

Malaysia 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>Life Policy AXA</p> <p>Employees only</p>	<ul style="list-style-type: none"> • 36 times basic monthly salary • Free Cover Limit for Death/ TPD: MYR 360,000 • Subject to medical underwriting if the benefit amount is above the Free Cover Limit • Total & Permanent Disability (TPD) sum insured: 36 times basic monthly salary (Due to Illness). • Partial & Permanent Disability: 36 times basic monthly salary (Due to Illness) • Terminal illness sum insured: 36 times basic monthly salary, maximum of RM 100,000 • Critical illness sum insured: • Sum assured up to 50% of life insurance coverage • Free Cover Limit for Critical Illness: RM180,000
<p>Disability Insurance (Part of Life Policy)</p> <p>Employees only</p>	<ul style="list-style-type: none"> • Accidental Death & Dismemberment (AD&D) sum insured: 36 times the basic monthly salary. • Total & Permanent Disability (TPD) sum insured: 36 times basic monthly salary. (Due to an accident) • Partial & Permanent Disability: 36 times basic monthly salary. (Due to an accident)
<p>Medical AXA</p> <p>Employees & Dependents</p>	<p>Plan type: International Exclusive Area of Coverage: Zone B (worldwide cover excl. US/ Canada) Overall Annual limit per Insured: RM 1,000,000 Waiting Period: 30 days</p> <p>In-patient Care</p> <ul style="list-style-type: none"> • Pre-certification required • Hospital accommodation and ICU: as charged • Doctor's fee: as charged • Operating theater: as charged • Pre-Post Hospitalization Treatment: as charged • Hospital diagnostic tests: as charged • Day surgery: as charged. • Parent accommodation up to RM 500 per night • Cash Benefit: RM 700 per night <p>Out-patient Care</p> <ul style="list-style-type: none"> • General Practitioner and Specialist consultation fees: as charged – Up to RM 9,500 • Outpatient cancer treatment and kidney dialysis: as charged

	<ul style="list-style-type: none"> • Courses of chiropractic treatment, acupuncture, homeopathy and osteopathy: Up to RM1,000 • Courses of physiotherapy: RM 1,000 • Traditional Chinese Medicine (Registered Practitioner) – up to RM 1,000 <p>Extra Benefits</p> <ul style="list-style-type: none"> • Psychiatric Treatment: Up to RM 24,000 • Health Screening: Up to RM 2,000 • Ambulance fees: as charged • Oral and Maxillofacial Surgery – included • International Emergency Medical Assistance - included • Vaccination: RM 500 • Maternity care and delivery: up to RM 28,500 • Pre and Post Natal Complication - included • Accidental Damage to Teeth - included • Optical benefit with coverage for eye examinations fees, cost of spectacle frames and corrective lenses prescribed by the ophthalmologist : up to RM 2,500 per year <p>Dependent Children Cover:</p> <ul style="list-style-type: none"> • From newborn (Day 15) and unmarried children up to age 21 are covered <p>Telemedicine:</p> <ul style="list-style-type: none"> • The ability to have a video/phone consultation with a doctor is available via DoctorOnCall facility
<p>Dental Medident Policy number: 77-976-16-000733**0011 Employee & Dependents</p>	<p>Plan type: Platinum Coverage includes:</p> <ul style="list-style-type: none"> • Restorations & Preventive Treatments • Dental Prosthesis • Root canal therapy and surgical extractions • Treatment of acute periodontal infections • Major Dental Work <p>Dependent Children Cover:</p> <ul style="list-style-type: none"> • Children up to the age of 19 (or registered, full-time students up to the age of 23) are covered
<p>Business Travel & Accident Assistance Chubb Policy number: 9912-41-89 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

	<ul style="list-style-type: none"> Maximum of USD 25,000 for spouse/partner Maximum of USD 10,000 for dependent children
Medical Benefits Abroad CIGNA Policy number: 09000A Employees & Dependents 24/7 Assistance: (in the US): 1 800 243 1348 (outside the US): +1 302 797 3535 Claims Website: www.cignaenvoy.com Username: 09000AMBA Password: Cigna1	Who's Covered: <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. Key Benefits: <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
Employee Assistance Plan TELUS Health Employees & Dependents EAP Wallet Card 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
Annual Leave Entitlement & Period	<ul style="list-style-type: none"> 21 days of annual leave per calendar year Carry-forward of days is possible up to 31 December of the following calendar year or else they are forfeited Pay-out at termination only
Public Holidays	Please refer to the Benefits Portal / Blox360 for updated holiday calendars
Paid Sick Leave	For non-hospitalized sick leave: <ul style="list-style-type: none"> 0-2 years of service: 14 days in each calendar year. 2-5 years of service: 18 days in each calendar year. 5+ years of service: 22 days in each calendar year If hospitalization is necessary, an employee has the right to a maximum of 60 paid days per calendar year (inclusive of non-hospital medical leave in the aggregate). All sick leave must have substantiation with medical certificates from the company's approved registered practitioner or medical officer as stipulated by company policy
Other Country Specific Leave	<ul style="list-style-type: none"> Marriage Leave - 5 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	Effective 2023, female employees are entitled to 98 calendar days of paid leave
	Paternity Leave	3 days paid leave
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 Malaysia 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 Malaysia 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:

Jessica Wong

jessica.wong@my.howdengroup.com

Phone: +603 9213 0606 (ext 709)

Howden Insurance Brokers Sdn Bhd
Level 27, Menara Etiqa, No. 3, Jalan Bangsar Utama 1, 59000 Kuala Lumpur

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