

Turkey 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>Medical Insurance Allianz Care Summit 2500 <i>(Part of the Pan-Europe Regional Plan)</i></p> <p>Employees & Dependents</p> <p>In-patient claims / Pre-authorisation: client.services@allianzworldwidecare.com Regional contact details here. Helpline +44 203 5642 546</p> <p>Out-patient claims: Reimbursement claims are processed via logging into the My Health Portal or through submitting a claims form to client.services@allianzworldwidecare.com</p> <p><i>Please note that benefits are quoted in British Pounds (£) as the policies are written out of the UK.</i></p>	<p>Inpatient & Daycare Benefits</p> <ul style="list-style-type: none"> ● Inpatient / daycare treatment ● Parent accommodation - Paid in full with an insured member aged 17 or under receiving eligible treatment ● Inpatient treatment of acute conditions for newborns ● Emergency inpatient and daycare treatment outside area of cover - Paid up to £8,300, maximum 42 days ● Kidney dialysis ● Inpatient psychiatric treatment (up to 30 days) - Paid up to £3,075 <p>Outpatient Benefits</p> <ul style="list-style-type: none"> ● Outpatient post-hospitalisation treatment (up to 90 days) ● Outpatient surgical procedures ● Outpatient dental treatment for accidental damage following related hospitalisation ● Outpatient consultations, treatment and tests including MRI - Paid up to £3,075 ● PET and CT scans ● Outpatient physiotherapy / complementary medicine - Paid up to £995 ● Outpatient traditional Chinese medicine - Paid up to £185 ● Outpatient psychiatric treatment - Paid up to £614 <p>Further Benefits</p> <ul style="list-style-type: none"> ● Emergency medical evacuation and local ambulance ● Cancer care ● Travel Security Services - Included ● Prescribed Medical Aids - Paid up to £614 ● Hospital cash (each night up to 20 nights) - £77 ● Terminal care ● Congenital abnormalities - Paid up to a lifetime limit of £15,369 ● Routine pregnancy and childbirth - Paid up to £3,075 ● Medical complications of maternity ● Employee Assistance Programme
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	<ul style="list-style-type: none"> Chronic condition and disease management HIV or AIDS - Paid up to £3,075 Vaccinations - Paid up to £92 Repatriation of mortal remains Routine and major restorative dental treatment - Paid up to £495 Optical care (non-emergency) - Paid up to £154 <ul style="list-style-type: none"> Optical care co-insurance - 20% Outpatient direct billing - Included <p>Dependent Children Cover:</p> <ul style="list-style-type: none"> Child dependents are eligible up to age 18, or 26 if in full time education <p>Telemedicine:</p> <ul style="list-style-type: none"> The ability to have a video/phone consultation with a doctor is available via the My Health app This service is covered under the Allianz plan at no additional cost or coinsurance Click here for more information on how to register and product features
<p>Group Life, Accidental Death & Dismemberment and Income Protection</p> <p><i>Utmost Corporate Solutions</i> (Part of the Pan-Europe Regional Plan)</p> <p>Life Policy - 512064 AD&D Policy - 512066 Income Protection Policy - 512068</p> <p>Employees only</p> <p>Utmost Corporate Solutions: Direct helpline: +44 (0) 1481 715 400</p>	<p>Group Life</p> <ul style="list-style-type: none"> Benefit - 3 times annual base salary Ceasing age - on the member's 65th birthday Free cover limit - up to GBP 600,000 <p>Accidental Death & Dismemberment</p> <ul style="list-style-type: none"> Benefit - 3 times annual base salary Ceasing age - on the member's 65th birthday <p>Group Income Protection</p> <ul style="list-style-type: none"> Benefit - 75% of base salary Waiting period - 13 weeks Ceasing age - on the member's 65th birthday Free cover limit - up to GBP 131,000
<p>Business Travel & Accident Assistance</p> <p>Chubb Policy number:</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>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</p> <p>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</p> <p>TELUS Health One (via Allianz Medical Plan)</p> <p>Employees & Dependents</p>	<p>https://www.allianzcare.com/eap-login</p> <ul style="list-style-type: none"> • Username: AllianzCare • Password: Expatriate <p>You can also access your EAP via the Health and Wellness Hub on the MyHealth App. Once there, simply click on Telus Health One.</p> <p>All calls are answered in either English or French, via the TELUS Health call centre number (+1-905-886-3605)</p>
<p>Annual Leave</p> <p>Entitlement & Period</p>	<ul style="list-style-type: none"> • According to years of service: <ul style="list-style-type: none"> ○ First 5 years with Infoblox - 14 days per year ○ 6-15 years with Infoblox - 20 days per year ○ 15+ years with Infoblox - 26 days per year • Per calendar year • Carry-forward of days is allowed up to 5 years, then forfeited • Pay-out at termination only

Public Holidays		Please refer to the Benefits Portal / Blox360 for updated holiday calendars
Paid Sick Leave		After day 3 of sickness temporary disability allowance (sickness allowance) is payable for each day of temporary incapacity from work, from the 3rd day to insured persons who paid sickness insurance contributions at least 90 days in the year preceding the start of temporary incapacity
Other Country Specific Leave		Childcare leave - 10 days per year to care for a child(ren) assessed as at least 70% disabled Marriage - 3 days
Bereavement / Compassionate 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 16 weeks of paid maternity leave (at 66.67% salary) In addition, mothers may take unpaid maternity leave for up to 6 months upon completion of maternity leave, after which either parent may take paid part-time working until the first day of the month after the child commences compulsory education
	Paternity Leave	Male employees are entitled to 5 days paid paternity leave
	Adoption Leave	<p>In case of adoption of a child under 3 years old, one of the adoptive parents will also be entitled to</p> <ul style="list-style-type: none"> 8 weeks of adoption leave up to 6 months of unpaid leave after statutory leave work part-time at any time from the end of the statutory maternity leave until the child's compulsory elementary education age unpaid leave of up to half the weekly working time following the end of statutory maternity leave for 60 days for the first child, 120 days for the second child and 180 days for the third child and this leave is not at the employer's discretion. <p>Employees are entitled to up to 3 days' paid leave on the occasion of the adoption of a child over 3 years of age</p>
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

	PPL leave is provided to eligible employees to bond with their newborn, newly adopted child or child newly placed for foster care
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 Turkey 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 Turkey 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.

<p>Benefit Broker: Liane Purt Consultant, International Howden Brokers UK liane.purt@howdengroup.com +44 (0) 07818 074732</p>		
<p>Allianz Medical Calling the helpline is the quickest way to receive support: https://www.allianzcare.com/en/contact-us.html Asia.helpline@allianz.com</p>	<p>Allianz Claims: Claims are to be submitted digitally via the MyHealth app. For full details on our Allianz MyHealth digital services and all their useful features please visit: www.allianzcare.com/myhealth</p>	<p>Utmost: For life, accidental death & dismemberment and income protection inquiries please contact the below: +44 (0) 1481 715 400 clientservices@utmostcorporate.com</p>
<p>For all questions and to avoid escalations, please copy benefits@infoblox.com on your queries</p>		