

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 <i>for immediate family</i> | 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