



## INDIA BENEFITS SUMMARY

Stripe is building the economic infrastructure for the internet. To do so, we need all of our people to have the benefits framework to be their best selves and do great work. Our approach to benefits is designed to support Stripes and their families through programs focused on physical, emotional and financial health. We also provide choice & flexibility in our voluntary benefits to meet each Stripe where they are, knowing each Stripe has different needs at different stages of life.

All full-time employees and dependents are eligible for benefits starting on your date of hire.

### MEDICAL, DENTAL AND VISION INSURANCE

**Provider:** Aditya Birla Health Insurance Co. Limited

Stripe pays 100% of the premium for employees and dependents

- **Eligibility:** Employee + Spouse + up to 4 Dependent Children + either set of parents or parents in law
- **Sum Insured:** Family floater of INR 750,000 for all dependents
- Waiver of time exclusion for diseases
  - LGBTQ Cover
  - Pre-existing diseases are covered
  - 30 days pre and post-hospitalization expenses covered
  - Congenital internal diseases covered; congenital external diseases covered in case of life-threatening conditions
  - Single standard AC Room for Normal and ICU covered at actuals; no cap on room rent and NME deduction if hospitalized due to COVID
  - Treatment of infertility covered up to INR 75,000
  - LASIK surgery covered for eye power +/- 5 and beyond for
  - AYUSH treatments covered for in-patient hospitalization at Government/NABH accredited hospitals up to 25% FSI
  - Dental treatments covered up to INR 10,000 per employee family
  - All advanced treatments/surgeries including oral chemotherapy covered
  - Daycare procedures covered
  - COVID homecare treatment covered up to INR 15,000/member and up to INR 50,000/family
- **Maternity Benefit:** Applicable for the first 2 living children only
  - INR 100,000 for both Normal & C-Section deliveries
  - Waiver of 9 months waiting period
  - Day one baby cover is provided subject to the child's enrollment within 30 days of birth
- **Health Check:** up to a maximum of INR 3,000 for employees

### PERSONAL ACCIDENT INSURANCE

**Provider:** Aditya Birla Health Insurance Co. Limited

Stripe pays 100% of the premium for employees

- No more than 3x annual base salary capped at a maximum of INR 120,000 per policy year
- Dependents are not covered

### TERM LIFE INSURANCE

**Provider:** ICICI Prudential Life Insurance Co. Ltd.

Stripe pays 100% of the premium for employees

- Basic Life Cover (BCL): 3x Annual Salary
- Free Cover Limit (FCL): INR 15,000,000

### PROVIDENT FUND

**Managed by** The Employees Provident Fund Organization (EPFO)

- **Employee Portion:** Stripe will deduct 12% of your Basic Salary and contribute towards the fund every month
- **Employer Portion:** Stripe contributes 12% of your Basic Salary which is inclusive of your Total Annual Gross Pay

### TIME OFF

- **Vacation:** Stripes provides 24 annual leave days per year
- **Holidays:** Stripe observes 10 public holidays for all employees each year and you can observe up to 3 additional public



- holidays to be taken as flexi-holidays
- **Maternity Leave:** Up to 26 weeks paid leave
- **Parental Leave:** Up to 12 weeks paid leave

## ADDITIONAL BENEFITS

- **Menu of Lifestyle Benefits:** Stripe provides INR 8,000 per month in a flexible, choice-based menu of lifestyle benefits with Forma. Eligible categories include commute support, wellness, caregiving and more.
- **BrightPlan Financial Wellness:** BrightPlan is a financial wellness platform that helps you reach your economic goals and plan for the future, offering unlimited access to certified financial planners and cutting edge money-management tools.
- **Modern Health:** Stripe offers robust behavioral and mental health support through Modern Heath offering up to 15 coaching and therapy sessions and a host of self guided tools so you can be the best version of yourself at home and at work. Legal dependents are also eligible.
- **Childcare Allowance:** Stripes with children aged 6 months to 6 years old are eligible to reimburse up to INR 7,000 per child per month for child/daycare fees up to a maximum of 3 children.
- **Family Forming Benefits:** Stripe partners with Carrot to offer a fully elective fertility program reimbursed at 80% of incurred costs up to a lifetime maximum of INR 447,000.
- **Employee Assistance Program (EAP):** Support for a wide variety of work and personal issues ranging from career coaching to referrals to financial or legal resources. Program also includes up to 8 counseling sessions per topic per year.
- **Ground Transportation:** Stripe is currently offering shared door-to-door cab transportation from home to office and transport will only be provided to Stripes staying within the BBMP limit.
- **Food:** Breakfast and lunch will be provided though office catering services from Mondays to Fridays during core working hours. Dinner will only be provided for SDC employees who are working on night shifts.
- **Business Travel Insurance:** Stripe offers all employees and their eligible dependents who are traveling on the business of, or at the expense of Stripe, outside their country of resident or permanent assignment Emergency Medical Travel Insurance up to USD \$500,000. Medical evacuation and repatriation are included.