for the employee's family, including children and the cost of a dependent added to the employee's plan. **Dependent Coverage Cost: $** Varies based on dependent age, gender, and location. Dependents are responsible for the difference in price.	**Phone Coverage Details** **Phone Coverage** Yes Employee Only **Phone Coverage Cost: $** Varies based on personal plan, location, and carrier. Employee is responsible for the difference in price. **Spouse/Partner** Yes Spouse/Partner Only **Phone Coverage Cost: $** Varies based on personal plan, location, and carrier. Employee is responsible for the difference in price. **Employee plan** Yes Coverage for the employee's family, including children and the cost of a dependent added to the employee's plan. **Dependent Coverage Cost: $** Varies based on dependent age, gender, and location. Dependents are responsible for the difference in price.	**Phone Coverage Details** **Phone Coverage** Yes Employee Only **Phone Coverage Cost: $** Varies based on personal plan, location, and carrier. Employee is responsible for the difference in price. **Spouse/Partner** Yes Spouse/Partner Only **Phone Coverage Cost: $** Varies based on personal plan, location, and carrier. Employee is responsible for the difference in price. **Employee plan** Yes Coverage for the employee's family, including children and the cost of a dependent added to the employee's plan. **Dependent Coverage Cost: $** Varies based on dependent age, gender, and location. Dependents are responsible for the difference in price.
Inpatient Coverage Cost: $ Varies based on Remote's standard rate for employees, adjusted for cost of living. Full and pro rata maternity for partners and spouses, including fertility treatments, reimbursed during the employee's maternity leave. Additionally, a $1,000 USD lump sum, or the local equivalent, is provided to the employee who gives birth.	**Inpatient Coverage Cost: $** Same as Standard	**Inpatient Coverage Cost: $** Same as Standard **Inpatient Coverage Cost: $** Same as Standard **Inpatient Coverage Cost: $** Same as Standard **Inpatient Coverage Cost: $** Same as Standard **Inpatient Coverage Cost: $** Same as Standard **Inpatient Coverage Cost: $** Same as Standard	**Inpatient Coverage Cost: $** Same as Standard **Inpatient Coverage Cost: $** Same as Standard **Inpatient Coverage Cost: $** Same as Standard **Inpatient Coverage Cost: $** Same as Standard **Inpatient Coverage Cost: $** Same as Standard **Inpatient Coverage Cost: $** Same as Standard
Outpatient Coverage Cost: Unlimited Unlimited Outpatient visits, including specialists, diagnostics, and medications, with no co-pay.	**Outpatient Coverage Cost: Unlimited** Same as Standard	**Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard	**Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard **Outpatient Coverage Cost: Unlimited** Same as Standard
Deductible $0 Employee pays the first $50 out of pocket for medical expenses, after which Remote covers the remaining costs.	**Deductible** $0 Employee pays the first $50 out of pocket for medical expenses, after which Remote covers the remaining costs.	**Deductible** $0 Same as Premium	**Deductible** $0 Same as Premium
Employee Assistance Program (EAP) Employee receives a multilingual mental health support line, plus access to counselors and wellness resources.	**Employee Assistance Program (EAP)** Same as Standard	**Employee Assistance Program (EAP)** Same as Standard	**Employee Assistance Program (EAP)** Same as Standard
Maternity Maternity coverage for employees, capped at $6,000 for women's healthcare.	**Maternity** Same as Standard	**Maternity** Same as Standard	**Maternity** Maternity coverage for employees, capped at $10,000 for women's healthcare.
Prescribed Medications Up to $600.00 USD	**Prescribed Medications** Same as Standard	**Prescribed Medications** Up to $1,800.00 USD	**Prescribed Medications** Up to $3,000.00 USD
Prescription drugs Up to $1,000	**Prescription drugs** Same as Standard	**Prescription drugs** Same as Standard	**Prescription drugs** Full refund
Vaccinations, health screenings, and wellness programs Not covered	**Vaccinations, health screenings, and wellness programs** $100.00 each, upon request	**Vaccinations, health screenings, and wellness programs** $400.00 each, upon request	**Vaccinations, health screenings, and wellness programs** $600.00 each, upon request
Vision Insurance Not covered	**Vision Insurance** Coverage Limit: $300	**Vision Insurance** Same as Premium	**Vision Insurance** Coverage Limit: $600
Dental Insurance Not covered	**Dental Insurance** Coverage Limit: $300 Includes routine cleanings, fillings, and extractions, with a preventive focus.	**Dental Insurance** Same as Premium	**Dental Insurance** Coverage Limit: $600 Includes routine cleanings, fillings, and extractions, with a preventive focus.
For more detailed information on the benefits/fees, please reach out to your Remote contact.	For more detailed information on the benefits/fees, please reach out to your Remote contact.	For more detailed information on the benefits/fees, please reach out to your Remote contact.	For more detailed information on the benefits/fees, please reach out to your Remote contact.

Remote Mental Health Program

The rates listed here are for **May 1, 2026, to April 30, 2027** policy year.

Remote has partnered with **Ofelia**, the UK's #1 provider of client-employee mental wellbeing platform.

Ofelia is available on desktop and as a mobile app and it includes:

- **24/7 therapy with matching to your specialty therapists (UK languages available)**
- **Advanced matching service** to find each employee the right therapist for them within 48 hours
- **Unlimited therapy sessions**
- **Personal wellbeing plan** with curated recommendations and tools to track progress
- **Curated self-guided content library** with audio mindfulness & meditation sessions, guided yoga classes, CBT tools, collections of workplace wellbeing and time-saving content series for managers
- **24/7 mental health helpline** for when an employee is struggling and needs to talk to someone immediately

It is essential to be aware that in certain countries, Remote Health benefits may be categorized as "Benefits in Kind (BIK). This categorization means that the monthly premiums, which the company pays for the benefit, might be counted as part of the employee's taxable income according to the local tax laws.

Pricing and benefits are subject to change in response to business and market changes and we will update you when these changes take place.

Currency: Prices listed in USD, local currency equivalent will be determined based on the exchange rate at the time of invoicing.

Starting May 1, 2026, a fee(fee) of 20% off our standard employee per month rate(per 25 single fee applies regardless of the number of benefits you offered.

STANDARD PLAN	STANDARD PLAN	PLUS PLAN	PLUS PLAN	PREMIUM PLAN	PREMIUM PLAN	PLATINUM PLAN	PLATINUM PLAN
$75.00 USD	$75.00 USD	$125.00 USD	$125.00 USD	$175.00 USD	$175.00 USD	$225.00 USD	$225.00 USD
Platform Access Only Includes **one-time** platform access, without any coaching or support. Personalized Mental Health Platform offering a secure, AI-integrated, evidence-based environment for mood tracking, journaling, coaches, and peer support, with tools and resources for managers to support their teams.	Includes Subscribing to the Mental Health Platform **for one year** (Platform access **one-time** fee). Platform access and coaching are not included.	Includes Subscribing to the Mental Health Platform **for one year** (Platform access **one-time** fee). Includes 1 session (1 hour) per month. Platform access and coaching are not included.	Includes Subscribing to the Mental Health Platform **for one year** (Platform access **one-time** fee). Includes 1 session (1 hour) per month.	Includes Subscribing to the Mental Health Platform **for one year** (Platform access **one-time** fee). Includes 2 sessions (1 hour) per month. Platform access and coaching are not included.	Includes Subscribing to the Mental Health Platform **for one year** (Platform access **one-time** fee). Includes 2 sessions (1 hour) per month. Platform access and coaching are not included.	Includes Subscribing to the Mental Health Platform **for one year** (Platform access **one-time** fee). Includes 3 sessions (1 hour) per month. Platform access and coaching are not included.	Includes Subscribing to the Mental Health Platform **for one year** (Platform access **one-time** fee). Includes 3 sessions (1 hour) per month. Platform access and coaching are not included.

Terms and Conditions for accessing the Mental Health Platform offered by Remote (MH Platform)

Remote Global Business Travel Insurance

The rates listed here are for **May 1, 2026 - April 30, 2027** which has remained unchanged from policy year **May 1 2025 - April 30, 2026**.

Remote has partnered with **Expatriate Group**, a specialized insurance provider offering comprehensive business travel insurance and extra-designed for global companies. Remote's business travel is **Multi-trip Insurance** and it includes:

- **Emergency Medical Support** with access to emergency medical care and evacuation services in case of illness or injury while travelling
- **Travel Delay and Interruption Coverage** provides financial protects personal belongings and essential business equipment during travel
- **Travel Delay and Trip Cancellation** for unexpected travel delays or cancellations
- **Lost Baggage** provides financial support for the replacement of lost or stolen baggage
- **Access to 24/7 helpline** provides immediate assistance for medical emergencies, medical support, and more, no matter where employees are in the world
- **Legal Expenses** offers legal assistance and coverage for legal costs
- **Hijacking** provides financial support and assistance during hijacking incidents

Customers can offer Global business Travel insurance to selected employees, choosing from the options above. Remote's business travel insurance is available to employees of any nationality, living in the entire team. However, the insurance coverage is exclusive for all eligible employees within the same country. Employees also have the option to opt out, and if they do, their coverage and charges will end on the following billing cycle.

Pricing and benefits are subject to change in response to business and market changes and we will update you when these changes take place.

If you have any questions, you can **reach out to us**.

Important:

- Prices listed in USD, local currency equivalent will be determined based on the exchange rate at the time of invoicing.
- For terminated employees, billing will stop at the last day of the month they leave. If they leave during the active policy, the employee's fees (i.e., the monthly premium will continue until next month.
- Once the benefit is established, it is a one-year commitment or until the next renewal, whichever comes first. **You will not be able to opt out of the plan** until this time period has been reached. If the employee leaves, the company is responsible for the remaining payments.
- All plans approved are made at the discretion of the insurance company directly.
- Access comprehensive plan comparison here and our **policy wording**.

COVERAGE DESCRIPTION	BASIC $7/Month	PLUS $12/Month	PREMIUM $17/Month
Emergency & Medical Expenses	$100,000	$250,000	$500,000
Repatriation for Medical Treatment	100% pre-Tax	100% pre-Tax	100% pre-Tax
Emergency Medical Evacuation	$500,000	$1,000,000	$2,000,000
Repatriation of Mortal Remains	$50,000 pre-Tax	$50,000 pre-Tax	$50,000 pre-Tax
Pre-existing medical conditions	Guide Pre-Existing Medical Conditions covered up to $50,000	Guide Pre-Existing Medical Conditions covered up to $100,000	Guide Pre-Existing Medical Conditions covered up to $200,000
Dropping Claim	50% pre-Tax, up to $250 per Trip. **Reserve apply to one claim only**	50% pre-Tax, up to $500 per Trip. **Reserve apply to one claim only**	50% pre-Tax, up to $750 per Trip. **Reserve apply to one claim only**
Personal Liability	$100,000 pre-Tax	$100,000 pre-Tax	$100,000 pre-Tax
Accidental Death & Permanent Total Disability	$100,000 pre-Tax	$100,000 pre-Tax	$100,000 pre-Tax
Loss of Passport	$250 pre-Tax	$250 pre-Tax	$250 pre-Tax
Legal Expenses	$10,000 pre-Tax	$10,000 pre-Tax	$10,000 pre-Tax
Hijacking	$1,000 per Day	$1,000 per Day	$1,000 per Day
Consultations & Consultancies	$250 pre-Tax	$250 pre-Tax	$250 pre-Tax. Upon request certain Risks can be covered **subject to prior confirmation of underwriters**
Compensation Repatriation	$250 pre-Tax	$250 pre-Tax	$250 pre-Tax
Business Equipment	Up to $1,000	Up to $1,500	Up to $2,000
Computer Equipment/ Single Item Limit	$500.00	$500.00	$500.00
Business Money	$100 per day up to $500	$100 per day up to $1,000	$100 per day up to $1,000
Kidnapping Business Travel	Total Inability income of insured for the duration of the kidnapping, up to the usual residence, where the insured is not a kidnapping victim, but is prevented from the usual income received from the usual place of business	Total Inability income of insured for the duration of the kidnapping, up to the usual residence, where the insured is not a kidnapping victim, but is prevented from the usual income received from the usual place of business	Total Inability income of insured for the duration of the kidnapping, up to the usual residence, where the insured is not a kidnapping victim, but is prevented from the usual income received from the usual place of business

Remote's Benefits Practices

Remote supports our clients by offering competitive benefits packages that will help you attract and retain the best talent across the global. Our benefits packages are designed to be competitive in the local market and to be more or better than what local companies offer. We want our employees to think, no wonder we have outlined good benefits packages that will allow your employees to thrive, no wonder we are Remote.

We do not require customers to offer benefits in Ukraine due to its strong public healthcare and business-friendly environment as local public healthcare is of very high standard and business-friendly environment allows companies and employees to choose after benefits to their employees, which allows them to access a wider range of options to accommodate local expectations and enhance flexibility. Remote's approach to benefits in Ukraine is designed to provide maximum value and support for your employees while ensuring compliance and cost-effectiveness. We do not aim to make up any benefits practices or administration costs.

If you would like more insight into our benefits practices, you can **download our Global Benefits Guide here!**

Understanding Hiring in Ukraine

- **Healthcare in Ukraine:** The Ukrainian constitution guarantees healthcare to its citizens and residents. The country's state-funded medical system is free for residents. For other services, individuals are expected to pay out of pocket. The public health system is known to offer a low range of options for procedures and specialists, and long waiting times. Many people choose to supplement the public healthcare system with private healthcare insurance. Remote can provide your employees access to this, providing a wider choice of healthcare providers and shorter waiting times.
- **Employers can choose to opt out of offering Remote's core benefits in Ukraine.**
- You will be able to select a benefits plan when onboarding your employee. Form here, the employee will be prompted to add more information about their dependents. Remote takes back of all the administrative work so you can focus on getting your global team.

TCE in Ukraine

If you're ready to hire a new employee in Ukraine, you may have generated or received a TCE (Terms and Conditions of Employment) document. Remote's TCE might cost if you frequently ask you with as with our family Cost calculator tool tool.

Employers hiring in Ukraine must pay for social contributions mandated by the government. These costs are automatically applied during payroll:

- Unified Social Contribution

The exact cost of the government contributions listed above can be found by using the Cost Calculator.

For more information about hiring employees in Ukraine, see our country hiring guide at **https://remote.com/country-explorer/ukraine**

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