

UAE 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.

Countries currently covered under this regional plan for medical & life insurance are **Egypt, Kuwait, Morocco, Pakistan, Qatar** and **UAE**. This list may change as new countries are added/removed due to business needs.

Please note that benefits are quoted in USD and not local currency.

<p>Life, Accidental Death & Disability Policy MetLife Policy number 62370</p> <p>Employees only</p>	<ul style="list-style-type: none"> • Life: 3x annual base salary • Free Cover Limit: \$407,977 Individual medical underwriting is required for benefits in excess of this amount • Accident Death: 3x annual base salary • Permanent Partial or Total Disability (PPTD): Up to 3x annual basic salary where this benefit is paid in line with the dismemberment scale if an employee is unable to perform their own or similar occupation. 6 month waiting period • Temporary Total Disability: 100% of weekly salary payable up to a maximum period of 52 weeks up to a maximum of \$4,808 per week. Nil waiting period for TTD due to accident and 7 days waiting period for TTD due to sickness. <p><i>Note that the policyholder (Infoblox) is enlisted as the beneficiary for the policy. In the event of a claim, MetLife makes a settlement to Infoblox's account only. Infoblox would then disburse the claim to the nominated beneficiaries of an employee.</i></p>
<p>Medical Cover Allianz</p> <p>Employees & Dependents</p> <p>Policy numbers:</p> <p>Dubai 69334</p> <p>Rest of World (ROW) 69393</p> <p>Kuwait 69279</p> <p>Please see provider network lists here</p>	<p>Coverage: Worldwide, excluding USA Included: Medical, wellness, dental, vision cover Standard exclusions: Cosmetic surgery, incidental expenses, professional sports, experimental treatment, health spa/nature-cure treatments, hearing aids Cards: eCards + Emirates ID are to be used for UAE members. Non-UAE members will receive physical cards Policy period: 1 June - 31 May Overall plan limit: \$5m per person per year</p> <p>Inpatient:</p> <ul style="list-style-type: none"> • Hospital charges: Paid in full • Parental/companion accommodation: Paid in Full • Surgical procedures, anesthetist & surgeons: Paid in full • Physiotherapy & Rehabilitation: Paid in full • Post-hospitalization outpatient physiotherapy Paid in full for up to 90 days after each inpatient or daycare admission. • Rehabilitation physiotherapy Paid in full for up to 120 days after you're discharged or transferred.

Please scroll to the bottom of this document for Allianz contact details

- Radiography, chemotherapy, Oncology & Physiotherapy: Paid in full
- Radiology, Pathology, Diagnostics: Paid in full
- Organ Transplant: Paid in Full
- Private Ambulance: Paid in full
- Psychiatric Care: Inpatient psychiatric treatment and psychotherapy Paid in full up to 30 days (Emergency psychiatric treatment and psychotherapy up to \$43,000 for both IP and OP combined)
- International Emergency Services: Paid in full
- Home Nursing Charges: Paid in full
- In-patient cash benefit: Up to \$125 per night for 20 days per year
- Maternity: Delivery costs (natural or medically necessary C-section), nursing fees and hospital accommodation costs for childbirth Paid in full
- Newborn cover for the first 30 days after birth Paid in full

Outpatient Benefits:

- Consultations with Medical Practitioners and Specialists UAE 10% max AED 50 / ROW \$15
- Prescribed Medicines, Drugs and Dressings: Paid in full
- Cancer Treatment: Paid in full
- X-rays, Laboratory Tests and Pathology: Paid in full.
- Non-Surgical and Minor Surgical Procedures and Treatment: Paid in full
- Alternative & Complementary Therapies - podiatry, osteopathic and chiropractic treatment when a medical practitioner or specialist refers you Paid in full
- Traditional Chinese medicine and acupuncture Paid up to \$1,500
- Homeopathic treatment, and ayurvedic medicine including ayurvedic herbal preparations and therapies Paid up to \$1,500
- Physiotherapy: Paid in full (when a medical practitioner or specialist refers you)
- Hearing and Vision tests (for dependent children under the age of 15): Paid in full
- Vaccinations: Paid in full
- Children aged 17 or under: essential vaccinations as shown in the DHA's policies and updates
- Emergency Dental Treatment: Paid in full
- Psychiatric Care: Outpatient psychiatric treatment and psychotherapy up to \$10,000 (Emergency psychiatric treatment and psychotherapy up to \$ 43,000 for both IP and OP combined)
- Maternity: 12 routine antenatal checkups and three routine 2D ultrasound scans, or one antenatal package, during each uncomplicated pregnancy / Antenatal vitamins / Postnatal check-ups within 6 weeks of childbirth Paid in full

Dental

- Benefit limit: \$3,000 per year

	<ul style="list-style-type: none"> • Investigative & preventative treatment (x-rays, scale, polish): Routine & Major Dental Paid up to \$3,000 with 20% copay • Routine outpatient dental treatment, including treatment for accidental damage to natural teeth when the damage is caused by eating. This benefit covers dental examinations, scraping, cleaning and polishing, X-rays, composite fillings and simple non-surgical extractions only • Major restorative dental treatment, including treatment for accidental damage to natural teeth when the damage is caused by eating. This benefit covers: <ul style="list-style-type: none"> ○ Surgical extractions, including wisdom teeth ○ Root canal treatment ○ The cost to supply, fit and repair crowns, bridges and dentures (Implants not covered) ○ X-rays needed to support major restorative dental treatment ○ Gum treatment • Orthodontic treatment for children under 18 years old: Paid up to \$1,000 with 50% copay. Orthodontic treatment including: <ul style="list-style-type: none"> ○ Orthodontic examinations ○ Costs to supply, fit and repair orthodontic devices or items ○ X-rays needed to support orthodontic treatment ○ Surgical and non-surgical extractions needed as part of your orthodontic treatment <p>Vision:</p> <ul style="list-style-type: none"> • \$500 with 20% copay • Prescribed glasses and contact lenses including eye examination <p>Wellness:</p> <ul style="list-style-type: none"> • Routine health check for Health and wellbeing including screening for the early detection of illness or disease. This benefit extends to an annual health assessment and includes cancer screening • Capped at USD 1,000 • Annual eye and hearing examination capped at USD 250 <p>Dependent Children Cover:</p> <ul style="list-style-type: none"> • Dependent children are eligible to be added as dependents until 18 years of age and can be covered up to the age of 25 if under the father's sponsorship and in full-time education
<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>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 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 Entitlement & Period</p>	<p>24 days for the first year of employment 30 days from the first year of employment onwards</p> <ul style="list-style-type: none"> • Per calendar year • Carry-forward of days is allowed with manager approval <ul style="list-style-type: none"> ○ Forfeited after 2 years • Pay-out at termination only
<p>Public Holidays</p>	<p>Please refer to the Benefits Portal / Blox360 for updated holiday calendars</p>
<p>Paid Sick Leave</p>	<ul style="list-style-type: none"> • 90 days of sick leave for every year of service • The first 15 days of sick leave are at full pay, the next 30 days at half pay, and the next 45 days at no pay
<p>Other Country Specific Leave</p>	<ul style="list-style-type: none"> • For Muslim employees only, an additional 30 days' unpaid leave can be approved upon request. • Hajj leave <ul style="list-style-type: none"> ○ is considered unpaid leave ○ may not exceed 30 days

		<ul style="list-style-type: none"> ○ is granted only once during the employment duration with the company
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>A female worker is entitled to a maternity leave of 60 days, out of which:</p> <ul style="list-style-type: none"> ● 45 days will be 100% pay ● 15 days will be 50% pay <p>A female worker may apply for her maternity leave up to 30 days prior to the expected date of delivery.</p> <p>In addition:</p> <ul style="list-style-type: none"> ● She may take additional 45 without pay, if she has an illness as a result of pregnancy or childbirth, and is unable to resume work. The illness must be proved via a medical certificate issued from the respective medical authority. These leave days can be consecutive or intermittent. ● If the baby is sick or suffers from a disability, the female worker may take additional leaves of 30 days fully-paid. This leave can be extended for additional 30 days without pay. The illness or the disability of the child must be proved via a medical certificate issued from the respective medical authority. <p>After the female worker resumes work, she is entitled to one or two additional breaks each day for nursing her child. The duration of the two breaks must not exceed one hour. The woman is entitled to such breaks for 6 months following the date of delivery. Such breaks are fully paid for.</p>
	Paternity Leave	Male employees are entitled to 5 days paternity leave
	Parental Leave	<p>5 days</p> <ul style="list-style-type: none"> ● Taken within 6 months of the birth ● In addition to the maternity & paternity allotment ● No additional entitlement for multiple births
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
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Infoblox UAE 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 UAE shall not at any time be required to compensate any 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 benefit brokers/consultants shown below.

Benefits Broker		
Zileena Khambatta Key Account Manager: EE Benefits zileena.khambatta@nexusadvice.com Downtown Emaar Square, Building No.1, 5th Floor, Office 502, Dubai, UAE +971 4 323 1111 +971 56 996 0435	For Claims Assistance: Shabeeb Kamal shabeeb.kamal@nexusadvice.com	For Emergencies & Inpatient Hospitalization Assistance: Anusha Prasad Endorsement Officer medendorsement@nexusadvice.com
Allianz Medical Contact Details		
Toll-free number (in UAE): 800 6334 Head Office (24/7): +353 1 6297141 AZChelpline@nextcarehealth.com (general queries) AZCclaims@nextcarehealth.com (claim submissions) AZCmedical.services@nextcarehealth.com (IP pre-approval requests, OP on Reimbursement)		
For all questions and to avoid escalations, please copy benefits@infoblox.com on your queries		