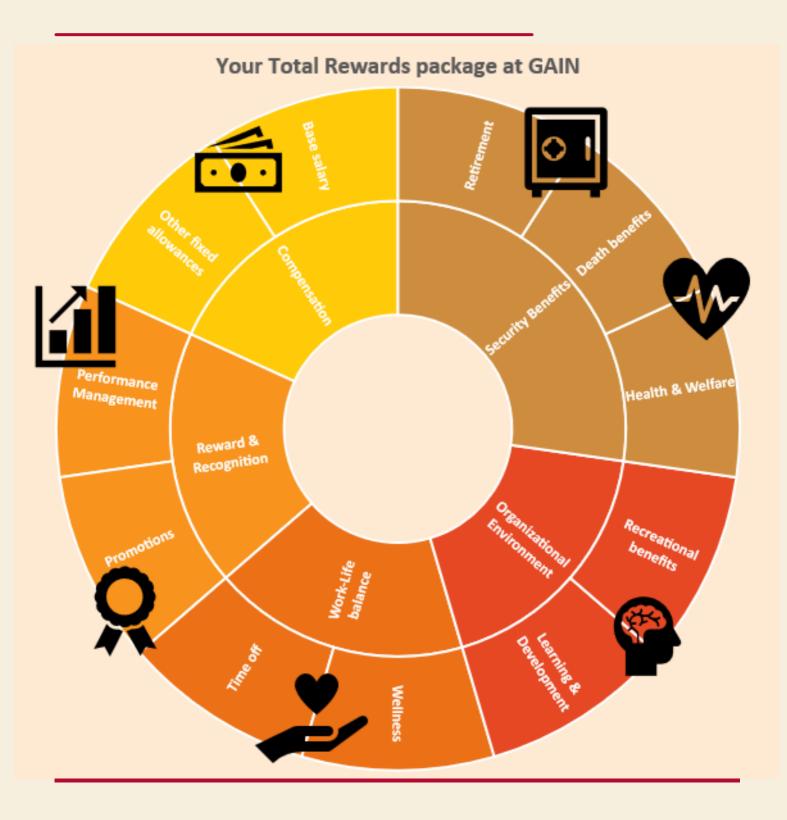


#### Staff Benefits Summary Indonesia

April 2023





Competitive salaries and financial security - we know how important these are to you and your family.

#### Compensation

- Salaries that match the local market
- •••

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- Annual salary review based on cost of living in your location
- Annual Salary increase based
  on annual performance review
- Festival bonus: 1 month of basic salary per year

#### Insurances

Old Day Security: GAIN

contributes 3.7%, you contribute

2% + Pension Security

- Global Life insurance covering 3x your annual salary in case of
  - death whilst in employment
- Funeral Grant: IDR 11,000,000 as part of the health insurance
- Global Personal accident and disability insurance
  - Business Travel insurance
  - Comprehensive Health
    insurance covering up to 4
    dependents

# Paid Leave 🕹

We recognize you have priorities outside of work. Our flexible paid time off package gives you the flexibility you need.

- 37 Paid Holidays including
  17 public holidays, 20 days of annual leave
- Enhanced Maternity Leave provision, up to 3 months at full pay + 1 additional months at 50% pay and 3 months of unpaid leave
- 20 days of Paternity Leave
- Family-related emergency leave, up to 10 days

# Wellness 🕹

We care about your health and wellbeing. We offer a comprehensive health package and initiatives to support your wellbeing.

- Mental health initiatives
- Counselling service
- Breastfeeding support
- Workplace healthy nutrition
- Global pause and Wellbeing
  Wednesday
- Covid-19: free vaccination and PCR tests

## Flexibility 🌽

- Hybrid working: Combination of working from home and working from the office. Most jobs have an entitlement to work remotely 2 days per week.
- Flexible working: When possible, adjusted working hours and/or reduced working hours.

# Learning & Parallel Development

GAIN is committed to developing and supporting staff through continuous learning that fosters the technical, managerial and leadership skills needed to help us realise our vision of a world without malnutrition.

- Professional development programme and support with part-funding for a relevant qualification
- Study leave
- Training and coaching modules
- Cross-organisational or crossregional project work
- Secondment opportunities



## Health insurance information

- GAIN reimburses the mandatory state health insurance contribution up to IDR 150,000/person/Yr, for the employee and 3 dependents.
- Reimbursement for private health insurance of the employee's choice up to 1,000,000 IDR/month.
- After 6 months of employment: the employee and immediate family enroll in GAIN Indonesia's group medical Insurance with **AstraLife.**

#### Benefits schedule under the Group health insurance policy:

Hospitalization	Surgery	Outpatient/ General Medical	Prescription Medicines	Dental Care	Vision	Maternity
Ceiling: 2,000,000 per day	Ceiling of 50,000,000 IDR per operation	Ceiling: 18,000,000 IDR per person/Yr	Ceiling of 3,500,000 IDR per year	Ceiling of 9,000,000 IDR per year	Ceiling of 3,000,000 IDR per year	Reimbursement ceiling of 5,000,000 IDR per pregnancy