

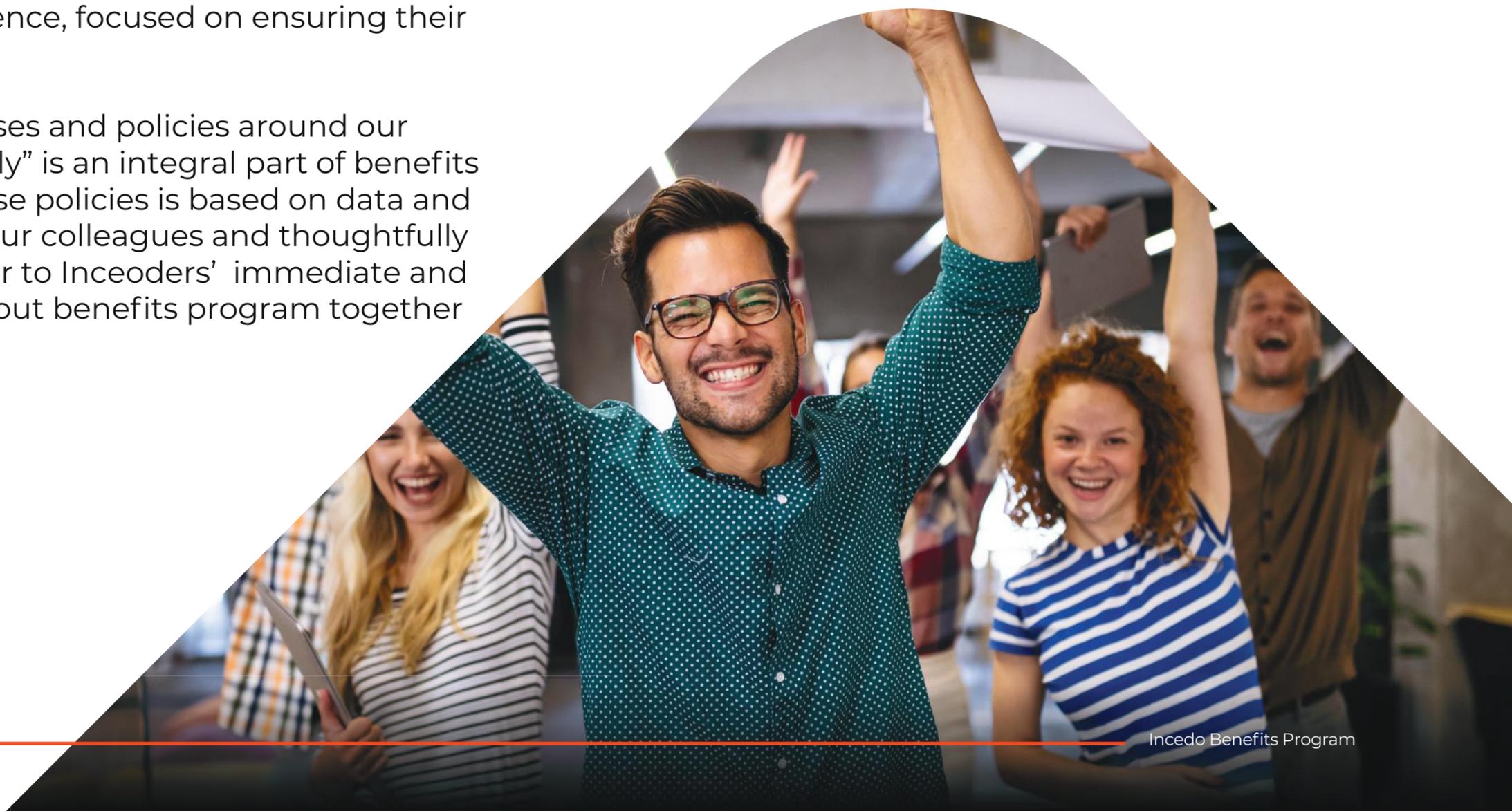
Incedo Benefits Program

Blueprint for a happier you!

Incedo Benefits Program

Anchored around our mission to be an “Employee First” workplace and build a world-class organization, we at Incedo strive to provide our colleagues and their loved ones with a world-class benefits experience, focused on ensuring their wellbeing and safety.

Building our people processes and policies around our “Incedoers” and their “Family” is an integral part of benefits program. The design of these policies is based on data and feedback we receive from our colleagues and thoughtfully designed to ensure we cater to Incedoers’ immediate and long term needs. We build out benefits program together and for everyone.



1

Wide range of benchmarked benefits

Health Benefits

Keeping our Incedo family healthy is our priority.

- ▶ Medical, Dental and Vision coverage for our colleagues
- ▶ Basic life coverage - 1.5X salary upto \$300,000
- ▶ Coverage for long term and short term disability
- ▶ Supplemental Benefits covering Accidental injury, Hospital care, Critical illness, Legal assistance
- ▶ Employee Assistance Program focused on mental health



Rewards Programs

Competitive and differentiated programs to give our Incedoers their financial peace of mind

- ▶ Market Competitive Compensation
- ▶ Regular Variable Payout (performance bonus and Incentive programs)
- ▶ 401 retirement program
- ▶ Annual Merit cycle - cross company compensation analysis and adjustments
- ▶ Salary advance for special needs

Flexibility and Time Off

Ensuring our Incedoers recharge and have the flexibility, delivering their best at work

- ▶ Paid time off, including vacation, bereavement, sick leave, parental leave, disability, holidays, rest and wellbeing days
- ▶ Hybrid work model - 2 to 3 days each week for most of the roles
- ▶ Flexible work hours - Plan your day as per what works for you - meet your personal and professional priorities

2

Creating a culture of learning and Development

Offering unparalleled opportunity to learn and grow via Incedo University

Incedo University



Incedo University provides access to a wide range of training programs (technology, domain, process, behavioural and leadership). You can also opt for certification programs to build depth in your area of work.



Technology Academy



Foundation Skills Academy



Leadership Academy



Problem Solving Academy



Sales Academy



3

Building a culture of celebration

In the mission of being an Employee First organization, our value of “Be a caring meritocracy” plays an important role. One of the critical elements of this value is to create a culture of fun and warmth.

- ▶ Employee driven events - Incedo Family Day
- ▶ Celebrating festivals and fun events at office
- ▶ Multiple level of Rewards and recognition Program
- ▶ Celebrating Career Milestones

Employee Connect Programs

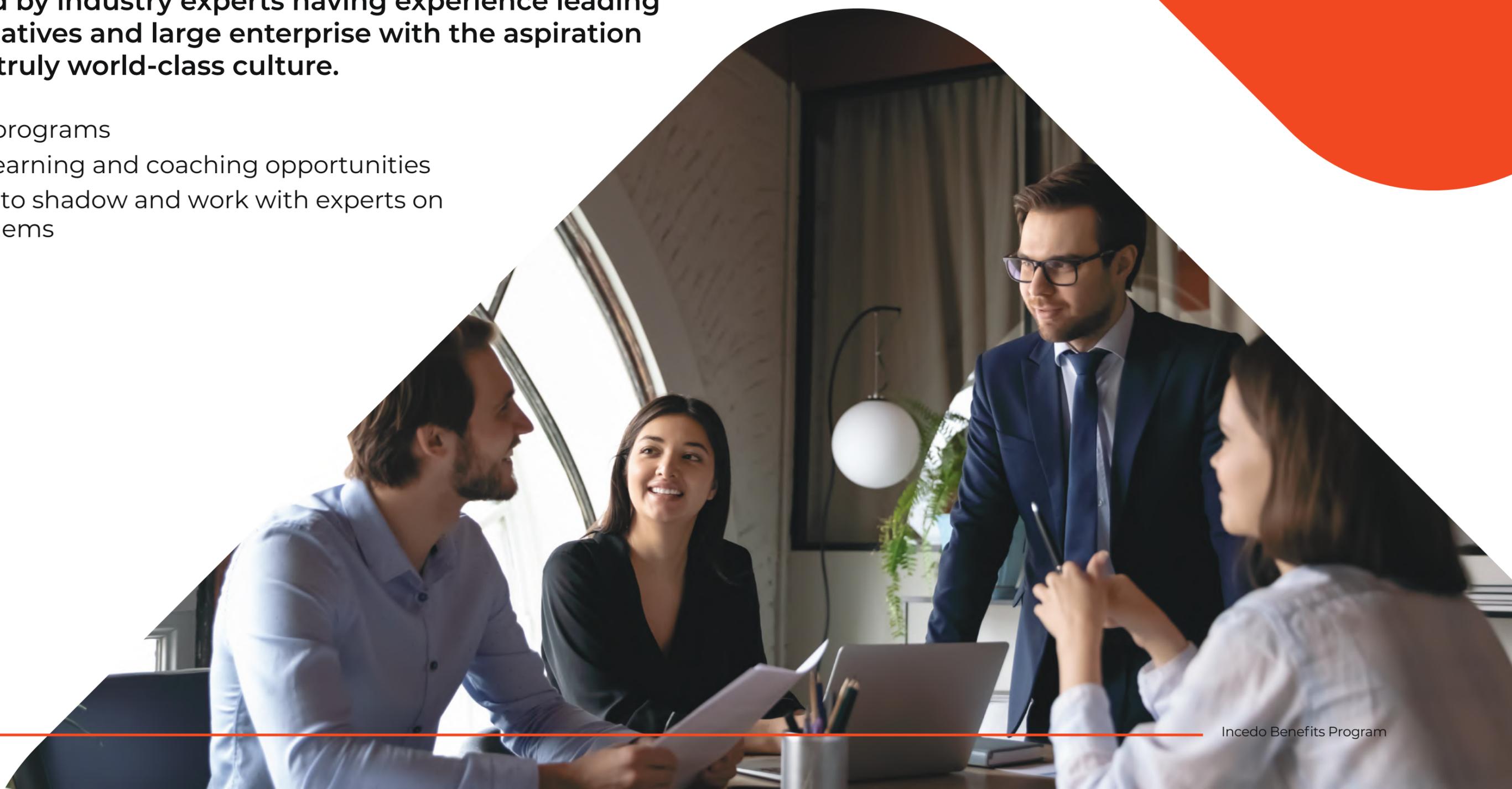
- ▶ Quarterly CEO Townhall, BU All Hands
- ▶ Frequent HR Connect Programs
- ▶ HR Policy refresher sessions



4 Exceptional Leadership

Get mentored by industry experts having experience leading both digital natives and large enterprise with the aspiration of building a truly world-class culture.

- ▶ Mentorship programs
- ▶ On the Job learning and coaching opportunities
- ▶ Opportunity to shadow and work with experts on diverse problems



5

Grow with Incedo

Get the opportunity to work with clients and leaders across locations around the globe

- ▶ Work on real problems of top Fortune 100 companies.
- ▶ Focused programs for Hi-Potential talent
- ▶ Global Mobility options - work out of different geographies
- ▶ Job rotation and internal mobility options - work across domains



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World-class Offices

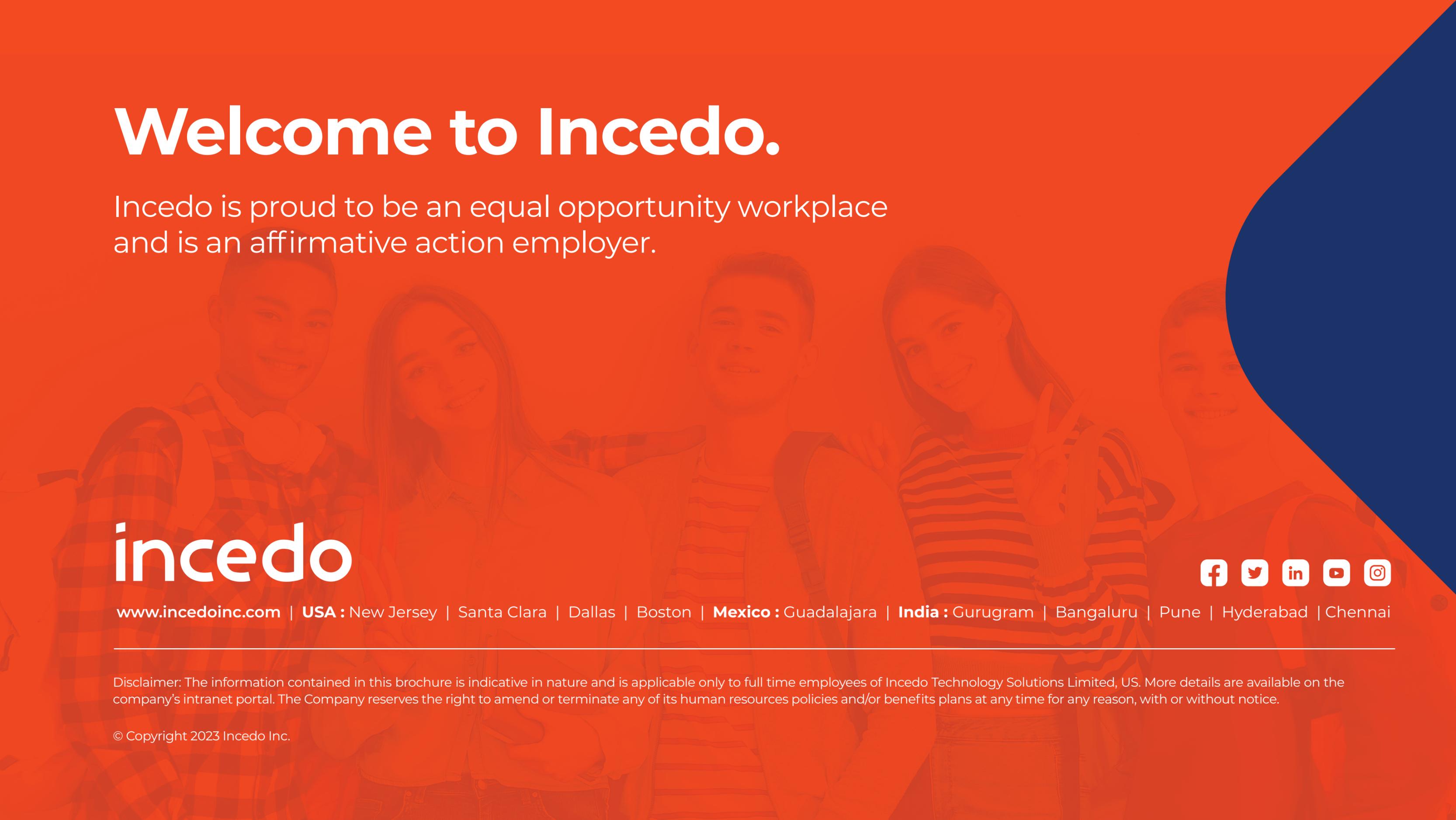
Best in class offices and IT infrastructure to support our colleagues globally

- ▶ Best in class office facilities across geographies
- ▶ Collaboration tools - Zoom, Teams, Slack
- ▶ 24/7 IT support



Welcome to Incedo.

Incedo is proud to be an equal opportunity workplace and is an affirmative action employer.



incedo



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