

Supporting you today and tomorrow!

Medical Insurance

Akamai has well thought through insurance benefits to support you and your family (spouse, 3 children, parents, or parents in law) during difficult times. The policy includes hospitalization, ambulance charges and room rent.

Telemedicine Program

Akamai provides unlimited online consultations with certified doctors for employees and up to five dependents at no cost. Through this telemedicine benefit, you can conveniently consult qualified medical professionals from anywhere, ensuring timely medical advice and support.

Critical Illness Insurance

In the event you become ill due to qualifying Critical Illnesses (cancer, heart attack, paralysis, etc.) during your employment with Akamai, a sum insured of INR 1000000 covers you under the Group Term Life Insurance Policy (GTLI).

Accident Death & Disability

A sum of up to 3 times Annual TTC is payable in the event of death caused by accident. Benefits also cover disability caused by accident. The amounts is decided based on the disability percentages. To support child education (maximum of 2 children), a sum of 10% of the Capital Sum insured or INR 100000 (whichever is lower) is payable in the event of death / permanent total disability.

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.

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 Deposit Linked Insurance

This policy is a 24/7 cover regardless of whether the loss of life occurs during the period/place of employment, in or outside the country. Under this policy the employee is covered for the sum of INR 702000.

Infertility Treatment

Infertility if covered under the group health insurance. The insurance covers inpatient department and outpatient department for the employee and their spouse with a limit of INR 150000 per member.

Maternity Benefit

Maternity benefits are covered under the group health insurance. The maximum amount payable is INR 1,00,000 (normal and cesarean delivery). The pre and post natal has a coverage of INR 10000 on an inpatient/outpatient basis for 30 days pre & 60 days post. Maternity complications are also covered under the maternity benefit. The insurance gives coverage to the baby from the date of birth. The well-baby expenses are covered within the maternity limit of up to INR 5000. A bonus of INR 3500 is paid to the employee as a maternity bonus upon delivery. The payment is initiated through payroll in the upcoming month the maternity leave is applied in the time off system.

AYUSH Treatment

AYUSH is an acronym for Ayurveda, Yoga and Naturopathy, Unani, Siddha, and Homeopathy. Under this benefit, a sum insured of up to 25% is covered as an inpatient. Coverage is applicable only if the treatment is taken at a government hospital or in any institute recognized by the government.

Annual Health Checkup

Akamai understands that a proactive health checkup will help you take better steps towards healthy living. To support this, you can avail a free annual checkup facilitated and sponsored by the company.

Dental Insurance

Akamai provides you with dental insurance that includes treatment for expenses like gum flap, surgery, and root canal treatment. The annual coverage for the benefit is INR 10000.

Term Life Insurance

In the event of your death during your employment with Akamai, a sum of up to 3 times Annual TTC covers you under the Group Term Life Insurance Policy (GTLI).

Allowances

Akamai offers multiple allowances such as the below:

Meal Allowance

Akamai provides you with a food debit card worth INR 550 each month apart from your salary as an additional benefit.

Holiday Allowance

Akamai provides a holiday allowance for such employees who must work on company declared holidays to support the business.

Internet Allowance

Recognizing the job requirements, nature of responsibilities, and in furtherance of company business, Akamai provides employees with an Internet Allowance of INR 1000 per month.

On-Call Allowance

To manage emergencies during the off-hours of the business, a set of individuals are scheduled to provide technical support. These individuals help manage any such situations that otherwise would hamper the operations of the company. This support during non-business hours is called 'On Call' support.

Shift Allowance

Employees who are required to work off hours due to business requirements are compensated with a Shift Allowance. All Full-Time employees/consultants who are working during odd hours are eligible for this allowance.

Weekend Allowance

A Weekend Allowance is provided for employees working on Saturdays and Sundays, as a scheduled working day, which is generally considered to be an off day. This policy applies to employees who have worked for a minimum of 8 hours on such off-days.

Cell Phone Data Allowance

Recognizing the job requirements, nature of responsibilities, and in furtherance of company business, Akamai provides eligible employees with a cell phone data plan allowance, for having office email on your hand-held device. The provision of the same will be job-specific and on a case-to-case basis and subject to approval from HR and respective business heads. The following may be eligible: managers and above and employees who work in ECG, ECG Service & Support, HR/GREWP/Finance/IT Helpdesk, and critical business functions.

Concierge Service

Akamai provides employees with access to a Personal Concierge Service through Lesconciierge. To help shrink your to-do list and save your valuable time, a concierge can help you with travel booking, party planning, dinner reservations, and other time-consuming, distracting tasks. It's one more way to help you better balance your work and life.

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.

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 six (6) month offering period but no more than 15% of your pay. You must be employed for at least seven (7) days prior to a given enrollment date to participate.

Daycare Facility

Akamai provides you with daycare facilities to support child care assistance. You can utilize this benefit for your children from the age of 6 months to 6 years old (up to a maximum of two children per employee).

Contingent Loan

Akamai provides you with an interest-free loan for such unforeseen circumstances. You are eligible for 3 times your monthly salary (base pay for non-sales and TTC for sales) up to a maximum of INR 600000. the loan is interest-free and is recovered from your salary as per the agreed number of monthly instalments (not exceeding 12 months). More information can be located on Aloha.

Library Service

Akamai has partnered with a library service through which you can borrow books on wellness, fiction, financing, programming and many other categories at your home or in the office.

Birthday Gift Card

Akamai provides a gift voucher of INR 1000 per year on your birthday.

New Hire Set-Up Reimbursement

All new hires are eligible to expense up to INR 33904 to support the one-time costs of setting up a home office. This one-time reimbursement is designed to support the purchase of home office essentials such as an ergonomic desk, chair or an external monitor.



Annual Leave

Akamai recognized that, for a variety of reasons, employees may need time off from work. All employees are entitled to 18 days of annual leave during the calendar year. For new employees joining the company, the leave will be credited on a prorated basis during the first year. Unused leave may be carried forward to the following year, up to a maximum of 45 days.

Holiday Leave

Akamai provides 12 holidays each calendar year and they include mandatory, regular and floater.

Any employees who work more than 8 hours on a normal holiday or an off day can avail **Compensatory Off leave** - entitlement of 1 day off on any other normal working day.

Paid Time Off

In addition to any statutory leave, if applicable, employees may take the following leave.

Leave Relating To	Number of Paid Days
Wedding Anniversary OR Birthday Leave	1 day
Adoption Leave	<ul style="list-style-type: none">Female Employees – 12 Weeks (Calendar days)Male Employees – 4 Weeks (20 working days)
Maternity Leave	Up to maximum of 26 weeks (no more than 8 shall precede the expected date of delivery). See more details on Aloha
Marriage Leave	5 days
Paternity	4 Weeks (20 working days)
Bereavement of Immediate Family	3 days
Exam Leave	For employees who have applied through the company approved Educational Assistance Plan: Up to 3 days per semester or 6 days per calendar year
Voting Leave	For employees who do not have sufficient time outside of working hours

Volunteering Days

Employees may take the equivalent of up to 16 hours of Paid Volunteer Time per calendar year for approved volunteer activities that take place during their regularly scheduled workday.

Flexi Hours

Akamai allows a flexi work environment to have a healthy work-life balance. This facilitates the employees to attend to their short-span personal work while still not missing their office and accomplishing their tasks at office.

FlexBase

Though this program, you are given more flexibility and the power to choose where you work. Our goal is that this flexibility better supports your work-life balance, enhances your satisfaction, inspires innovation, and fuels productivity.

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.

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

