BENEFITS HIGHLIGHTS - JAPAN

Supporting you today and tomorrow!

Defined Contribution Pension Plan

Akamai offers a defined contribution pension plan to full-time, regular employees under age 60. Akamai contributes 5% of your base salary to the plan to help you save for retirement; there is no employee contribution. You direct how the contributions made on your behalf are invested. You are immediately vested in all contributions. The plan is administered by Tokyo Marine and Nichido Fire Insurance.

Hospitalization Insurance

Akamai provides you with hospitalization insurance in addition to society-managed health insurance. This provides up to 5,000 JPY per day in benefit for hospitalization and 50,000 JPY for inpatient surgery and 25,000 JPY for all other surgery. Premiums are company-paid. This coverage is provided through Aioi Nissay Dowa Insurance Company.

Life Insurance

A benefit of two (2) times your base annual salary, to a maximum of 50,000,000 JPY, is payable in the event of your death during your employment period with Akamai. Benefits may also be paid in the event of disability as a result of sickness or injury (caused after the commencement of employment and suffered during the period of insurance coverage). Premiums are company-paid. This coverage is provided by Asahi Life Insurance.

Personal Accident Insurance

A benefit of two (2) times your base annual salary, to a maximum of 100,000,000 JPY, is payable in the event of your death during your employment period with Akamai, if caused by and occurring within 180 days of an accident. If you were to suffer a physical impediment within 180 days after an accident, your benefit would range from 3% to 100% of your accidental death benefit, depending on the seriousness of the physical impediment. Premiums are company-paid. This insurance is provided by Chubb Insurance.

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.

Long Term Disability Insurance

In the event you are unable to work for more than 90 days due to long-term sickness or disability, you may be eligible for benefits at 60% of basic monthly salary, subject to a monthly maximum benefit of 1,000,000 JPY for up to 65 years old. Premiums are company-paid. This insurance is provided by Capital Sompo Insurance.

Business Travel Accident Insurance

When travelling on business, a benefit of five 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.

Benefit Station Discount Program

Benefit Station is a benefit package service offered by Benefit One, Inc., a benefit and welfare service provider. Benefit Station offers a variety of services, including accommodation, fitness clubs, child/nursing care, self-development, leisure and entertainment at special prices to members as many times as they like. It can also be used by a spouse, and relatives within the second degree of relationship.

Akamai

Annual Leave

Based on your years of service with the Company, you are entitled to paid annual leave:

Years of Service	Annual Leave per Year
1	14 days
2	15 days
3	16 days
4	17 days
5	19 days
6	20 days
6+	20 days

Annual Leave will be pro-rated as below for new hires joining during the year:

Years of Service	Annual Leave per Year
Jan/Feb	14 days
Mar/Apr	12 days
May/Jun	10 days
Jul/Aug	7 days
Sep/Oct	5 days
Nov/Dec	3 days

Paid Time Off

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

Leave Relating To	Number of Paid Days
Own wedding	5 days
Employee's Child's Weddings	2 days
Birth of a Child (to be taken within 6 months of birth date)	2 days
Death of an immediate Family Member	5 days

Volunteering Days

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

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 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

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