

## Germany 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.

<b>Life Policy</b> <b>Euro-BetriebsPensionsFonds (EPF)</b> <b>Reinsured with Swiss Life (Luxembourg) S.A.</b> <b>Employees only</b>	<ul style="list-style-type: none"> <li>• 2 times pensionable salary (defined as annual base salary) to a maximum of EUR 170,000</li> <li>• Death lump sum - the benefit becomes due in case of death during active service</li> </ul>
<b>Long Term Disability</b> <b>Euro-BetriebsPensionsFonds (EPF)</b> <b>Reinsured with Swiss Life (Luxembourg) S.A.</b> <b>Employees only</b>	<ul style="list-style-type: none"> <li>• This benefit becomes due in case of disability during active service with Infoblox (no matter if the disability is due to illness or caused by an accident)</li> <li>• The benefit level is 2 times pensionable salary (defined as annual base salary) to a maximum of EUR 170,000</li> </ul>
<b>Pension</b> <b>Euro-BetriebsPensionsFonds (EPF)</b> <b>Reinsured with Alte Leipziger</b> <b>Employees only</b>	<ul style="list-style-type: none"> <li>• Each employee is eligible to enter the benefit plan after having completed 6 months of service</li> <li>• The employer contribution to the pension plan is 4% of annual base salary.</li> </ul>
<b>Medical Insurance</b>  <b>Employees only</b>	<ul style="list-style-type: none"> <li>• Employees can opt to keep their current insurance and move this over to Infoblox when joining, or</li> <li>• Employees can opt to have Infoblox enroll them into a new plan when joining.</li> <li>• In either case, details will be collected via payroll during pre-onboarding.</li> <li>• If public medical insurance is selected, costs are shared 50/50 between employee and employer.</li> <li>• Private insurance depends on age, health status and coverage level. Employer contribution is capped at €471/month, which corresponds to 8.55% of the monthly income threshold of €5,512.50 as per local law.</li> </ul>
<b>Business Travel &amp; Accident Assistance</b> <b>Chubb</b> <b>Policy number:</b>	<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>

<b>9912-41-89</b>  <b>Employees &amp; Dependents</b>	This includes out-of-country (emergency) travel & security cover during business travel: <ul style="list-style-type: none"> <li>Maximum of USD 250,000 for employees and FT Contractors</li> <li>Maximum of USD 25,000 for spouse/partner</li> <li>Maximum of USD 10,000 for dependent children</li> </ul>
<b>Medical Benefits Abroad</b> <b>CIGNA</b> <b>Policy number:</b> <b>09000A</b>  <b>Employees &amp; Dependents</b>  <b>24/7 Assistance:</b> (in the US): 1 800 243 1348 (outside the US): +1 302 797 3535  <b>Claims Website:</b> <a href="http://www.cignaenvoy.com">www.cignaenvoy.com</a> <b>Username:</b> 09000AMBA <b>Password:</b> Cigna1	<b>Who's Covered:</b> <ul style="list-style-type: none"> <li>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.</li> </ul> <b>Key Benefits:</b> <ul style="list-style-type: none"> <li>Urgent or Emergency Medical Care: Up to USD 300,000 per calendar year</li> <li>Medical Evacuation &amp; Repatriation: Up to USD 100,000</li> <li>Emergency Dental: Unlimited (within medical maximum)</li> <li>Telehealth &amp; In-Person Services: Available globally</li> <li>No Deductible or Coinsurance Required</li> <li>COVID-19 Coverage: Included</li> </ul>
<b>Employee Assistance Plan</b> <b>TELUS Health</b>  <b>Employees &amp; Dependents</b> <a href="#">Global Contact Matrix</a>	<ul style="list-style-type: none"> <li>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.</li> <li>The EAP Care Access Centre can be contacted 24/7 via phone, web or mobile app for professional support anytime, anywhere, always confidential</li> </ul>
<b>Annual Leave</b> <b>Entitlement &amp; Period</b>	<ul style="list-style-type: none"> <li>30 days per calendar year</li> <li>Carry-forward of days is allowed until 30 June of the next year (or else they are forfeited), unless in the case of long-term illness, where this carry-forward period extends to 15 months.</li> <li>Pay-out at termination only</li> </ul>
<b>Public Holidays</b>	Please refer to the Benefits Portal / Blox360 for updated holiday calendars
<b>Paid Sick Leave</b>	At the 3rd day of illness, a medical certificate is required
<b>Other Country Specific Leave</b>	In Berlin, Brandenburg, Bremen, Hamburg, Hessen, Mecklenburg-Vorpommern, Niedersachsen, Nordrhein- Westfalen, Rheinland-Pfalz, Saarland, Sachsen Anhalt, und Schleswig-Holstein, employees can request paid study leave to attend any state-recognized course (for example, an adult

		<p>language course or union-run training). The paid leave is five to 10 working days per year.</p> <p>Leave for personal reasons on full pay, including the employee's marriage, child's marriage or birth, personal accidents, or an employee has to care for sick children or other family members. It is assumed that up to 10 days of personal care is covered. Should it be necessary to care for children up to age 12 for more days, the employee can claim unpaid leave and receive sick pay from the health insurance for 10 days (20 for a single parent), to a maximum of 25 days per calendar year (50 for a single parent)</p>
<b>Bereavement Leave</b>		<ul style="list-style-type: none"> <li>• Death in immediate family - 5 days (spouse, parents, parents-in-law, children)</li> <li>• Death of other relatives - 3 days (grandparents, grandparents-in-law, sibling, uncle, aunt)</li> </ul>
<b>Statutory Parental Leave</b>	<b>Maternity Leave</b>	<p>Female employees are entitled to:</p> <ul style="list-style-type: none"> <li>• 14 weeks' maternity leave (incl. 8 weeks' compulsory leave post-birth);</li> <li>• Up to 6 weeks' maternity leave can be taken before the expected date of childbirth;</li> <li>• Paid time off for antenatal appointments</li> </ul>
	<b>Paternity Leave</b>	Falls under personal leave (as stated above)
	<b>Parental Leave</b>	<p>Either parent of a newborn may take leave up to 36 months after birth.</p> <ul style="list-style-type: none"> <li>- With an employer's consent, parents of children born before July 1, 2015, may use up to 12 months of this parental leave allowance at any time before the child turns eight years old.</li> <li>- In the case of children born after July 1, 2015, parents may take up to 24 months of this leave after the child is age two but before age eight.</li> <li>- Parents who wish to take parental leave when their child is between age two and eight must register the leave with their employer 13 weeks prior to the leave's commencement.</li> <li>- Parents may take full-time leave or reduce working hours, whereby they work up to 30 hours per week</li> </ul>
	<b>Adoption Leave</b>	Same as parental leave (stated above)
<b>Infoblox Paid Parental Leave (PPL)</b>		<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"> <li>• Primary Caregiver Leave = 12 weeks</li> <li>• Secondary Caregiver Leave = 4 weeks</li> </ul> <p>PPL leave is provided to eligible employees to bond with their newborn, newly adopted child or child newly placed for foster care</p>
<b>Volunteering</b>	<ul style="list-style-type: none"> <li>• All regular, full-time and part-time employees can volunteer up to 16 hours (2 days) per calendar year with a non-profit organization.</li> <li>• Please visit Blox360 for more details on this program</li> </ul>

Infoblox Germany 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 Germany 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.

#### Benefit Broker:

**Josef Pflieger**  
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For all questions and to avoid escalations, please copy [benefits@infoblox.com](mailto:benefits@infoblox.com) on your queries