Benefits

Australia 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.

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Group Life Insurance / Total Permanent Disability (TPD)
Zurich
6800617G

Employee only

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- Provides a lump sum benefit in the event of death, terminal illness, or total & permanent disability
- Automatic Acceptance Limit (AAL): AU$750,000
  - Applicable to both death & TPD
  - Medical underwriting may be required
- The benefit is calculated as 3 times your annual base salary
- Cover ceases at age 70
- Employees can keep the insurance benefit when leaving Infoblox, however, at their own cost

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Group Income Protection / Salary Continuance
Zurich
6800616G

Employee only

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- Provides a monthly income benefit in the event of a sickness or injury that prevents you from working
- Automatic Acceptance Limit (AAL): AU$10,000 per month
  - Medical underwriting may be required.
- The benefit is calculated as 75% of your monthly base salary and payable after a 90-day waiting period has been served.
- For employees under age 63, the benefit period is to age 65.
- For employees aged 63 or over:
  - the benefit period is the earliest of 2 years or to age 70 (if you have not previously claimed under this policy or any other life insurance policy).
  - the maximum benefit is AU$30,000 per month.
- Employees can keep the insurance benefit when leaving Infoblox, however, at their own cost.

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Private Medical Insurance
Medibank

Employees & dependents

3 options for self-enrolment:

- **Sign up here, or**
- **Reach out to Mandy Serhan (WTW Australia) for assistance, or**
- **Call 1300 763 422. Inform the Consultant that you are an Infoblox**

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- Infoblox pays a monthly subsidy of AU$416 directly to Medibank. (Annual subsidy = AU$5,000)
- Employees can use this subsidy to purchase Hospital and Extras cover from the options provided by Medibank
- If employees choose an option that costs more than the subsidy, you will be responsible for paying the additional premium to Medibank.
- The subsidy is not transferable to any other health insurance company.
- Employees may opt to keep their own health insurance, however, will not qualify for the subsidy

Dependent Children Cover:

- Children are able to stay on a membership as dependents up until the day before their 21st birthday.

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employee. Have your current Private Medical plan details handy so that correct comparisons can be discussed before switching over	**Adult Dependent Children Cover:**
	• An adult dependent child aged 21 years to 31 years may also stay on a resident membership. You will need to upgrade to a 'Family With Adult Children' (FWAC) membership and pay the additional premium.
	  ○ The adult dependent child must not be;
	  ○ married (this includes people who are separated, but not divorced),
	  ○ in a defacto relationship
	  ○ and not a Student Dependent
	• Adult children with a disability are not subject to any age limit on the plan. Such inidividuals should be NDIS participants. C
	
	TeleHealth Service:
	• The ability to have a video/phone consultation with a doctor is available under Medicare for Australian residents.
	• For any overseas visitors, a manual claim needs to be submitted through their own plan provider.

Novated Car Lease *iEdge*	This program allows you to lease a car of your choice in a tax-effective way—potentially saving you thousands of dollars each year. Whether you're looking to upgrade your current vehicle or explore the benefits of electric vehicles, novated leasing offers flexibility, convenience, and financial advantages. Key Benefits: • Reduce your taxable income through salary packaging • Save on GST and access fleet discounts • No upfront costs or deposits required • All vehicle expenses (fuel, insurance, servicing, etc.) bundled into one regular payroll deduction See contact details below to engage iEdge directly to get the lease process started
Superannuation ***Either your chosen stapled fund*** ***Or*** ***Infoblox default fund with Hostplus (employer reference number: 701986753)***	Superannuation fund selection: • You can keep your existing stapled super fund or choose another eligible fund. • If you do not nominate a fund, contributions may be paid to your stapled fund or, where applicable, to the Infoblox default fund. • Hostplus is Infoblox's default superannuation fund in Australia. ○ Please review the relevant Hostplus product information, including the Product Disclosure Statement, before making your decision.

	- Payroll team will share the necessary form to make your selection at time of hire. Superannuation Guarantee (SG) rate as legislated usually increases each year: - Effective 1 July 2025, the rate is 12%
Business Travel & Accident Assistance ***Chubb*** **Policy number:** **9912-41-89** **Employees & Dependents**	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. This includes out-of-country (emergency) travel & security cover during business travel: - 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
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: - 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: - 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
Annual Leave Entitlement & Period	20 days - Per 12 months of service - Unused leave carries over into subsequent years if not used - Pay-out at termination only
Public Holidays	Please refer to the Benefits Portal / Blox360 for updated holiday calendars

<table>
<tr><td colspan="2">Paid Sick Leave</td><td>“Sick & Carer’s Leave”
10 days per calendar year
Unused leave carries over into subsequent years if not used</td></tr>
<tr><td colspan="2">Other Country Specific Leave</td><td>Long-service leave available pro-rata after five- or seven-years’ continuous service. It is based on 13 weeks’ leave (65 days of leave for an employee who ordinarily works five days per week) after 15 years’ service and one further month for every five years’ service thereafter.</td></tr>
<tr><td colspan="2">Bereavement / Compassionate Leave</td><td>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)</td></tr>
<tr><td rowspan="4">Statutory Parental Leave</td><td>Maternity Leave</td><td>“Primary Caregiver Leave”
20 weeks (paid at the minimum wage) effective 1 July 2023
Up to 6 weeks can be taken before the expected date of birth</td></tr>
<tr><td>Paternity Leave</td><td>“Secondary Caregiver Leave”
2 weeks</td></tr>
<tr><td>Parental Leave</td><td>Employees are entitled to:
20 weeks paid parental leave (paid at minimum wage)
12 months of unpaid parental leave</td></tr>
<tr><td>Adoption Leave</td><td>Same as primary/secondary caregiver for the adoption of a child under 16 years of age</td></tr>
<tr><td colspan="2">Infoblox
Paid Parental Leave (PPL)</td><td>Infoblox PPL runs concurrently with the statutory benefits and offers 100% OTE (base pay + bonus/commission) as follows:
Primary Caregiver Leave = 12 weeks
Secondary Caregiver Leave = 4 weeks
PPL leave is provided to eligible employees to bond with their newborn, newly adopted child or child newly placed for foster care</td></tr>
<tr><td colspan="2">Volunteering</td><td>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</td></tr>
</table>

Infoblox Australia 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 Australia 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.

Benefits

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:	Novated Car Lease Vendor:
WillisTowersWatson Australia Mandy Serhan For questions specifically in relation to Life/TPD, Income Protection & Medical: benefits.au@willistowerswatson.com	**Inside Edge (iEdge)** Taryn Sacks Relationship Manager M: 0460 873 883 T: 1300 551 987 taryn.sacks@iedge.com.au