

France 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 and Permanent Total Disability SwissLife Policy Number: A5716532115995C</p> <p>Executive (Cadres) Employees</p>	<p>Please note the current split of Life & Disability costs, effective 1 January 2025:</p> <ul style="list-style-type: none"> • Employer: 100% • Employee: 0% • Monthly payslips will reflect accordingly • 2.5 to 4.5 x earnings to the Tranche C ceiling depending on the family situation • Orphan's Pension <ul style="list-style-type: none"> ○ Up to age 12: annuity calculated on 12% of death lump sum ○ from age 12 up to 20: annuity calculated on 15% of death lump sum ○ Students from age 20 to 28: annuity calculated on 20% of death lump sum
<p>Accidental Death SwissLife Policy Number: A5716532115995C Executive (Cadres) Employees</p>	<ul style="list-style-type: none"> • 2.5 to 4.5 x earnings to the Tranche C ceiling depending on the family situation • Double effect benefit in the event of the death of your spouse in the same accident: 2.5 to 4.5 x earnings to the Tranche C ceiling depending on the family situation
<p>Short Term Disability SwissLife Policy Number: A5716532115995C Executive (Cadres) Employees</p>	<ul style="list-style-type: none"> • Elimination Period: 90 continuous days • 80% of earnings to the Tranche C ceiling including Social Security benefits
<p>Long Term Disability SwissLife Policy Number: A5716532115995C</p> <p>Executive (Cadres) Employees</p>	<ul style="list-style-type: none"> • Elimination Period: until the time the employees are classified by Social Security as at least 33% disabled • 2nd category & 3rd category: monthly benefit of 80% of earnings up to the Tranche C ceiling including Social Security benefits. (invalidity >66%) • 1st category: monthly benefit of 60% of the 2nd category disability pension including Social Security benefits. (invalidity between 33% to < 66%)
<p>Medical</p>	<p>Please note the current split of medical costs, effective 1 January 2025:</p> <ul style="list-style-type: none"> • Employer: 70%

<p style="text-align: center;">Generali</p> <p style="text-align: center;">Policy Number: 21025518/ENS01_1 (‘Family’ structure for all employees)</p> <p style="text-align: center;">Employees & Dependents</p>	<ul style="list-style-type: none"> ● Employee: 30% ● Monthly payslips will reflect accordingly <p>Hospitalization</p> <ul style="list-style-type: none"> ● Surgical fees: 100% of actual costs less SS reimbursement with DPTAM agreement. ● Day Hospital fees: 100% of actual costs less SS reimbursement if attached to Social Security. ● Private rooms: 100% of actual costs if attached to the SS limited to €150 ● Accompanying Bed: 100% of actual costs if attached to the SS limited to €60 per day <p>Medical</p> <ul style="list-style-type: none"> ● Generalist and Specialist Consultation: 500% of SS refund basis with DPTAM agreement ● Radiology: 500% of SS refund basis with DPTAM agreement ● Lab Analysis: 500% of SS refund basis ● Auxiliary Care: 500% of SS refund basis ● Ambulance Service: 500% of SS refund basis ● Other Prosthesis: 500% of SS refund basis ● Hearing Aid Reimbursed by SS: 500% of SS refund basis <p>Preventative Care</p> <ul style="list-style-type: none"> ● Prescribed Vaccinations: 100% of actual costs ● Prescribed but not Refunded vaccine: €120 per year per beneficiary ● Prescribed but not Refunded Drugs: €120 per year per beneficiary. <p>Alternative medicine</p> <ul style="list-style-type: none"> ● Osteopath, Chiropractor, Acupuncture, Micro physical therapy, Dietician, Psychologist, Psychometrician, chiropodist: €75 per year per beneficiary. <p>Pharmacy</p> <ul style="list-style-type: none"> ● Prescription drugs: 100% of the TM. <p>Vision Care</p> <ul style="list-style-type: none"> ● 2 years lump sum for global equipment except in case of the vision changes and for the children under 18. ● Contact lenses reimbursed by SS: 10% of PMSS per year per beneficiary. ● Contact lenses not reimbursed by SS: 10% of PMSS per year per beneficiary. ● Myopia Surgery: €805 per eye <p>Assistance Services:</p> <ul style="list-style-type: none"> ● available 24/7 at this phone number 01 41 85 92 34
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	<p>Second Medical Opinion:</p> <ul style="list-style-type: none"> • easy access to a doctor who is an expert in your pathology, before making important medical decisions (Med&Vous GENERALI (medetvous.fr)) <p>Social Actions Fund:</p> <ul style="list-style-type: none"> • in the event of a difficult human or financial situation aggravated by an event triggering social distress. By phone 01 41 85 98 41 or by email actionsociale@generalali.com <p>Carte Blanche, Medical Network:</p> <ul style="list-style-type: none"> • Access to standard care at negotiated rates (Optical care / Dental care / Hearing aids) <p>Dependent Children Cover:</p> <ul style="list-style-type: none"> • Children can be the beneficiaries on the contract until the end of their 28th anniversary if: <ul style="list-style-type: none"> ○ enrolled to student social security ○ following training under a work-study contract ○ registered under Pôle Emploi and have been looking for a first job for less than a year • No age limit if they have a disability card <p>Telemedicine:</p> <ul style="list-style-type: none"> • Teleconsultation is covered under your Medical plan and available through (Med&Vous GENERALI (medetvous.fr)) or by phone 01 41 85 91 59. • Telemedicine is being able to consult a doctor online via telecommunications technology
<p>Generali Vitality Generali</p> <p>Contract Number: 21025518</p> <p>Employees</p>	<p>Generali Vitality is a global well-being program focused on 3 pillars – know yourself, improve yourself and earn points to enjoy the rewards based on your rewards level.</p> <p>How To Join:</p> <ol style="list-style-type: none"> 1. Login to the online portal to register. 2. Download the Android or iOS app to start the adventure! <p>More information can be found at www.generalivitality.com/fr/fr/faq/ or contact customer service on 09 69 39 36 23 (11h00-19h00) / service@generalivitality.fr</p>
<p>Dental Generali</p> <p>Policy Number: 21025518/ENS01_1</p>	<ul style="list-style-type: none"> • Dental treatments including inlays and onlays: 500% of the Social Security refund basis • Dental prosthesis reimbursed by Social Security: 500% of the Social Security refund basis • Dental prosthesis not reimbursed by Social Security: 20% of PMSS per element

<p>Employees & Dependents</p>	<ul style="list-style-type: none"> • Periodontics: € 300 • Orthodontics: 500% of Social Security refund basis • Implant root: € 1000 • Orthodontics not covered by the Social Security: 500% of Social Security refund basis
<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 (Leisure Travel) 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>Infoblox wants to ensure you have access to the care you need when traveling outside your home country for business or leisure. Coverage is through Cigna Global and covers you and your eligible dependents when traveling for urgent or emergency care due to illness or injury.</p> <ul style="list-style-type: none"> • Services can be provided through global Telehealth or in-person at a clinic, urgent care or hospital as needed: <ul style="list-style-type: none"> ○ Urgent or emergency medical attention – USD 300,000 calendar year maximum ○ Medical evacuation and repatriation, if medically necessary – USD 100,000 ○ Emergency dental - Unlimited; subject to calendar year medical maximum • There is no copay or coinsurance for you or your dependents. This program also includes an Accidental Death & Dismemberment benefit, in the event of an accident or death claim of USD 100,000. • If you have any questions on coverage, you can contact Cigna Global Health via the numbers provided. <p>Please note that routine care or routine medications are not covered under this program.</p>
<p>Employee Assistance Plan TELUS Health</p> <p>Employees & Dependents Global Contact Matrix</p>	<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
<p>Annual Leave Entitlement & Period</p>	<ul style="list-style-type: none"> • 25 days per calendar year <ul style="list-style-type: none"> ○ From 1 May to 31 October, employees should take at least 12

		<ul style="list-style-type: none"> consecutive days of paid vacation Carry-forward of annual leave days is allowed until 31 August of the following period. Pay-out at termination only 																												
RTT Leave		<ul style="list-style-type: none"> 10 days per calendar year Carry forward of days is allowed until 31 March of the following year Pay-out at termination only 																												
Public Holidays		Please refer to the Benefits Portal / Blox360 for updated holiday calendars																												
Paid Sick Leave		<ul style="list-style-type: none"> There is no annual limit on the number of days off due to illness From the 4th day of sickness absence, employees receive a daily social security benefit if they meet minimum contribution/employment requirements Any absence equal to or exceeding 3 days will need a medical notification. 																												
Other Country Specific Leave		<ul style="list-style-type: none"> Own marriage - 4 days Child's marriage - 1 day 																												
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	<table border="1"> <thead> <tr> <th>Status of unborn child</th> <th>Prenatal leave</th> <th>Postnatal leave</th> <th>Total leave</th> </tr> </thead> <tbody> <tr> <td>1st child</td> <td>6 weeks</td> <td>10 weeks</td> <td>16 weeks</td> </tr> <tr> <td>2nd child</td> <td>6 weeks</td> <td>10 weeks</td> <td>16 weeks</td> </tr> <tr> <td>3rd child or more</td> <td>8 weeks</td> <td>18 weeks</td> <td>26 weeks</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Multiple births (number of children to be born)</th> <th>Prenatal leave</th> <th>Postnatal leave</th> <th>Total leave</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>12 weeks</td> <td>22 weeks</td> <td>34 weeks</td> </tr> <tr> <td>3 or more</td> <td>24 weeks</td> <td>22 weeks</td> <td>46 weeks</td> </tr> </tbody> </table>	Status of unborn child	Prenatal leave	Postnatal leave	Total leave	1st child	6 weeks	10 weeks	16 weeks	2nd child	6 weeks	10 weeks	16 weeks	3rd child or more	8 weeks	18 weeks	26 weeks	Multiple births (number of children to be born)	Prenatal leave	Postnatal leave	Total leave	2	12 weeks	22 weeks	34 weeks	3 or more	24 weeks	22 weeks	46 weeks
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	Paternity Leave	<p>Male employees are entitled to 28 calendar days in 2 separate periods:</p> <ul style="list-style-type: none"> • 3 working days birth leave immediately following the birth + 4 calendar days of paternity leave • 21 calendar days paternity leave to be used at once or split into 2 periods. This period increases to 28 days in the case of multiple births 																
	Parental Leave & Adoption Leave	<ul style="list-style-type: none"> • The initial duration of parental leave is a maximum of 1 year • It can be renewed under the following conditions: <table border="1" data-bbox="532 617 1416 1083"> <thead> <tr> <th data-bbox="532 617 805 741">Number of children born simultaneously</th> <th data-bbox="805 617 971 741">Max. duration of leave</th> <th data-bbox="971 617 1143 741">Renewal of leave</th> <th data-bbox="1143 617 1416 741">Max. end date of the leave</th> </tr> </thead> <tbody> <tr> <td data-bbox="532 741 805 835">1</td> <td data-bbox="805 741 971 835">1 year</td> <td data-bbox="971 741 1143 835">Renewable 2 times</td> <td data-bbox="1143 741 1416 835">No later than the child's 3rd birthday</td> </tr> <tr> <td data-bbox="532 835 805 959">2</td> <td data-bbox="805 835 971 959">1 year</td> <td data-bbox="971 835 1143 959">Renewable 2 times</td> <td data-bbox="1143 835 1416 959">No later than the date of entry into kindergarten</td> </tr> <tr> <td data-bbox="532 959 805 1083">3 or more</td> <td data-bbox="805 959 971 1083">1 year</td> <td data-bbox="971 959 1143 1083">Renewable 5 times</td> <td data-bbox="1143 959 1416 1083">No later than the children's 6th birthday</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • The above table also applies to the case of adoption 	Number of children born simultaneously	Max. duration of leave	Renewal of leave	Max. end date of the leave	1	1 year	Renewable 2 times	No later than the child's 3rd birthday	2	1 year	Renewable 2 times	No later than the date of entry into kindergarten	3 or more	1 year	Renewable 5 times	No later than the children's 6th birthday
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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 France 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 France 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.

Benefits Broker:

eb-desk@verlingue.fr

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