

UK 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 Assurance Canada Life Policy number G99435</p> <p>Employees only</p>	<ul style="list-style-type: none"> • 4x basic annual salary • Free Cover Limit is £1,250,000 <ul style="list-style-type: none"> ○ Benefits up to free cover limit regardless of your current health status or personal medical history ○ Any balance of cover over and above this amount is subject to medical underwriting • Cover ceases at age 70
<p>Income Protection Canada Life Policy number A20023</p> <p>Employees only</p>	<ul style="list-style-type: none"> • 75% of base annual salary + 5% cover for company pension contributions • Free Cover Limit is £120,000 <ul style="list-style-type: none"> ○ Benefits up to free cover limit regardless of your current health status or personal medical history ○ Any balance of cover over and above this amount is subject to medical underwriting • Paid through payroll after 13 weeks of absence (taxed as income)
<p>Private Medical Insurance BUPA Policy number: 55315659982</p> <p>Employees & Dependents</p>	<p>Underwriting: Medical History Disregarded Excess: £100 payable once per person, per policy year</p> <p>BUPA Select:</p> <ul style="list-style-type: none"> • Full in-patient and out-patient cover • Full therapy cover • Psychiatric cover – 45 days in-patient limit • Accidental dental injury cash benefit – up to £900 each policy year, with a recognised dentist or orthodontist • Optical cash benefit – up to £100 in any 2 year benefit period, when provided to or prescribed for you by a scheme recognised optician or consultant • Prescription cash benefit – up to £20 per policy year for eligible treatment • Family cash benefit – cash for birth of a child • Online directory of facilities and services - https://finder.bupa.co.uk/

	<p>Children Cover Discontinuation:</p> <ul style="list-style-type: none"> • At the age of 24 children are considered overage dependents • An overage dependent can remain covered if they reside with the policyholder, within the UK, are unmarried and charged on a single status up to the age of 30 (at the renewal date). <p>***The premiums paid by Infoblox are classified as a taxable benefit and you will be taxed on the premium at your highest rate.</p>
<p>Telemedicine (Digital GP) App TELUS Health / Doctor Care Anywhere</p> <p>Employees & dependents</p>	<p>The Telemedicine service will give you and your family members access to private virtual appointments with general practitioners (GPs) and advanced nurse practitioners (ANPs), whenever and wherever you need them. The clinicians are available 24/7, 365 days a year, and appointments are usually available within a few hours by video or phone. You will benefit from:</p> <ul style="list-style-type: none"> • Video and phone appointments of up to 20 minutes with a clinician • 24/7/365 accessibility • The ability to choose the clinician they would like to consult with • Whilst users are in the UK, prescriptions can be delivered to a local pharmacy
<p>Dental BUPA Policy number 55313492541</p> <p>Employees & Dependents</p>	<p>Paid by Infoblox at 100%</p> <ul style="list-style-type: none"> • Exams up to a max of 2 per year, up to £70 • X-rays: up to £90 per year • Extractions: up to £200 per year • Scale and polish up to a max of 2 each year: up to £90 • Fillings and root canal treatment up to £350 per year • Crowns, bridgework, dentures and surgical implants: 80% of costs up to £2,000 per year • Anesthetist cover is included within the specific procedure required if utilized • Orthodontic treatment: up to £600 per year <p>***The premiums paid by Infoblox are classified as a taxable benefit and you will be taxed on the premium at your highest rate.</p>
<p>Vision Expense Reimbursement</p> <p>Employees only</p>	<ul style="list-style-type: none"> • Per statutory requirements, Infoblox will cover employees for an eye test and spectacles related to display screen equipment (DSE) users. • Please claim via the BUPA PMI policy from 1 June 2022.
<p>Wellbeing App / Employee</p>	<p>Download the app from your Google Play (Android) or App Store (Apple)</p>

<p>Assistance Program Havensrock Thrive Company code: INFOB</p> <p>Employees only</p>	<ul style="list-style-type: none"> • Provides 24/7 support for your mental health • Access to relaxation techniques, wellbeing guides and guided meditation • Computerized Cognitive Behavioural Therapy (CBT) • Access to mental health nurses supporting those with related conditions such as: chronic depression, stress & anxiety, PTSD, psychosis, schizophrenia and bipolar disorder
<p>Pension & Salary Sacrifice Royal London</p> <p>Employees only</p>	<p>Infoblox UK operates a Group Personal Pension Plan (the Plan) known as salary sacrifice:</p> <ul style="list-style-type: none"> • Employer contribution is 6% of base salary • You will be assessed for auto enrolment into this Plan on the 1st of the month following your date of commencement of employment with Infoblox. • Personal contributions will be made through Infoblox’s approved salary sacrifice arrangement unless you wish to pay via an alternative payment method. • Salary sacrifice contribution changes can be made at any point through the year by completing the necessary form and sending to benefits@infoblox.com no later than the 7th of every month. • If you opt out of the sacrifice scheme, your contributions will default to 3% (employee contribution) and 6% (employer contribution), both as a % of base salary • Please ensure beneficiaries are always kept up to date here
<p>Bonus or Commission Sacrifice Royal London</p> <p>Employees only</p>	<p>In addition to the above salary sacrifice, Infoblox UK offers employees enrolled in the pension plan the opportunity to sacrifice part or all of their bonus/commission into their pension:</p> <ul style="list-style-type: none"> • Bonus earners will be able to sacrifice in April and October payroll whereas commission earners can nominate sacrifice throughout the year • These sacrifices are voluntary and will only be actioned when the bonus/commission sacrifice form is sent, prior to the payroll deadline • These sacrifices are actioned as once-off monthly events (vs salary sacrifice which is continuous until we are notified by employees of any changes). Commission earners will thus need to complete a form each month when they wish to sacrifice a new amount for that month. • The deadline for each month’s notification to benefits@infoblox.com no later than the 7th of every month.

<p>Business Travel & Accident Assistance Chubb Policy number: 9912-41-89</p> <p>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 • Maximum of USD 25,000 for spouse/partner • Maximum of USD 10,000 for dependent children
<p>Medical Benefits Abroad CIGNA Policy number: 09000A</p> <p>Employees & Dependents</p> <p>24/7 Assistance: (in the US): 1 800 243 1348 (outside the US): +1 302 797 3535</p> <p>Claims Website: www.cignaenvoy.com Username: 09000AMBA Password: Cigna1</p>	<p>Who's Covered:</p> <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. <p>Key Benefits:</p> <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
<p>Annual Leave Entitlement & Period</p>	<p>25 days</p> <ul style="list-style-type: none"> • Per calendar year • Carry-forward of days is possible up to 31 March of the next calendar year or else they are forfeited • Pay-out at termination only
<p>Public Holidays</p>	<p>Please refer to the Benefits Portal / Blox360 for updated holiday calendars</p>
<p>Paid Sick Leave</p>	<ul style="list-style-type: none"> • In line with statutory requirements, employees who are too ill to work are entitled to £109.40 (2023) per week Statutory Sick Pay (SSP) up to a maximum of 28 weeks. • Sick leave longer than 7 days requires a medical certificate

Other Country Specific Leave		1 day - moving/relocation
Bereavement 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	<ul style="list-style-type: none"> • Female employees are entitled to 52 weeks of maternity leave • Up to 52 weeks of maternity leave can be shared and the mother must take 2 weeks post-birth <ul style="list-style-type: none"> ○ 6 weeks at 90% of salary, 33 weeks at £172.48 per week, 13 weeks unpaid
	Paternity Leave	<ul style="list-style-type: none"> • Male employees are entitled to 2 weeks paternity leave <ul style="list-style-type: none"> ○ £151.20 per week
	Shared Parental Leave	<ul style="list-style-type: none"> • Up to 50 weeks of parental leave can be taken and shared • 37 weeks are paid • Leave must be used within the year until the child turns 1 year old • Leave can be taken all together or at intervals
	Unpaid Parental Leave	<ul style="list-style-type: none"> • 18 weeks of unpaid leave (per child) can be availed up until the child is 18 years old • The yearly limit is 4 weeks per child • Leave must be taken in weekly increments
	Adoption Leave	<ul style="list-style-type: none"> • Same as Shared Parental Leave
Infoblox Paid Parental Leave (PPL)		<p>Infoblox PPL runs concurrently with the statutory benefits and offers 100% OTE 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 UK 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 UK 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		
Life Assurance & Income Protection Queries: Canada Life Customer Service 0345 223 8000 groupcsc@canadalife.co.uk	Medical & Dental Queries: BUPA Anytime HealthLine: 0345 604 0777 BUPA Family Mental HealthLine: 0345 266 7938 BUPA Dental Helpline: 0800 237 777 Claims Helpline: 0345 6060799 Sue Butcher Senior Account Manager Howden Group Sue.butcher@howdengroup.com +44 (0) 203 327 5766	Pension & Salary Sacrifice Queries: Foster Denovo / Second Sight <i>(formerly Punter Southall Aspire)</i> 01483 330 590 eddie.bernatek@second-sight.com Royal London: 0345 6050 050
For all questions and to avoid escalations, please copy benefits@infoblox.com on your queries		