

South Africa Benefits Summary

Infoblox intends to provide the following employee benefits from your date of hire. The benefits team will work with you and the applicable vendor to enroll you (and your eligible dependents) accordingly.

Medical Insurance <i>Individual policy</i> Employee & Dependents	<p>Infoblox will provide a monthly allowance to cover 100% of medical insurance contributions for the employee and immediate dependents.</p> <ul style="list-style-type: none"> • Vitality & gap cover included. • Monthly amount will depend on family size. • A certificate of cover / policy summary will be required at time of hire and at time of annual increase to determine the allowance amount.
Life Insurance <i>Individual policy</i> Employees only	<p>Infoblox will provide a monthly allowance to cover 100% of life insurance contributions for the employee only.</p> <ul style="list-style-type: none"> • A certificate of cover / policy summary will be required at time of hire to determine the allowance amount.
Disability Insurance <i>Individual policy</i> Employees only	<p>Infoblox will provide a monthly allowance to cover 100% of disability insurance contributions for the employee only.</p> <ul style="list-style-type: none"> • A certificate of cover / policy summary will be required at time of hire to determine the allowance amount.
Retirement <i>Individual policy</i> Employees only	<p>Employer contribution</p> <ul style="list-style-type: none"> • 7.5% of total earnings (0-3 years of service) • 10% of total earnings (4-8 years of service) • 15% of total earnings (8+ years of service) <p>*Total earnings = salary and commission</p>
Business Accident & Travel Assistance Chubb Policy number: 9912-41-89 Employees & Dependents	<p>When an emergency happens far away from home, Chubb partners with AXA Assistance, a leading global travel and medical assistance provider, to give you access to local care and assistance wherever you are.</p> <p>This includes out-of-country (emergency) travel & security cover during business travel:</p> <ul style="list-style-type: none"> • Maximum of USD 250,000 for employees and FT Contractors • Maximum of USD 25,000 for spouse/partner • Maximum of USD 10,000 for dependent children
Medical Benefits Abroad CIGNA Policy number: 09000A	<p>Who's Covered:</p> <ul style="list-style-type: none"> • All full-time employees and FT contractors and their eligible dependents (spouse/domestic partner and children up to age 26) traveling on business and sojourn (max. 14 days) outside their

Employees & Dependents 24/7 Assistance: (in the US): 1 800 243 1348 (outside the US): +1 302 797 3535 Claims Website: www.cignaenvoy.com Username: 09000AMBA Password: Cigna1		country of residence. Key Benefits: <ul style="list-style-type: none"> • Urgent or Emergency Medical Care: Up to USD 300,000 per calendar year • Medical Evacuation & Repatriation: Up to USD 100,000 • Emergency Dental: Unlimited (within medical maximum) • Telehealth & In-Person Services: Available globally • No Deductible or Coinsurance Required • COVID-19 Coverage: Included
Employee Assistance Plan TELUS Health Employees & Dependents Global Contact Matrix		<ul style="list-style-type: none"> • TELUS Global EAP is a free, confidential support service that can help you and your dependents solve a wide range of life's problems, challenges and complexities. • The EAP Care Access Centre can be contacted 24/7 via phone, web or mobile app for professional support anytime, anywhere, always confidential
Annual Leave Entitlement & Period		21 days <ul style="list-style-type: none"> • Per calendar year • Carry forward of days is allowed until 30 June of the following year or else they are forfeited • Pay-out at termination only
Public Holidays		Please refer to the Benefits Portal / Blox360 for updated holiday calendars
Paid Sick Leave		Paid sick leave is provided for up to 6 weeks for every 36 months of continuous service (during the first six months of continuous employment, 1 paid sick day is accrued for every 26 days of work)
Other Country Specific Leave		3 days paid family responsibility leave for the birth or illness of a child
Bereavement Leave		<ul style="list-style-type: none"> • Death in immediate family - 5 days (spouse, parents, parents-in-law, children) • Death of other relatives - 3 days (grandparents, grandparents-in-law, sibling, uncle, aunt)
Statutory Parental Leave	Maternity Leave	<ul style="list-style-type: none"> • Maternity leave entitlement is four months: Four weeks are to be taken before birth, and 12 weeks may be taken after. An employee may, however, commence maternity leave on a date from which a medical practitioner or a midwife certifies that it is necessary for the employee's health or that of her unborn child. The employee

		<p>may return sooner than six weeks after confinement only if a doctor has given medical clearance.</p> <ul style="list-style-type: none"> In the event of a miscarriage during the third trimester or a stillborn child, the maternity benefits are payable for up to 6 weeks after the miscarriage or stillbirth.
	Paternity Leave	As per 'Other Country Specific Leave'
Infoblox Paid Parental Leave (PPL)		<p>Infoblox PPL runs concurrently with the statutory benefits and offers 100% OTE (base pay + bonus/commission) as follows:</p> <ul style="list-style-type: none"> Primary Caregiver Leave = 12 weeks Secondary Caregiver Leave = 4 weeks <p>PPL leave is provided to eligible employees to bond with their newborn, newly adopted child or child newly placed for foster care</p>
Volunteering		<ul style="list-style-type: none"> All regular, full-time and part-time employees can volunteer up to 16 hours (2 days) per calendar year with a non-profit organization. Please visit Blox360 for more details on this program

Infoblox South Africa reserves the right, in its sole discretion, to terminate, withdraw, replace, amend, change or alter from time to time any benefit plan or program that it provides, or may provide in the future, to employees. Furthermore, subject to applicable laws, Infoblox South Africa shall not at any time be required to compensate an employee for any loss resulting from the termination, withdrawal, replacement, amendment, change or alter of any benefit plan it offers.

This document is provided only as a summary of your benefits; if you have specific questions relating to coverage, please refer directly to insurance policies or contact our local employee benefits brokers/consultants shown below.

For all questions, please reach out to benefits@infoblox.com