BENEFITS HIGHLIGHTS - COSTA RICA

# Supporting you today and tomorrow!

## Asociación Solidarista

After 3 months of service, employees may elect to participate in the Asociación Solidarista, a savings vehicle that can provide benefits such as access to savings plans, low-cost credit, annual dividend payments, and discounts.

Participation in the Asociación Solidarista is voluntary. Eligible employees who join are required to contribute at least 4% of pay. Any employee who contributes the required amount will also receive a contribution from Akamai of 5.33% of base salary, which represents the "cesantía" portion of the severance benefit. Employees may terminate participation at any time, and will receive the employee contribution, additional savings and interest earned over these amounts. The employer contribution will remain in the custody of the Asociación while actively employed by Akamai.

## Private Medical Insurance

Akamai provides you and your dependents with private medical insurance. Coverage includes preventive checkups (after 1 year of service), prescription drugs, psychiatric benefits, diagnostic testing (lab tests and x-rays), maternity, emergency care, and telemedicine. Most services have a deductible and co-insurance or co-payment. You may be required to complete a Health Declaration Form to be considered for coverage.

Akamai pays 100% of the cost of employee coverage; employees who cover a spouse or children are responsible for 20% of the insurance premium. Medical insurance premiums paid by the company are considered taxable income. This coverage is provided through Pan American Life Insurance.

## Health Assistance Plan

Akamai provides you with access to a health assistance plan through the group private medical insurance plan. Coverage includes home medical visits, ambulance medical transfers, medical consultations with health specialists via video, telephone or chat, transportation or courier services to and from the hospital, locating best medication price, coordination of appointments in medical center, follow-up medical check-ups.

## Medical Check-Ups

Akamai provides you with a preventive medical check-up through the group private medical insurance plan. You must be employed and enrolled in the private medical insurance plan for 12 months before becoming eligible.

## Private Dental Insurance

Akamai provides you and your dependents with private dental insurance, after a 3-month waiting period from the coverage effective date. Coverage includes preventive, restorative, and major restorative care. Preventive care is covered at 100%, after deductible. All other services have a deductible and co-insurance. The annual benefit maximum is USD 1,200.

Akamai pays 100% of the cost of employee coverage; employees who cover a spouse or children are responsible for 100% of the dependent's insurance premium. Medical insurance premiums paid by the company are considered taxable income. This coverage is provided through Pan American Life Insurance.

## Mental Health Programs & Resources

Akamai provides all employees with access to a free and confidential mental health benefit. In addition to short-term counseling and coaching, work-life services are available for a variety of personal, family, and work-related topics causing you stress. Your benefit includes counselling or coaching sessions per person per calendar year. You and your household family members are eligible for the benefit. Additionally, you have access to self-care tools and videos to support positive mental health and resilience. Akamai's Mental Health First Aiders provide compassionate guidance and conversations when you need them.

## Akamai Wellness

Our progressive wellness program empowers your health journey with tools, such as the Annual Wellness Allowance, which you can use toward things like gym memberships, sports league fees, and financial or nutrition services. The program also includes subsidies for activity trackers, wellness campaigns and classes, company-wide challenges, and Akamai Spark—an engagement platform that rewards healthy behaviours through Akalades, our employee recognition program. In addition, the Financial Fitness Center will help you build confidence in your finances, and includes unlimited sessions with a financial expert. Our Wellness Ambassadors champion the mission and promote a community of wellness through local activities.

Akamai

## Travel Assistance

The Travel Assistance Program provide 24 hours, 7 days a week emergency medical and legal services when you are travelling more than 100 miles on business from your primary residence. Services include locating medical care, replacement of travel documents, and translation services. Premiums are fully paid by Akamai.

## Employee Stock Purchase Plan (ESPP)

Akamai offers you the opportunity to purchase Company stock at a 15% discount to its fair market value. You can purchase up to the equivalent of 12500 USD worth of shares per 6 month offering period but no more than 15% of your pay. You must be employed for at least 7 days prior to a given enrollment date to participate.

## Vacation

The maximum paid vacation entitlement per calendar year is 12 days. The total number of individual paid vacation days will depend on the employee's regular work schedule, as well as 11 company holidays.

## Flex Days

Akamai offers employees "Flex Days" as additional time off based on years of service and weekly work schedule. *as of December 31 of current year

## Volunteering Days

Employees may take the equivalent of up to 2 days of Paid Volunteer Time per calendar year for approved volunteer activities that take place during their regularly scheduled workday.

## Medical Leave

All employees are entitled to medical leave, should they be disabled and unable to work. During medical leave, Akamai pays 100% of salary for the first 3 days. Caja Costarricense de Seguro Social (CCSS) or Instituto Nacional de Seguro (INS) pays 60% of salary starting on the fourth day.

## Annual Leave

In addition to your vacation entitlement, you may take the following leave.

| Leave Relating To | Number of Paid Days |
|---|---|
| Marriage | 5 days |
| Bereavement of Immediate Family | 10 days |
| Bereavement of Non-immediate Relative | 3 days |

## Paternity Leave

Akamai offers employees an additional 8 consecutive working days beyond what is required by law of paid paternity leave to bond with a new child, following birth or adoption. Total Paternity Leave sixteen days 16.

## Employee Referral Program (ERP)

Akamai offers an award/referral bonus according to our International Employee Referral Program. The purpose of the ERP is to encourage you to refer qualified applicants to Akamai. If you refer a successful applicant you will be paid a referral bonus. By participating in the program, you can benefit financially and further contribute to Akamai's growth and success.

## New Hire Set-Up Allowance

All new hires will receive a one-time setup allowance of CRC 288,696.00 gross paid through payroll. This setup allowance is designed to support reasonable expenses incurred by the purchase of home office essentials.

## Group Life Insurance

A benefit of 2 times your annual base salary up to a maximum of $250,000 is payable in the event of your death or total permanent disability during your employment period with Akamai. You may be required to complete a Health Declaration Form to be considered for coverage. Premiums are company-paid and considered taxable income. This coverage is provided through Pan American Life Insurance.

## Personal Accident Insurance

A benefit of 2 times your annual base salary up to a maximum of $250,000 is payable in the event of your death during your employment period with Akamai if caused by an accident. Premiums are company-paid and considered taxable income. This coverage is provided through Pan American Life Insurance.

## Business Travel Accident Insurance

When travelling on business, a benefit of 5 times your annual base salary, to the maximum of 1000000 USD, is payable in the event of the loss of life. If you become ill or injured during business travel outside your country of residence, the plan will reimburse medical expenses of up to 250000 USD. This policy covers permanent employees as well as immediate family members (partner and dependent children) if they accompany the employee on a scheduled business trip. Premiums are fully paid by Akamai.

## Fertility & Family-Building Benefit

Akamai provides you with inclusive fertility, hormonal health, and family-building benefits. With this benefit, you get expert resources, education, and support for fertility health (e.g., fertility testing, ovulation tracking), preservation (egg, sperm, and embryo freezing), in vitro fertilization (IVF), pregnancy and postpartum, gestational surrogacy, menopause, low testosterone, and more. Get a free, personalized Carrot Plan created by a Carrot Expert that provides actionable next steps to help you make the most of your benefit. Receive exclusive discounts and expedited appointments at Carrot partner clinics and agencies around the world.

Disclaimer: In the event of a discrepancy between this summary and the official plan documents/your individual employment contract, the official plan documents/your individual employment contract govern. Akamai reserves the right to modify, amend or terminate all or any part of these plans at any time. Last updated: 02 2026