

Sweden 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.

Life Policy Movestic Employees only	<ul style="list-style-type: none"> Spouse/Partner: 6 x PBA (Price base Amount) Each child under age 17: 2 x PBA (Price Base Amount)
Short Term Disability Movestic Employees only	<ul style="list-style-type: none"> Day 15 - 90: 80% of pay integrated with social security 90% of salary integrated with social security benefits after a 3-month elimination period
Long Term Disability Movestic Employees only	<ul style="list-style-type: none"> 90% of salary integrated with social security benefits Payable up to age 65 Elimination period: as determined by social security
Retirement SMB Modern Pension Employees only	<p>Effective September 2025, Infoblox employees will be moved to the new SMB Modern Pension plan to offer more flexibility, a broader selection of insurers, favorable terms and low fees:</p> <ul style="list-style-type: none"> Premium fee instead of capital fee: What affects the fee the most over time is the capital fees. With the new pension plan, the fee is taken from the premium which leads to lower fees over time. Flexibility: After the 1st year of advisory, the employee can choose to opt out. Continuous updating: The pension plan is continuously updated to ensure that the plan's products and conditions stay competitive. <p>Upon joining, new Bloxers will be contacted by our broker for a 1:1 discussion to go over the details and explore all choices available.</p>
Private Medical Insurance Movestic Employees only	<p>Coverage that tops up and enhances the National Health Scheme providing access to private hospitals in Sweden; pays the portion of the eligible healthcare expenses not covered by National Health and also provides payment for non-emergency care received within the EU.</p> <p>Dependents are not included in any of the insurances, as per local practice.</p>
Business Travel & Accident Assistance Chubb	<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>Policy number: 9912-41-89</p> <p>Employees & Dependents</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
<p>Medical Benefits Abroad CIGNA</p> <p>Policy number: 09000A</p> <p>Employees & Dependents</p> <p>24/7 Assistance: (in the US): 1 800 243 1348 (outside the US): +1 302 797 3535</p> <p>Claims Website: www.cignaenvoy.com Username: 09000AMBA Password: Cigna1</p>	<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 country of residence. <p>Key Benefits:</p> <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
<p>Employee Assistance Plan TELUS Health</p> <p>Employees & Dependents Global Contact Matrix</p>	<ul style="list-style-type: none"> • TELUS Helath 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
<p>Annual Leave Entitlement & Period</p>	<p>30 days</p> <ul style="list-style-type: none"> • The period runs from 1 April - 31 March • Carry-forward of 10 days is allowed; the remainder of unused leave days will be paid out at the end of the period as per statutory requirements • The maximum length of time employees can carry over all/part of the 10 days leave is 5 years

Public Holidays		Please refer to the Benefits Portal / Blox360 for updated holiday calendars
Paid Sick Leave		<ul style="list-style-type: none"> • Employees who are sick for more than seven days must submit a medical certificate • On days 2 - 14, the employer pays 80% of the entire salary as sickness benefit according to the law • From day 15 - 364 (in a 450-day period), social security pays the entire sickness benefit at 80% of annual income up to 10 PBA (SEK 393,750 in 2023). • After 364 days, employees can apply for extended sickness benefits from social security. Approved benefits are payable up to 550 days at 75% of annual income.
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"> • Female employees are entitled to 14 weeks maternity leave (2 weeks' compulsory pre-birth and 2 weeks' compulsory post-birth) • 7 weeks' maternity leave can be taken before the expected date of childbirth
	Paternity Leave	Male employees are entitled to 10 days paid paternity leave
	Parental Leave	<ul style="list-style-type: none"> • Employees have a right to a parent's allowance (paid by the government) if employed for the last six months or at least 12 months in the last two years. These benefits are payable to either parent. • Both parents cannot be on paid parental leave at the same time for the same child except for 30 days during the first year. The parent taking parental leave can use it as full working days or reduced work hours until the child is age eight or finished first grade. • For children born after January 1, 2014, parental benefits may be drawn by any parent any time until the child reaches age 12 but the main part needs to be taken before the child reaches age four. • After age four, parental leave can be paid for a maximum of 96 days.

(Statutory Parental Leave Continued)	Adoption Leave	Parents who adopt children have the right to the same leave provisions as 'Parental Leave' stated above
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 Sweden 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 Sweden 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.

Benefits Broker:	
Kristina (Kicki) Lundstedt Kristina.lundstedt@soderbergpartners.se Soderberg & Partners Stockholm Tel: +46 765258708	Louise Larsson Louise.larsson@soderbergpartners.se Soderberg & Partners Stockholm Tel: +46 728555482
For all questions and to avoid escalations, please copy benefits@infoblox.com on your queries	