

The Prevalent AI Benefits Suite

Our People are at the heart of our business and we firmly believe that by looking after our employees and our teams, we continue to build a strong, enjoyable, productive culture and a successful business.

One way we look after our employees, is by offering a range of flexible benefits to fit their individual needs.

Stock Options:

At PAI we believe that our success is thanks to each Team member's contribution and we therefore issue PAI stock options to each person who is employed here, making each team member an entrusted part owner of our Company, from their date of joining.

Unlimited Leave:

To encourage work life balance, PAI offers unlimited leave to its employees, provided work is not affected.

Group Health Cover:

Each employee of PAI is added into the Group Health Insurance scheme, which is a comprehensive health cover, with an annual sum assured of Rs. 5,00,000/-. Our insurance provider has an exhaustive list of network hospitals, where cashless admission and treatment may be availed. Pre-existing illness cover, maternity cover, limited capping and exclusions make this a very beneficial plan.

Personal Accident Cover:

In addition to medical insurance benefits, we have also contracted for a Personal Accident Insurance policy, which provides Life Insurance cover of Rs. 20,00,000/- in case of accidental death as well as an assured sum in case of permanent total / partial disability due to an accident.

Learning & Development:

At Prevalent, we wish to invest in our employees' professional growth to enable us to build the best Security Data Science knowledge in the world. To make this a reality, we have a robust Learning & Development framework, designed to invest in and increase our employees' opportunity to grow professionally, by enhancing both Domain and Functional knowledge.

Company team events:

At Prevalent AI, we are a family and we enjoy spending time with each other and try to do so as often as possible. We celebrate cultural and traditional festivities together, we celebrate our successes and accomplishments and make sure our teams are well catered for, with free coffee, tea and snacks during the workday.

Covid care benefits:

In response to the rapidly increasing number of Covid cases in India, Prevalent AI offers a range of benefits to support our team through these unprecedented times. Our top priority is to keep our team members as safe and supported as possible throughout the pandemic.

- **Vaccination support:** Company sponsored vaccination drive for our team members and immediate families. Team members securing their vaccination elsewhere will be reimbursed for the cost.
- **Reimbursement of covid test:** The Company supports you when and if our team members need to be tested for covid.
- **Medical insurance:** Full health and medical insurance provided for all team members, including Covid care treatment.
- **Paid time off:** If a team member becomes sick, they will continue to receive full salary for the first four weeks. If they need more time to recover, we will consider supporting that too.
- **Caregiver leave:** If a family member becomes sick, we will support the team member to work flexibly, part time or not at all, to care for their family member, without loss of pay.
- **Payment Advance.** To help with unforeseen emergencies the Company provides salary and payment advances as outlined in our Company policy.
- **Flexible working.** We accommodate our team members working remotely at a location which suits their need to support their families throughout the pandemic.
- **Insurance cover.** An insurance cover we hope we never need to call upon. All our team members are covered by our Personal Accident cover which includes a death in service insurance, which falls to the family members of the deceased. Prevalent will also in addition to the insurance provide 3 months' salary to support the team member's family.
- **Home working.** Our team will continue to work from home until we assess the risks of returning to office working has been mitigated.

In addition to the above-mentioned benefits, considering the increasing need for hospital care we are also taking the following actions.

- **Shared Values Fund:** A fund has been established to be available to support initiatives which delivers on our social responsibility and contributes and gives back to our community. As PAI's first initiative under this scheme, in collaboration with a local hospital, two covid ICU beds with ventilators have been enabled, to be available for our team and family members, should we require them. We also have up to 5 first line support and oxygen equipped beds reserved for our team members and their family members, at all times. It is of course our hope that our team and their family members will never need to avail these facilities, but if they do, they are available to them as well as to other members of our community.