

Belgium 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.

<p>Death NN Insurance Belgium Policy Number: 7174</p> <p>Employees only</p>	<ul style="list-style-type: none"> • Vested Savings upon death • Lump-sum minimum based on employee's individual choice of 1 of the following 5 levels of protection: <ul style="list-style-type: none"> - Option 1: reimbursement of the vested savings - Option 2: 100% of the annual salary without exceeding ONSS ceiling (60.026,75 EUR on 01/01/2021), default option - Option 3: 100% of the annual salary - Option 4: 200% of the annual salary - Option 5: 300% of the annual salary <p><u>Note:</u> Annual salary means 13.92 times the gross monthly salary</p>
<p>Accidental Death & Dismemberment NN Insurance Belgium Policy Number: 7174</p> <p>Employees only</p>	<ul style="list-style-type: none"> • Additional lump sum of 100% of the above-mentioned minimum death lump sum
<p>Disability NN Insurance Belgium Policy Number: 7174</p> <p>Employees only</p>	<ul style="list-style-type: none"> • Eligible for Premium Waiver and Disability Pension after a 1 month waiting period. • 10% of the annual salary is limited to the "AMI-Benefits" ceiling plus 70% of the excess. • Maximum annual disability pension is 125,000 EUR*. • Indexation: 2% • Effective 1 Sept 2025, coverage is up to age 67 <p><u>Note:</u> The "AMI-Benefits" ceiling is the maximum annual salary serving as a basis for the calculation of the benefits within the framework of the compulsory illness and disability insurance in Belgium</p>
<p>Retirement NN Insurance Belgium Policy Number: 7174</p> <p>Employees only</p>	<ul style="list-style-type: none"> • Retirement Lump Sum equal to vested savings from the total contribution (employer and employee premiums) • Salary definition: annual base salary only (13.92 times the gross monthly salary) • Total budget = 7,46 % S (annual salary definition) where Employer's contribution: 5,81 % S (effective 1 Sept 2025) Employee's contribution: 2 % S • Total budget is used to cover: <ul style="list-style-type: none"> - your minimum death lump sum - cover the disability insurance - cover the accident insurance - balance: build up a pension lump sum at retirement date

<p>Medical DKV Belgium Policy Number: 46007174</p> <p>Employees & Dependents</p>	<ul style="list-style-type: none"> • Covers the cost of hospitalization because of accident, illness, pregnancy or delivery. • Expenses of all medical care from 2 months before the hospitalization and home confinement through 6 months after are covered. • MediCard – no advance payment required, administration handled directly by DKV Belgium and hospital. • Assistance abroad and repatriation. • The deductible is 175 EUR, only applicable in a single room (Outpatient for serious illness and palliative care have no deductible). • Annual reimbursement limit: none • Cover 80% of the cost for outpatient and dental treatment up to EUR 1,250 per member per insurance year <p>Dependent Children Cover:</p> <ul style="list-style-type: none"> • Children can stay on the full membership (hospitalization /outpatient /dental plan) as long as they are fiscally dependent on the main member up to the age of 25 <ul style="list-style-type: none"> ○ Certain exceptions occur under specific situations such as continued full-time studying or handicap, with proof from an official agency <p>Telemedicine:</p> <ul style="list-style-type: none"> • Any video/phone consultations with a doctor can be claimed under the outpatient plan
<p>ECO Vouchers</p>	<p>ECO-Cheques provided annually in July via payroll</p>
<p>Business Travel & Accident Assistance Chubb Policy number: 9912-41-89</p> <p>Employees & Dependents</p>	<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
<p>Medical Benefits Abroad CIGNA 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>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

Claims Website: www.cignaenvoy.com Username: 09000AMBA Password: Cigna1	<ul style="list-style-type: none"> • 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 Health 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
13th Month Payment	The 13th-month payment is processed together with the regular payroll in December. The 13-month payment is earned from 1 January - 31 December and will be prorated according to the date of hire.
Double Vacation Payment	Double vacation payment is done in May of each year
Annual Leave Entitlement & Period	25 days <ul style="list-style-type: none"> • When working a 5-day week • 20 days statutory + 5 days supplemental • Double vacation pay is only applicable to the statutory days • Carry-forward of days is allowed up to 31 March of the following year
Public Holidays	Please refer to the Benefits Portal / Blox360 for updated holiday calendars
Sick Leave	When an employee is disabled because of sickness or private accident (other than a working accident or professional disease), white-collar employees with a non-fixed-term contract (regardless of seniority) receive 100% of base salary for the first 30 days, paid by Infoblox
Other Country Specific Leave	<ul style="list-style-type: none"> • Marriage of a child (1 day) • Own marriage (2 days) • Judicial Evocation (max 5 days) • Election commitments (max 5 days) • Child's first communion, confinement, military service induction, jury service, polling station assessor at elections, leave to care for the seriously ill family member until second degree (with a medical certificate) is also permissible
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	<p>Female employees are entitled to 15 weeks of maternity leave:</p> <ul style="list-style-type: none"> 6 weeks (8 weeks if multiple births) before the expected date of childbirth 9 weeks (11 weeks if multiple births) after the date of childbirth <p><u>Note:</u> 5 weeks may be taken after the date of childbirth (7 weeks for multiple births) from the 6 weeks preceding the date of childbirth</p>
	Paternity Leave	<p>Effective January 2023, male employees are entitled to 20 days, which can be taken within 4 months after the date of childbirth.</p> <ul style="list-style-type: none"> The first 3 days are paid at 100% by the employer The other days, the employee is entitled to an allowance which amounts to 82% of capped daily gross salary paid by the health care fund to which the employee is affiliated
	Parental Leave	<p>Parents are entitled to paid parental leave up until their child turns 12. 5 options are available:</p> <ul style="list-style-type: none"> Complete break for the period for max 4-months A reduction to 50% working time for maximum 8 months A reduction to 80% working time for maximum 20 months A reduction to 90% working time for maximum 40 months Combinations of the above are possible. More info here.
	Adoption Leave	<ul style="list-style-type: none"> 6 weeks (adoption of a child under age 3). 4 weeks (adoption of a child between age 3 and 8)
Infoblox Paid Parental Leave (PPL)		<p>Infoblox PPL runs concurrently with the statutory benefits and offers 100% OTE (base + 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 Belgium 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 Belgium 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:

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For all questions and to avoid escalations, please copy benefits@infoblox.com on your queries