

Supporting you today and tomorrow!

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 a set number of counselling or coaching sessions per person per calendar year. You and your household family members are eligible for the benefit. Additionally, you have unlimited 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 offers a variety of programs to empower you to improve your health such as subsidies for activity trackers, campaigns and classes, company-wide competitions, and an engagement platform called Akamai Spark where healthy behaviors are rewarded through Akalades, the 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.

Business Travel Accident Insurance

When travelling on business, a benefit of five (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 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 enrolment date to participate.

Pension Insurance

Akamai provides a pension insurance to cover you in the case of retirement, premature death or work disability. You have the choice between Managers Insurance (Bituach Menahalim) or a pension fund (Keren Pensia). Contributions are as follows:

Bituach Menahalim

Contribution Type	Contribution %
Employee Contribution (Pension)	6%
Employer Contribution (Pension)	6.5%
Employer Contribution (Severance)	8.33%
Employer Contribution (Disability)	0.8%

Keren Pensia

Contribution Type	Contribution %
Employee Contribution (Pension)	6%
Employer Contribution (Pension)	6.5%
Employer Contribution (Severance)	8.33%

Medical Insurance

Akamai provides you with medical insurance that includes benefits for major services such as transplants and surgery in Israel and abroad, as well as non-surgical treatments and medications not included in the health basket. Cover also includes daily and routine care. Premiums are full paid by Akamai but subject to taxation paid by you. Additional family members can be included at your expense.

Advanced Study Fund (Keren Hishtalmut)

Akamai offers you a short-term saving plan to provide tax-advantaged savings. The eligible monthly salary is capped at the tax-free limit. Contributions are as follows:

Contribution Type	Contribution %
Employee Contribution	2.5%
Employer Contribution	7.5%

Car Lease Program

Akamai offers you preferred car lease rates via payroll deductions. The leasing contract is valid for a 3-year period.

Lunch Subsidy Program

Akamai offers you a 10bis card making it easy to order lunch online at a discount. The 10bis card is loaded with 1,200 ILS per month. Any excess expense will be deducted from your paycheck.

Transportation Allowance

Akamai offers you a transportation allowance based on actual office attendance. The transportation rate is equivalent to a 315 ILS allowance when considering 20 commuting days a month.

Fertility & Family-Building Benefit

Carrot provides you with inclusive fertility, hormonal health, and family-building benefits. With the Carrot 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.

New Hire Set-Up Allowance

All new hires will receive a one-time setup allowance of ISL 2,486 gross paid through Payroll. This setup allowance is designed to support reasonable expenses incurred by the purchase of home office essentials.

Vacation

In addition to the Government provide public holidays and based on your years of service, you are entitled to paid vacation as outlined in the table below:

Years of Service (as of February 2026)	Number of Paid Vacation Days (Global)
0 - 2	21 days
3	22 days
4	23 days
5	24 days
6	25 days
7	26 days
8	27 days
9+	28 days

Paid Time Off

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

Leave Relating To	Number of Paid Days
Own wedding	2 days
Death of a Family Member / Relative	7 days
Maternity Leave	15 weeks (mandatory)*
Paternity Leave	14 days
Sick Leave	1.5 days / month**
Army Reserve Duty	As needed

* Possibility of extension for an additional unpaid 11 weeks (26 weeks in total)
** Childcare: 6 days of leave is deducted from the 18 days you are eligible to take for sick leave

Volunteering Days

You may take the equivalent of two (2) days of Paid Volunteer Time per calendar year for volunteer activities that take place during your regular scheduled workday. You must obtain manager approval before taking time off.

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