

## Japan 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>Asahi Mutual</b> <b>Employees only</b>	2 times base annual salary to a maximum of JPY 70 million is paid in case of death or becoming totally and permanently disabled
<b>Personal Accident</b> <b>Tokio Marine</b> <b>Employees only</b>	<ul style="list-style-type: none"> <li>JPY 10 million in case of death due to accident</li> <li>JPY 0.4 - 10 million in case of disablement due to accident</li> </ul>
<b>Medical</b> <b>Tokio Marine</b> <b>Employees &amp; Dependents</b>	<p><b>Plan Overview:</b></p> <ul style="list-style-type: none"> <li><b>Per diem cash hospitalization benefit:</b> JPY 5,000 for each day of hospitalization beginning on the first day of hospitalization for up to 730 days (about 2 years).</li> <li><b>Outpatient operation:</b> JPY 25,000</li> <li><b>Inpatient operation:</b> <ul style="list-style-type: none"> <li>Surgery with hospitalization: JPY 50,000</li> <li>JPY 200,000 if the operation is considered major surgery as described in the insurance contract.</li> </ul> </li> </ul> <p><b>Dependent Coverage:</b></p> <ul style="list-style-type: none"> <li>There is no age restriction for spouse cover</li> <li>Children are covered up to 22 years old as of the renewal date (1 August)</li> </ul> <p><b>Telemedicine:</b></p> <ul style="list-style-type: none"> <li>The ability to have a phone consultation with Emergency department specialists and nurses</li> <li>Available 24 hours a day, 365 days a year to provide advice on how to deal with sudden illnesses and injuries</li> <li>Free Calling number: 0120 - 708 - 110</li> </ul>
<b>Annual Health Check</b> <b>Employees only</b>	<ul style="list-style-type: none"> <li>All employees are eligible for an annual health check</li> <li>Claim should be submitted via Concur</li> </ul>
<b>GLTD</b> <b>(Group Long Term Disability)</b> <b>Tokio Marine</b> <b>Employees only</b>	60 % of the monthly base salary is paid to the insured until the age of 65 if the insured becomes disabled due to illness and accident. <ul style="list-style-type: none"> <li>Covers 24/7 care.</li> <li>Mental illness is covered.</li> <li>Hospitalization or treatment at home is also covered.</li> </ul>
<b>Commute Allowance</b> <b>Employees only</b>	Effective 1 September 2024, employees who fall under the category of 'hybrid worker' are eligible for a commute allowance equal to the cost for a

	<p>commuting pass that represents the shortest, most economical route between their home and workplace. This is paid monthly via payroll. The amount will be collected and verified through Talent Acquisition at the time of hire or AskHR when employees relocate to another location that still qualifies them as a hybrid worker.</p> <p>Hybrid worker definitions:</p> <ul style="list-style-type: none"> <li>• Employees who reside within 96 km of Tokyo</li> <li>• Employees who are in office (minimum) 2 days per week</li> <li>• Remote workers defined as those who reside more than 96 km from Tokyo and are not eligible for the commuting allowance</li> </ul>
<p><b>Business Travel &amp; Accident Assistance</b> <b>Chubb</b> <b>Policy number:</b> <b>9912-41-89</b></p> <p><b>Employees &amp; Dependents</b></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 &amp; security cover during business travel:</p> <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>
<p><b>Medical Benefits Abroad</b> <b>CIGNA</b> <b>Policy number:</b> <b>09000A</b></p> <p><b>Employees &amp; Dependents</b></p> <p><b>24/7 Assistance:</b> (in the US): 1 800 243 1348 (outside the US): +1 302 797 3535</p> <p><b>Claims Website:</b> <a href="http://www.cignaenvoy.com">www.cignaenvoy.com</a> <b>Username:</b> 09000AMBA <b>Password:</b> Cigna1</p>	<p>Who's Covered:</p> <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> <p>Key Benefits:</p> <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>
<p><b>Employee Assistance Plan</b> <b>TELUS Health</b></p> <p><b>Employees &amp; Dependents</b> <a href="#">Global Contact Matrix</a></p>	<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>
<p><b>Annual Leave Entitlement &amp; Period</b></p>	<ul style="list-style-type: none"> <li>• 21 days of annual leave per calendar year</li> <li>• Carry-forward of days is possible up to 31 December of the following</li> </ul>

		<ul style="list-style-type: none"> <li>calendar year or else they are forfeited</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>		10 days per calendar year
<b>Other Country Specific Leave</b>		<ul style="list-style-type: none"> <li>Marriage - 5 days</li> </ul>
<b>Bereavement / Compassionate 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>	<ul style="list-style-type: none"> <li>Female employees are entitled to 14 weeks of maternity leave (at <math>\frac{2}{3}</math> salary)</li> <li>Leave may be taken 6 weeks before + 8 weeks after the birth</li> </ul>
	<b>Paternity Leave</b>	<ul style="list-style-type: none"> <li>Effective October 2022, male employees are entitled to 4 weeks of paid paternity leave</li> </ul>
	<b>Childcare Leave</b>	<ul style="list-style-type: none"> <li>Employees are eligible after completing 12-months of service</li> <li>Leave can be used up to a child's 1st birthday</li> <li>2/3 salary paid for 180 calendar days, 50% salary paid thereafter</li> </ul>
	<b>Adoption Leave</b>	<ul style="list-style-type: none"> <li>Parents of an adopted child may take child care leave as described above</li> </ul>
<b>Infoblox Paid Parental Leave (PPL)</b>		<p>Infoblox PPL runs concurrently with the statutory benefits and offers 100% OTE 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 Japan 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 Japan 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:**

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