BENEFITS HIGHLIGHTS - POLAND

Supporting you today and tomorrow!

Employee Pension Plan (EPP)

EPP is a plan offered by Akamai to help you save for your retirement. The contributions are 3.5% of your gross remuneration (ZUS basis) and they are fully paid by Akamai (income tax paid by you).

Additionally, you have the option to pay additional voluntary contributions.

Medical Insurance (Medicover)

Akamai provides you with comprehensive medical insurance that includes benefits for outpatient care (including primary care, specialist care, and diagnostic tests), occupational medicine, pregnancy management and maternity care, dental, hospitalization, and ambulance service.

Employees can choose between 3 levels:

- ***Health Premium Start*:** covering specialist consultations, diagnostics, outpatient and preventive care.
- ***Premium Health Dentistry:*** adding extended dental and specialist dentistry.
- ***Health Prestige Hospital*:** provides outpatient care, advanced diagnostics, physiotherapy, and hospital services.

You can choose to include your partner and/or dependents. Premiums are fully paid by Akamai but subject to taxation paid by you.

In addition, you can include your parents and in-laws in the senior program The premiums are fully paid by you.

MultiSport Card

You may purchase a MultiSport Card providing you access to sports facilities across Poland. Akamai subsidizes a portion of the cost of your personal MultiSport Plus cards. Alongside with the Multisport card for yourself, you can also purchase a card for your family member, friend, partner.

Company Social Fund

Akamai Poland's Social Fund provides financial support for unexpected personal situations, cultural/sport/educational activities, vacation subsidies, and an annual year-end gift, subject to income brackets and annual income statement submission.

Life Insurance & Permanent Disability (Generali)

A benefit of 2 times your annual earnings (base plus bonus/commission) is payable in a lump sum in the event of your death during your employment period with Akamai. If you are diagnosed with a covered serious illness after 90 days of employment, the plan will pay 50% of your annual earnings, to a maximum of 250000 PLN. Medical underwriting is required for coverage of more than 1100000 PLN.

A benefit of 2 times your annual earnings (base plus bonus/commission), up to a maximum of 600000 PLN is payable if you become permanently disabled because of an accident. In the event of partial disability, the insurance will pay 1% of the total benefit for each 1% of partial permanent disability.

Premiums are fully paid by Akamai. While the premiums are taxable to you, Akamai provides a bonus to cover the tax liability.

Personal Accident Insurance

A benefit of 2 times your annual earnings (base plus bonus/commission), up to a maximum of 1200000 PLN is payable in a lump sum in the event of your death during your employment period with Akamai if caused by an accident. Premiums are full paid by Akamai. While the premiums are taxable to you, Akamai provides a bonus to cover the tax liability.

In addition, for the life insurance and the permanent disability (described in the previous section) as well as for the personal accident insurance, you can purchase an additional insurance package covering yourself, your spouse/partner and your adult children.

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 enrolment date to participate.

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Vacation
You are entitled to 26 business days of paid vacation per annum regardless of your total work experience.

Paid Time Off
Maternity, Parental, Paternity and other family care leaves are described in more detail on Aloha.

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

Leave Relating To	Number of Paid Days
Own wedding	2 days
Birth of a Child	2 days
Death of a Family Member	2 days
Death of a Relative	1 day

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.

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 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.

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.

New Hire Set-Up Allowance
All new hires will receive a one-time setup allowance of PLN 1,794 gross paid via Concur. This setup allowance is designed to support reasonable expenses incurred by the purchase of home office essentials.

Glasses Refund
The reimbursement for glasses (incl. frames) or contact lenses might be given in the amount up to PLN00 500 Reimbursement is possible each time the employee obtains a valid medical certificate confirming the need to use corrective glasses or contact lenses for work purpose – regardless of time intervals.

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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