Hong Kong 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.

Medical Insurance ***Allianz Care Summit 2500 (Part of the Pan-Europe Regional Plan)*** **Employees & Dependents** **In-patent claims / Pre-authorisation:** client.services@allianzworldwidecare.com Regional contact details here. Helpline +44 203 5642 546 **Out-patient claims:** Reimbursement claims are processed via logging into the My Health Portal or through submitting a claims form to client.services@allianzworldwidecare.com	**Inpatient & Daycare Benefits** • Inpatient / daycare treatment • Parent accommodation - Paid in full with an insured member aged 17 or under receiving eligible treatment • Inpatient treatment of acute conditions for newborns • Emergency inpatient and daycare treatment outside area of cover - Paid up to USD 13,500, maximum 42 days • Kidney dialysis • Inpatient psychiatric treatment (up to 30 days) - Paid up to USD 5,000 **Outpatient Benefits** • Outpatient post-hospitalisation treatment (up to 90 days) • Outpatient surgical procedures • Outpatient dental treatment for accidental damage following related hospitalisation • Outpatient consultations, treatment and tests including MRI - Paid up to USD 5,000 • PET and CT scans • Outpatient physiotherapy / complementary medicine - Paid up to USD 1,500 • Outpatient traditional Chinese medicine - Paid up to USD 300 **Further Benefits** • Emergency medical evacuation and local ambulance • Cancer care • Travel Security Services - Included • Prescribed Medical Aids - Paid up to USD 1,000 • Hospital cash (each night up to 20 nights) – USD 125 • Terminal care • Congenital abnormalities - Paid up to a lifetime limit of USD 25,000 • Routine pregnancy and childbirth - Paid up to USD 5,000 • Medical complications of maternity • Employee Assistance Programme • Chronic condition and disease management • HIV or AIDS - Paid up to USD 5,000 • Vaccinations - Paid up to USD 150 • Repatriation of mortal remains • Routine and major restorative dental treatment - Paid up to USD 500 • Optical care (non-emergency) - Paid up to USD 250 ○ Optical care co-insurance - 20%

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	• Outpatient direct billing - Included **Dependent Children Cover:** • Child dependents are eligible up to age 18, or 26 if in full time education **Telemedicine:** • The ability to have a video/phone consultation with a doctor is available via the My Health app • This service is covered under the Allianz plan at no additional cost or coinsurance • Click here for more information on how to register and product features
Group Life, Accidental Death & Dismemberment and Income Protection ***Utmost Corporate Solutions (Part of the Pan-Europe Regional Plan)*** **Life Policy - 512064** **AD&D Policy - 512066** **income Protection Policy - 512068** **Employees only** **Utmost Corporate Solutions:** **Direct helpline:** +44 (0) 1481 715 400	**Group Life** • Benefit - 3 times annual base salary • Ceasing age - on the member's 65th birthday • Free cover limit - up to GBP 600,000 **Accidental Death & Dismemberment** • Benefit - 3 times annual base salary • Ceasing age - on the member's 65th birthday **Group Income Protection** • Benefit - 75% of base salary • Waiting period - 13 weeks • Ceasing age - on the member's 65th birthday • Free cover limit - up to GBP 131,000
Mandatory Provident Fund ***HSBC*** **Employees only**	• For employees whose Monthly Relevant Income is more than HKD 30,000, the company will contribute 5% of your earnings up to HKD 1,500 per month. • By law, you are also required to contribute 5% of your earnings, up to HKD 1,500 per month. • You may make voluntary contributions on earnings in excess of HKD 1,500 per month. • You are always 100% vested in your account balance.
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

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	• 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
Employee Assistance Plan ***TELUS Health One*** ***(via Allianz Medical Plan)*** **Employees & Dependents**	https://www.allianzcare.com/eap-login • Username: AllianzCare • Password: Expatriate You can also access your EAP via the Health and Wellness Hub on the MyHealth App. Once there, simply click on **Telus Health One.** All calls are answered in either English or French, via the TELUS Health call centre number (+1-905-886-3605)
Annual Leave Entitlement & Period	• 21 days of annual leave per calendar year • Carry-forward of days is possible up to 31 December of the following calendar year or else they are forfeited • Pay-out at termination only
Public Holidays	Please refer to the Benefits Portal / Blox360 for updated holiday calendars

Paid Sick Leave	• Paid sickness days can be accumulated throughout the whole employment period, but shall not exceed 120 days at any one time.
	• Paid sickness days are divided into two categories:
	  ○ Category 1 = 36 days
	  ○ Category 2 = 37-84 days

Other Country Specific Leave	• Marriage leave - 4 days • Jury duty - per request
Bereavement / Compassionate Leave	• Death in immediate family - 5 days (spouse, parents, parents-in-law, children)

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		• Death of other relatives - 3 days (grandparents, grandparents-in-law, sibling, uncle, aunt)
Statutory Parental Leave	**Maternity Leave**	14 weeks
	Paternity Leave	5 working days
Infoblox Paid Parental Leave (PPL)		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
Volunteering		• 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 Hong Kong 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 Hong Kong 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.

<table>
<tr><td colspan="2">Benefit Broker:
Liane Purt
Consultant, International
Howden Brokers UK
liane.purt@howdengroup.com |+44 (0) 07818 074732</td></tr>
<tr><td>Allianz Medical
Calling the helpline is the quickest way to receive support:
https://www.allianzcare.com/en/contact-us.html
Asia.helpline@allianz.com

Allianz Claims:
Claims are to be submitted digitally via the MyHealth app.
For full details on our Allianz MyHealth digital services and all their useful features please visit: www.allianzcare.com/myhealth</td><td>Utmost:
For life, accidental death & dismemberment and income protection inquiries please contact the below:
+44 (0) 1481 715 400
clientservices@utmostcorporate.com</td></tr>
<tr><td colspan="2">For all questions and to avoid escalations, please copy benefits@infoblox.com on your queries</td></tr>
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