



2024 INDIA BENEFITS SUMMARY

Holidays: Twelve (12) paid public holidays per year.

Vacation: Eighteen (18) to twenty-four (24) vacation days per year subject to years of service.

Retirement: Equal Contribution towards Provident Fund (PF) - 12% of monthly basic salary

Healthcare: Hospitalization insurance covering employee, spouse and 2 dependent children.

Leaves:

- Sick Leave
- Maternity Leave
- Marriage Leave
- Paternity Leave
- Bereavement Leave
- Adoption Leave
- Paid time-off for Volunteer Work

Allowances:

- Housing Rental Allowance
- Flexible Allowance

Gratuity: 15 days of salary for every completed year of service payable on termination / retirement / resignation after completion of 5 years of continuous service according to the Gratuity Act.

Other Benefits:

- **Business Mileage Claim** – For employees using own motor vehicle for business purpose
- **Disability Insurance:** Personal Accident Insurance coverage of 3 times the Annual Salary
- **Life Insurance:** 3 times the Annual Salary
- **Voluntary Provident Fund (VPF) Option**
- **National Pension Scheme (NPS) Option**
- **Annual Health Check-up:** All full-time employees can avail this benefit once in a Calendar year (Jan 1 – Dec 31) and get the check-up done from any hospital with a cap of 3500 INR.
- **Internet Reimbursement:** Monthly reimbursement policy
- **Lunch and Snacks at office are provided at company's cost**
- **Work from Home Policy**
- **POSH Policy**
- **Employee Assistance Program (EAP)**