

## Saudi Arabia 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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| <p><b>Life &amp; Disability</b><br/><b>GIG</b><br/><b>Policy number</b><br/><b>8/8000099/0/0</b></p> <p><b>Employees only</b></p>                                                                                  | <ul style="list-style-type: none"> <li>• Sum Assured – 24x monthly salary</li> <li>• Death by any cause – 100% of the sum insured</li> <li>• Accidental death benefit – 100% of the sum insured</li> <li>• Permanent Total Disability (Accident) – 100% of the sum insured</li> <li>• Permanent Partial Disability (Accident) – Percentage of the sum insured as per the continental scale</li> <li>• Passive war risk</li> <li>• Free cover limit - SAR 250,000 group accident</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <p><b>Medical, Dental, Vision</b><br/><b>Cigna</b><br/><b>Policy number: 90417</b></p> <p><b>Employee and Dependents</b></p> <p>To contact Cigna directly, use one of the listed options <a href="#">here</a>.</p> | <p><b>Cover:</b></p> <ul style="list-style-type: none"> <li>• In-Patient Room &amp; Board, ICU</li> <li>• Pre-existing conditions covered</li> <li>• Out of network reimbursement at 100%</li> <li>• Annual limit per member – SAR 1,000,000</li> <li>• Maternity (inpatient) limit – SAR 15,000</li> <li>• Maternity outpatient co-insurance – paid in full</li> <li>• Dental limit – SAR 7,500</li> <li>• Vision limit – SAR 3,000</li> <li>• Psychiatric care (inpatient) – max 30 days per year of insurance</li> <li>• Psychiatric care (outpatient) – SAR 50,000 will nil co-insurance</li> <li>• International emergency services – paid in full, maximum of 30 days of coverage per event</li> <li>• IEAP (level 2) - Telephonic &amp; face-to-face counselling. 6 sessions per event.</li> </ul> <p><b>How to Claim:</b></p> <ul style="list-style-type: none"> <li>• Fully completed Medical Reimbursement Claim form</li> <li>• Clear copy of Iqama or Saudi ID</li> <li>• Original itemized invoice (cost breakdown or item-by-item)</li> <li>• Detailed medical report describing the medical condition</li> <li>• Doctor's drug prescription</li> <li>• Results of diagnostics (X-ray report, MRI report, lab results)</li> <li>• Copy of exit/re-entry visa (if treatment outside KSA)</li> <li>• Beneficiary name and account details</li> <li>• Discharge summary for inpatient cases</li> </ul> |

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|                                                                                                                                                                                                                                                                                                                                                                                                          | <p>For more information on claims, use <a href="#">Envoy App</a> or reach out to customer care <a href="mailto:contactusksa@cignahealthcare.com">contactusksa@cignahealthcare.com</a></p> <p><b>Dependent Children Cover:</b></p> <ul style="list-style-type: none"> <li>Male children are covered up to the age of 25 years and unmarried female children are covered regardless of age.</li> </ul> <p><b>Telemedicine:</b></p> <ul style="list-style-type: none"> <li>Online/telephone doctor consultation is covered under the plan via the hospitals directly</li> </ul>                                                                                                                                                              |
| <p><b>Business Travel &amp; Accident Assistance</b><br/><b>Chubb</b><br/><b>Policy number:</b><br/><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><br/><b>CIGNA</b><br/><b>Policy number:</b><br/><b>09000A</b></p> <p><b>Employees &amp; Dependents</b></p> <p><b>24/7 Assistance:</b><br/>(in the US): 1 800 243 1348<br/>(outside the US): +1 302 797 3535</p> <p><b>Claims Website:</b><br/><a href="http://www.cignaenvoy.com">www.cignaenvoy.com</a><br/><b>Username:</b> 09000AMBA<br/><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> |

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| <b>Annual Leave Entitlement &amp; Period</b> |                        | 21 days <ul style="list-style-type: none"> <li>• Per 12 months of service</li> <li>• Increases to 30 days once employees reach 5 years of service</li> <li>• Any unused vacation time will carry over to the next Gregorian year for a maximum of 30 working days. Once this cap is reached, no further vacation time will accrue until some vacation time is used</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>Sick Leave</b>                            |                        | <ul style="list-style-type: none"> <li>• Employees are entitled to 120 days' paid time off per year: <ul style="list-style-type: none"> <li>◦ 100% of pay for the first 30 days</li> <li>◦ 75% of pay for the next 60 days</li> <li>◦ No pay for the last 30 days</li> </ul> </li> <li>• The employee's absence may either be continuous or non-continuous</li> </ul>                                                                                                                                                                                         |
| <b>Other Country Specific Leave</b>          |                        | <ul style="list-style-type: none"> <li>• 5 days paid time off for marriage</li> <li>• 10 days paid emergency leave (illness or accident involving family members; duration of examination period for an employee due to educational test)</li> <li>• Muslim employees only - paid leave not more than 15 calendar days to perform the Hajj pilgrimage to Mecca (applicable only if the employee has completed 2 years' service). Time includes the Eid holiday.</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> <li>• Muslim female employees are entitled to four months and 10 days of paid leave upon the death of their husband; non-muslim female employees are entitled to 15 days' paid leave</li> </ul>                                                                                                                           |
| <b>Statutory Parental Policy</b>             | <b>Maternity Leave</b> | <ul style="list-style-type: none"> <li>• Effective February 2025, female employees are entitled to statutory leave of up to 16 weeks <ul style="list-style-type: none"> <li>◦ 12 weeks are fully paid</li> <li>◦ 4 weeks are unpaid</li> </ul> </li> <li>• By law, a woman may not work during the 6 weeks following delivery</li> <li>• If the child needs permanent/ongoing care because of sickness or disability, the female employee can take an additional month of paid leave, and the additional month of unpaid leave (as detailed above)</li> </ul> |

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|  | <b>Paternity Leave</b>                    | Male employees are entitled to 3 days paid leave                                                                                                                                                                                                                                                                                                                                 |
|  | <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>                                                                                                                      |

Infoblox Saudi Arabia 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 Saudi Arabia 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 Broker:                                                                                                                                                                                   |                                                                                                                                                                                                    |                                                                                                                                                                                                       |                                                                                                                                                                                              |
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| Account Manager                                                                                                                                                                                   | 1 <sup>st</sup> Level Escalation                                                                                                                                                                   | 2 <sup>nd</sup> Level Escalation                                                                                                                                                                      | 3 <sup>rd</sup> Level Escalation                                                                                                                                                             |
| <b>Abdulhalim Alshmer</b><br>Employee Benefits Support<br>Associated Insurance<br>Consultants / Daman<br><br><a href="mailto:a.alshmer@ins-aic.com">a.alshmer@ins-aic.com</a><br>+966 59 709 4321 | <b>Mohammed AlShayeb</b><br>Employee Benefits Manager<br>Associated Insurance<br>Consultants / Daman<br><br><a href="mailto:m.alshayeb@ins-aic.com">m.alshayeb@ins-aic.com</a><br>+966 51 002 5182 | <b>Jehad Albulkhair</b><br>Employee Benefits Manager<br>Associated Insurance<br>Consultants / Daman<br><br><a href="mailto:j.abualkhair@ins-aic.com">j.abualkhair@ins-aic.com</a><br>+966 55 705 8054 | <b>Carmela Hudencial</b><br>Employee Benefits Manager<br>Associated Insurance<br>Consultants<br><br><a href="mailto:c.hudencial@ins-aic.com">c.hudencial@ins-aic.com</a><br>+971 58 174 8337 |