

## Spain 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><b>Life &amp; Disability Insurance</b>  <b>Generali</b>  <b>Policy number</b>  <b>W7-G-011002425</b>  <b>Employees only</b></p>	<ul style="list-style-type: none"> <li>• Death by any cause: 2x annual base salary</li> <li>• Total &amp; permanent disability: 2x annual base salary</li> <li>• Accidental death (additional): 2x annual base salary</li> <li>• Accidental total &amp; permanent disability (additional): 2x annual base salary</li> </ul>
<p><b>Medical Insurance</b>  <b>Sanitas Pymes Digital + Expense rider + BluaU rider + Family Assistance rider</b>  <b>Employees &amp; Dependents</b></p>	<p><b>Sanitas Pymes Digital</b></p> <ul style="list-style-type: none"> <li>• Comprehensive medical plan including outpatient and inpatient benefits through the recommended medical network or through reimbursement up to EUR 150,000 per year in Spain and abroad (outside Sanitas medical network)</li> <li>• Dental 21 – access to all centers and dentists within the network at discounted rates</li> <li>• Emergency medical care when traveling abroad (not exceeding 90 consecutive days) up to EUR 12,000 per year.</li> <li>• Physiotherapy at home: 5 hours per year of physiotherapy at the center or at home</li> </ul> <p><b>Expense Reimbursement</b></p> <ul style="list-style-type: none"> <li>• Up to EUR 150,000 reimbursement limit per year</li> </ul> <p><b><u>BluaU Rider</u></b>  <b>Video consulting:</b></p> <ul style="list-style-type: none"> <li>• Digital Doctor</li> <li>• 24-hour video consultation with a doctor, without an appointment in case of an emergency</li> <li>• Specialized digital health plans (nutrition, personal trainer, childcare and pregnancy) psychology, smoking cessation, etc</li> </ul> <p><b>Domiciliary services:</b></p> <ul style="list-style-type: none"> <li>• Shipment of prescribed medicines from the pharmacy (6 services per insured per year)</li> <li>• Home Analytics: 2 services per insured per year</li> </ul> <p><b>Pharmacy Reimbursement:</b></p> <ul style="list-style-type: none"> <li>• Pharmacy reimbursement prescribed medicines: reimbursement 50% up to € 200 per insured per year</li> </ul> <p><b><u>Family Assistance Rider</u></b>  Provides qualified assistance to the insured member in the event of an unforeseen situation, such as:</p> <ul style="list-style-type: none"> <li>• Being hospitalized for more than 48-hours</li> </ul>

	<ul style="list-style-type: none"> <li>• Staying at home for more than 5 days due to convalescence</li> <li>• Death</li> </ul> <p><b>Cover includes:</b></p> <ul style="list-style-type: none"> <li>• Home assistance to help with basic house tasks (cleaning, washing and ironing, meal preparation, etc.) for a maximum of 30 hours at a minimum of 2 continuous hours per day (number of hours based on Sanitas evaluation). These hours will be distributed over a maximum period of 1 month</li> <li>• For children under 16 or disabled: Relocation of a family member to care, Home assistance, Transfer, Companion, Accompaniment from home to school</li> <li>• For first-degree ascendants: Relocation of a family member to care, Home assistance, Transfer</li> <li>• Care of pets (dogs and cats)</li> <li>• Sending of medicines</li> </ul> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Sanitas may request a medical certificate to assess the degree of disability of the insured and consequently, the hours of family care</li> <li>• To use the coverage the insured should contact Sanitas (+34 902 747 767) as soon as possible after becoming aware of the situation of hospitalization, immobilization or death</li> </ul> <p><b>Dependent Cover:</b></p> <ul style="list-style-type: none"> <li>• There is no age limit for dependents to be included in the medical policy hence children can be covered as adults</li> <li>• Only spouse, legal partners and children can be included in the cover</li> </ul>
<p><b>Mental Health Support</b> <b>Via Sanitas Medical Plan</b></p> <p><b>Employees &amp; Dependents</b></p>	<ul style="list-style-type: none"> <li>• The policy includes 15 annual psychology sessions</li> <li>• These sessions must be prescribed by a psychiatric specialist</li> </ul> <p>You can attend through a medical directory or receive reimbursement (80% of the consultation will be reimbursed up to the annual limit of €1,500)</p>
<p><b>Pension/ PPSE</b> <b>(Corporate Social Benefits</b> <b>Savings Plan)</b> <b>BBVA</b></p> <p><b>Employees only</b></p>	<p><b>Plan de Previsión Social Empresarial (PPSE)</b></p> <ul style="list-style-type: none"> <li>• Infoblox will contribute of 3% of the employee's annual base salary, provided that the employee agrees to contribute 2% of their annual base salary</li> </ul> <p><b>Benefits covered:</b></p> <ul style="list-style-type: none"> <li>• Death</li> <li>• Total or Absolute and Permanent Disability</li> <li>• Long unemployment or severe illness</li> <li>• Retirement (at early or ordinary retirement age)</li> </ul> <p><b>Characteristics:</b></p> <ul style="list-style-type: none"> <li>• Contributions paid are acquired rights for employees</li> </ul>

	<ul style="list-style-type: none"> <li>Contributions are deductible in the taxable base up to the following as long as the contributions of the company do not exceed €8,500 and (as far as you know) at a personal level and outside the Infoblox Plan you can also contribute up to a maximum of €1,500 to an individual Pension Plan or similar product.</li> <li>In the event of termination, the accumulated fund can be transferred to another legally accepted formula, such as another PPSE or a Pension Plan (individual or collective)</li> <li>The characteristics and rules of the Company Plan are set out in a Regulation drawn up for this purpose</li> </ul> <p><b>Enrolment:</b></p> <ul style="list-style-type: none"> <li>To participate in the Plan, you must complete the acceptance form on the last page of the Plan Regulation Rules and send it by email to <a href="mailto:benefits@infoblox.com">benefits@infoblox.com</a> and copy in <a href="mailto:Johana.mocha@pib-insurance.es">Johana.mocha@pib-insurance.es</a> and <a href="mailto:EB-international@pib-insurance.es">EB-international@pib-insurance.es</a></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><b>Who's Covered:</b></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><b>Key Benefits:</b></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>Annual Leave Entitlement &amp; Period</b></p>	<ul style="list-style-type: none"> <li>Employees are eligible for 22 days per calendar year</li> <li>Carry-forward of days until 31 March of the following 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>		<p>The National Insurance Scheme, together with employers, covers this leave when sick leave derives from common illness and not labour accidents.</p> <p>Payment:</p> <ul style="list-style-type: none"> <li>Day 1-3, the benefit is not payable unless agreed in the collective agreement or individual contract</li> <li>Day 4-15, the employer pays the benefit</li> <li>From day 16, the employer pays the benefit, but the cost is reimbursed by social security</li> </ul> <p>Quantity:</p> <ul style="list-style-type: none"> <li>Day 1-3, the benefit is not payable unless otherwise agreed</li> <li>Day 4-20, it is 60% of earnings subject to social security contributions</li> <li>From day 21, it is 75% of earnings subject to social security contributions</li> </ul>
<b>Other Country Specific Leave</b>		<ul style="list-style-type: none"> <li>Marriage - 15 days</li> <li>Relocation/Moving - 1 day</li> <li>Family care leave – 2 days <ul style="list-style-type: none"> <li>Used in the event of serious accident, illness or hospitalization of relatives up to the second degree.</li> </ul> </li> <li><i>Asuntos Propios</i> Personal Time Off - employees are entitled to a max. of 8 hours (paid leave) per year to be used to take care of personal matters that arise. Employees are to inform and agree with their manager when these hours will be taken.</li> </ul>
<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>	Female employees are entitled to 16 calendar weeks total, of which 6 weeks minimum should be taken after the birth
	<b>Breastfeeding Leave</b>	<p>Male &amp; female employees are also entitled to breastfeeding leave following the return to work after maternity leave. This can be availed in 2 ways:</p> <ul style="list-style-type: none"> <li>1 hour per working day until the baby reaches 9-months old; OR</li> <li>The time can be accumulated resulting in 15 full days of leave</li> </ul>
	<b>Paternity Leave</b>	<ul style="list-style-type: none"> <li>Effective 31 July 2025, male employees are entitled to 17 weeks paid leave</li> <li>The first 6 weeks are mandatory must be taken without interruption immediately after the birth</li> <li>The remaining 11 weeks are optional and may be taken, without</li> </ul>

		<p>interruption, at any time from after the birth until the child's first birthday</p> <ul style="list-style-type: none"> <li>The paid leave is strictly only for the father and cannot be transferred in any way to the mother</li> </ul>
	<b>Parental Leave</b>	<p>Effective 31 July 2025, 10 weeks of leave can be availed before the child turns 8 years old</p> <ul style="list-style-type: none"> <li>2 weeks paid</li> <li>8 weeks unpaid</li> </ul>
	<b>Adoption Leave</b>	<ul style="list-style-type: none"> <li>17 weeks' adoption leave plus 17 weeks' adoption pay.</li> <li>Adoptive parents are entitled to 17 weeks' adoption leave</li> <li>There is a 6 week compulsory leave period immediately after the relevant court decision granting the adoption</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>
<b>13th &amp; 14th Month Payments</b>		<ul style="list-style-type: none"> <li>Please reference your employment contract for full details</li> </ul>

Infoblox Spain 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 Spain 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 Brokers:	
<b>Medical &amp; Life Insurance</b>  <b>Nagore Serrano Rouco</b> <a href="mailto:nagore.serrano@willistowerswatson.com">nagore.serrano@willistowerswatson.com</a> Willis Iberia c/ Martínez Villergas, 52 A Planta 2, 28027 Madrid, Spain M: +34 656 318 115 T: 912 684 825 Ext: 4825	<b>Pension / PPSE</b>  <b>Johana Mocha Munoz</b> <a href="mailto:Johana.mocha@pib-insurance.es">Johana.mocha@pib-insurance.es</a> PIB Insurance C/San Vincente, 8 Edificio Albia I Planta 8 - Dpto 10, 48001 Bilbao, Spain M: +34 629 046 544 T: +34 944 255 284 Ext 275
For all questions and to avoid escalations, please copy <a href="mailto:benefits@infoblox.com">benefits@infoblox.com</a> on your queries	