

Summary of Benefits FY25

(Please note that this document is only a summary of the benefits that you may be eligible for which Accenture provides for its employees from time to time. Accenture's employee benefits package is revised periodically, and subject to the terms and conditions of each policy. You can refer to the Accenture Portal for policy updates. Annual limit in this document refers to our fiscal year which runs from 1 September to 31 August. In the event of any inconsistency between the summary of benefits below and the terms of your employment agreement and/or Accenture's policies, the terms of your employment agreement and Accenture's policies shall prevail.)

Benefit	Permanent Below Manager	Permanent Manager and Above	FTE
BPJS Ketenagakerjaan (<i>Employee</i>)	Yes	Yes	Yes
BPJS Kesehatan (<i>Employee & Dependent</i>)	Yes	Yes	Yes
Insurance ¹ : Group Hospital & Surgical (<i>Employee & Dependent</i>)	IDR 2,000,000 Room & Board / day + Other hospital and surgical coverage with unlimited limit	IDR 2,000,000 Room & Board / day + Other hospital and surgical coverage with unlimited limit	IDR 2,000,000 Room & Board / day + Other hospital and surgical coverage with unlimited limit
Insurance ¹ : Group Outpatient Clinical / Specialist (<i>Employee & Dependent</i>)	IDR 25,000,000 per annum	IDR 25,000,000 per annum	IDR 25,000,000 per annum
Insurance ¹ : Group Term Life (<i>Employee</i>)	26x basic monthly salary	26x basic monthly salary	26x basic monthly salary
Insurance ¹ : Group Personal Accident (<i>Employee</i>)	26x basic monthly salary	26x basic monthly salary	26x basic monthly salary
Maternity Benefits ² (<i>Employee & Legal Spouse</i>)	IDR 18,000,000 normal IDR 36,000,000 caesarean	IDR 18,000,000 normal IDR 36,000,000 caesarean	IDR 18,000,000 normal IDR 36,000,000 caesarean
Health Wallet ^{2,3} e.g. vision, health screening, etc (<i>Employee & Dependent</i>)	IDR 5,000,000 per annum per family	IDR 5,000,000 per annum per family	IDR 5,000,000 per annum per family
Leave: Annual Leave ³	15 – 20 days depending on tenure	20 days	12 days
Leave: Sick Leave	30 days	30 days	30 days
Leave: Caregiver Leave	5 days taken from Sick Leave	5 days taken from Sick Leave	N/A
Leave: Hospitalization Leave for immediate family	N/A	N/A	1 day
Leave: Marriage Leave	3 consecutive working days	3 consecutive working days	3 consecutive working days
Leave: Maternity Leave	4 months	4 months	4 months
Leave: Secondary Caregiver Leave for childbirth	40 working days	40 working days	40 working days
Leave: Adoption Leave for primary caregiver	12 weeks	12 weeks	12 weeks
Leave: Adoption Leave for secondary caregiver	40 working days	40 working days	40 working days
Leave: Bereavement Leave (Loss of Spouse/ Child(ren))	20 working days	20 working days	20 working days
Leave: Bereavement Leave (Loss of other family members)	3 consecutive working days	3 consecutive working days	3 consecutive working days
Leave: Miscarriage Leave for birth parent (Loss of pregnancy within first 20 weeks)	1.5 months	1.5 months	1.5 months

Leave: Miscarriage Leave for secondary caregiver	3 consecutive working days	3 consecutive working days	3 consecutive working days
Leave: Stillbirth Leave for birth parent (Loss of pregnancy after 20 weeks)	4 months	4 months	4 months
Leave: Stillbirth Leave for secondary caregiver	40 working days	40 working days	40 working days
Leave: Religious Leave (subject to approval)	Up to 1 month	Up to 1 month	Up to 1 month
Flexible Benefit ³ (in gross)	IDR 17,506,000 for ML10-13 IDR 26,306,000 for ML8-9	IDR 32,520,000 for ML7 IDR 34,171,000 ML5-6	N/A
Car Allowance ³ (in gross) <i>Note: Can opt for Car Ownership Program (after passing probation)</i>	N/A	IDR 53,333,333 for ML7 IDR 114,285,714 for ML5-6	N/A
Transportation Allowance on project/site basis (in gross) <i>Note: Global Operations delivery resources refer to BPO Allowance</i>	IDR 200,000 – 450,000 daily dependent on client location	IDR 200,000 – 450,000 daily dependent on client location	N/A
BPO Allowance (in gross) <i>Note: Applicable for Global Operations delivery resources based out of client's premise</i>	IDR 50,000 – 84,000 daily dependent on client location	IDR 100,000-125,000 daily dependent on client location	IDR 50,000 – 84,000 daily dependent on client location
Employee Assistance Program – 24/7 confidential counseling service through an independent third party	Yes	Yes	Yes
Flexible Working Arrangement (subject to approval)	Yes	Yes	Yes
Recognition and Awards	Yes	Yes	Yes
ESPP – Employee Share Purchase Program discounted at 15% relative to market price	Yes	Yes	Yes
Group Business Travel – 24 hours coverage while on an authorized overseas business trip	Yes	Yes	N/A

¹⁾ Insurance premiums are subject to Benefit In Kind (BIK) tax by employee

²⁾ Claimed benefits are subject to Benefit In Kind (BIK) tax by employee

³⁾ Proration applies