

## Netherlands 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>Accident Insurance (Kapitaalsuitkering)</b> <i>Hienfeld</i> <b>Employees only</b>	<ul style="list-style-type: none"> <li>• The accident risk of the insured is covered 24 hours a day.</li> <li>• A lump sum equal to 1x annual base salary will be paid to your dependents and/or beneficiaries in the event of your death due to an accident.</li> <li>• A lump sum equal up to 2x annual base salary will be paid to you in the case of permanent disability due to an accident.</li> <li>• Infoblox provides this accident insurance to all its employees at no cost to the employee</li> </ul>
<b>Short Term Disability/ Salary Continuation/ Sick Leave Insurance (Loondoorbetaling bij ziekte)</b> <i>Nationale Nederlanden</i> <b>Employees only</b>	<ul style="list-style-type: none"> <li>• If an employee becomes incapacitated whilst in the service of Infoblox Netherlands B.V. and is unable to carry out his/her own occupation, a regular income benefit is payable.</li> <li>• The amount of this benefit is equal to 100% of the base salary (including holiday allowance) at the date of incapacitation and is payable for the first 52 weeks.</li> <li>• For the next 52 weeks, the amount of this benefit is equal to 70% of base salary (including holiday allowance) at the date of incapacitation.</li> <li>• You are automatically entitled to this benefit based on your employment.</li> <li>• The benefit is subject to usual taxation.</li> </ul> <p>Arbodienst</p> <ul style="list-style-type: none"> <li>• Infoblox is contracted with ZekerArbo / Zorg van de Zaak</li> <li>• Employees are able to contact the services directly via <a href="https://www.zekerarbo.nl/medewerkers/">https://www.zekerarbo.nl/medewerkers/</a> for any necessary, preventative support</li> </ul>
<b>Long Term Disability/ Disability Pension (Arbeidsongeschiktheids-pension)</b> <i>(Elips) Schouten Zekerheid</i> <b>Employees only</b>	<ul style="list-style-type: none"> <li>• If an employee becomes occupationally disabled whilst in the service of Infoblox and is unable to carry out the material and substantial duties of their normal occupation, a regular income benefit is payable after a period of 104 weeks.</li> <li>• Disability pension equal to 80% of part of base salary that exceeds the maximum social Security wage). Pension is adjusted for the level of disability. Awarded up to the pension age.</li> </ul>

	<ul style="list-style-type: none"> <li>Once granted, this benefit is payable until the earliest of:           <ul style="list-style-type: none"> <li>Recovery/Return to Work;</li> <li>State pension age</li> <li>Death</li> </ul> </li> <li>This benefit is either paid to Infoblox and then passed on in the usual payroll or paid to you directly by the insurance company.</li> <li>The benefit is subject to usual taxation.</li> <li>You are automatically entitled to this benefit based on your employment.</li> </ul>
<b>Long Term Disability/ WGA-Gap</b> <i>(Elips) Schouten Zekerheid</i> <b>Employees only</b>	<ul style="list-style-type: none"> <li>The allowance system (state provision) for partially disabled employees is aimed at maximizing their work capacity. Partially disabled workers are people who at the time of the claim assessment are found to be at least 35% disabled but are not fully and permanently incapacitated.</li> <li>If the earning capacity is utilized insufficiently, one receives a low follow-on (state) benefit. The income of employees may fall considerably. A so-called WGA Gap insurance can limit this fall in income.</li> <li>WGA Gap insurance or salary supplemental insurance limits the fall of income related to salary below the maximum social insurance salary.</li> <li>The benefit is subject to usual taxation.</li> <li>Infoblox provides this WGA – Gap insurance for all its employees at no cost to the employees.</li> </ul>
<b>Medical Allowance</b> <b>Employees only</b>	<p>Monthly Allowance:</p> <ul style="list-style-type: none"> <li>Infoblox pays €110 (gross) per month directly to the employee via payroll to aid healthcare costs.</li> </ul> <p>(Optional) Collective Discount:</p> <ul style="list-style-type: none"> <li>Through our local benefits broker, Schouten Zekerheid, Infoblox employees who choose medical insurance via CZ, VGZ and ONVZ are eligible for collective discount:           <ul style="list-style-type: none"> <li>10% discount on supplementary insurance</li> <li>10% discount on dental insurance</li> </ul> </li> <li>To explore and select the health insurance plan that best suits your needs, go to <a href="http://www.schoutenzorgvoordeel.nl">www.schoutenzorgvoordeel.nl</a>. There, you can use the comparison tool to calculate premiums and make informed decisions about your coverage. (Please note that the comparison tool is available in Dutch only. Should you require assistance in English, our</li> </ul>

	<p>dedicated partners at Schouten Zekerheid are ready to help. Feel free to reach out to their healthcare desk using the contact details provided at the bottom of this email or click on the 'Seek advice' button on the English version of the website).</p> <ul style="list-style-type: none"> <li>• If you already have health insurance with CZ, VGZ, or ONVZ and wish to keep it, you can send an email to <a href="mailto:zorgdesk@schoutenzekerheid.nl">zorgdesk@schoutenzekerheid.nl</a> including your name and policy number. The policy can then be added to the healthcare collective, granting you access to the healthcare desk at Schouten Zekerheid.</li> </ul>
<p><b>Pension</b>  <i>BeFrank</i>  <b>Contract number: 10937</b>  <b>Employees only</b></p>	<ul style="list-style-type: none"> <li>• The monthly pension contribution is calculated as follows: <ul style="list-style-type: none"> <li>◦ the pension base for the defined contribution (= full-time pensionable salary minus state pension offset)</li> <li>◦ The maximum pensionable salary for 2026 is €137,800 and the state pension offset for 2026 is €18,475</li> <li>◦ multiplied by the possible part-time percentage;</li> <li>◦ multiplied by the percentage corresponding to your age from the table below;</li> <li>◦ divided by 12</li> </ul> </li> <li>• Total contributions are (according to age): <ul style="list-style-type: none"> <li><u>In service before 1 January 2026:</u> <ul style="list-style-type: none"> <li>◦ 18 to 19: 4.45%</li> <li>◦ 20 to 24: 5.02%</li> <li>◦ 25 to 29: 6.16%</li> <li>◦ 30 to 34: 7.52%</li> <li>◦ 35 to 39: 9.12%</li> <li>◦ 40 to 44: 11.17%</li> <li>◦ 45 to 49: 13.57%</li> <li>◦ 50 to 54: 16.64%</li> <li>◦ 55 to 59: 20.52%</li> <li>◦ 60 to 64: 25.54%</li> <li>◦ 65 to 67: 30.55%</li> </ul> </li> <li><u>In service after 1 January 2026:</u> <ul style="list-style-type: none"> <li>◦ All ages: 14.5%</li> </ul> </li> </ul> </li> <li>• Partner's pension and orphan's pension are insured. The amount of the partner's and orphan's pension depends on the maximum number of years of service to be attained and pension base. <ul style="list-style-type: none"> <li>◦ Partner's pension: You are assured of a partner's pension before retirement. This is an annual benefit that your partner will receive if you die during your employment with Infoblox</li> </ul> </li> </ul>

	<p>Netherland B.V. Your partner will receive this for the rest of his/her life an amount equal to 25% of salary. After commencement the ongoing benefits is indexed annually by 2%.</p> <ul style="list-style-type: none"> <li>○ Orphan's pension: You are also covered for an orphan's pension. The annual amount is equal to 10% of salary. The temporary orphan's pension stops when your child reaches the age of 25. After commencement the ongoing benefits is indexed annually by 2%.</li> <li>○ For calculation of the insured benefits, the pensionable salary is capped by Dutch law at €137,800 (2026).</li> <li>● Waiver of premium in case of disability is insured</li> <li>● Contribution employee <ul style="list-style-type: none"> <li>○ In service before 1 January 2026: 2.5% of the pension base and the ANW gap premium if chosen by the employee and the extra contribution if chosen by the employee</li> <li>○ In service after 1 January 1 2026: 3.5% of the pension base and the ANW gap premium if chosen by the employee and the extra contribution if chosen by the employee</li> </ul> </li> <li>● ANW-gap voluntary <ul style="list-style-type: none"> <li>○ An annual benefit of €20,354 (2026) that your partner will receive if you die during your employment with Infoblox Netherlands B.V. Your partner will receive this till his/her state pension age.</li> <li>○ The ANW-gap insurance will stop when you leave Infoblox Netherlands B.V.</li> </ul> </li> <li>● Extra pension contribution voluntary</li> <li>● To build up a higher pension capital, additional pension contributions may be deposited. The amount you can contribute is subject to a fiscal maximum, and the applicable maximum amounts are displayed in the BeFrank portal.</li> </ul>
<b>Werkkostregeling Scheme (WKR)</b> <i>FiscFree</i> <b>Employees only</b>	<p>Employees are able to purchase products from the FiscFree portal and costs are deducted from payroll. Savings are derived by reducing gross pay and thus employees paying less wage tax.</p> <p>Products include:</p> <ul style="list-style-type: none"> <li>● Bicycle /electric bicycle</li> <li>● Fitness reimbursement</li> <li>● Computer / laptop</li> </ul>



	<ul style="list-style-type: none"><li>Mobile phone</li></ul> <p>To purchase products, employees should <a href="#">log in here</a> with their Infoblox email address.</p> <p>For further assistance, consult the <a href="#">knowledge base</a> for more comprehensive information or contact customer service (in English &amp; Dutch) on working days 08:30-17:00: 051 343 3057</p>
<b>Commuting via Public Transport</b> <b>Employees only</b>	<ul style="list-style-type: none"><li>Employees who live 10km or more from the office are eligible to claim back commuting costs between home and office. These include and are limited to the costs of train, metro, tram and bus. 2<sup>nd</sup> class only.</li><li>Reimbursement requests can be logged monthly via Concur.</li></ul>
<b>Business Travel &amp; Accident Assistance</b> <b>Chubb</b> <b>Policy number:</b> <b>9912-41-89</b>  <b>Employees &amp; Dependents</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> <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>
<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	<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>
<b>Employee Assistance Plan</b> <b>TELUS Health</b>	<ul style="list-style-type: none"><li>Our 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></ul>



<b>Employees &amp; Dependents</b> <u><a href="#">Global Contact Matrix</a></u>	<ul style="list-style-type: none"><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>25 days per calendar year<ul style="list-style-type: none"><li>20 days are statutory + 5 days are supplementary</li></ul></li><li>Carry-forward of statutory days is allowed up to 30 June of the next calendar year or else they are forfeited</li><li>Supplementary days will carry-forward for 5 years</li><li>For all carry-forward days, the oldest days accrued and not yet taken will be used first</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>Other Country Specific Leave</b>	<ul style="list-style-type: none"><li>Marriage - 2 days</li><li>Moving/relocation - 1 day</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 weeks of paid maternity leave, starting 6 weeks before the expected birth
	<b>Paternity Leave</b> Male employees are entitled to 5 working days. Infoblox pays the first 2 days, and the other 3 are paid via UWV
	<b>Parental Leave</b> Parents can take up to 26 weeks leave in total. <ul style="list-style-type: none"><li>Parents will receive payment during the first 9 weeks of parental leave.<ul style="list-style-type: none"><li>The amount of the paid parental leave will be 70% of an employee's daily wage during parental leave, up to 70% of the <a href="#">maximum daily wage</a>.</li><li>Parents will have to use the 9 weeks paid leave in the first year after the child is born.</li></ul></li><li>The remaining 17 weeks of parental leave can be used up to the child's 8th birthday.<ul style="list-style-type: none"><li>This is unpaid leave</li></ul></li></ul>

	<b>Adoption Leave</b>	6 weeks paid leave
	<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 Netherlands 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 Netherlands 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.

<b>Benefit Brokers:</b>	
<b>BeFrank Pension:</b> +31 (0) 20 562 11 00 +31 (0) 6 8311 8659 <a href="mailto:customerservice@befrank.nl">customerservice@befrank.nl</a>	<b>Health Insurance Desk @ Schouten Zekerheid</b> (Available from Monday to Friday from 8:30 AM to 5:00 PM) <a href="mailto:zorgdesk@schoutenzekerheid.nl">zorgdesk@schoutenzekerheid.nl</a> +31 10 288 44 85 +31 6 21 52 03 42 (WhatsApp) <a href="https://www.schoutenzorgvoordeel.nl/vragen-en-antwoorden">https://www.schoutenzorgvoordeel.nl/vragen-en-antwoorden</a>
<b>For all questions and to avoid escalations, please copy <a href="mailto:benefits@infoblox.com">benefits@infoblox.com</a> on your queries</b>	