Singapore 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.

Life Policy ***AXA Insurance (HSBC)*** **Policy number BGDC211000671-00-000**	• 3 times Basic Annual Salary (subject to maximum sum insured SGD 3,000,000 per insured employee
Personal Accident ***AXA Insurance (HSBC)*** **Policy number BGDC211000671-00-000**	• 3 times Basic Annual Salary (subject to maximum sum insured SGD 1,500,000 per insured employee
Critical Illness (Acceleration) ***AXA Insurance (HSBC)*** **Policy number BGDC211000671-00-000**	• 1.5 times Basic Annual Salary subject to maximum sum insured of SGD 500,000 per insured employee
Disability Income ***AXA Insurance (HSBC)*** **Policy number BGDC211000671-00-000**	• 75% of Basic Monthly Salary, subject to maximum SGD 120,000 per insured employee

Medical
Allianz
Policy number: Individualized
 	
Employees & Eligible Dependents
	Your Benefit Guide explaining the terms and conditions of your membership, along with all your policy documents, is available to view and download from our MyHealth Online Services facility: https://my.allianzcare.com/myhealth/ and access the "My Policy" area.
	
	• **Plan Name:** Summit 2500 (Enhanced)
	• **Plan Period:** 1 November - 31 October
	• **Plan Maximum:** Overall SGD 3,250,000 per insurance year for benefits listed below.
	• **Inpatient:**
	  ○ Hospital accommodation
	  ○ ICU
	  ○ Surgical fees, incl anesthesia
	  ○ Physician and therapist fees
	  ○ Surgical appliances and materials
	  ○ Diagnostics tests
	  ○ Organ transplant
	  ○ Psychiatry and psychotherapy
	  ○ Parental accommodation (for child insured, under 18 years)
	  ○ Emergency in-patient dental treatment
	  ○ Day-care treatment
	  ○ Kidney dialysis
	  ○ Outpatient surgery
	  ○ Nursing at home

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	○ Local ambulance ○ Medical evacuation ○ Repatriation of mortal remains or burial ○ Oncology ○ In-patient cash benefit ○ Palliative care ○ Long term care ○ CT and MRI scans, PET and CT-PET scans ○ Congenital conditions ○ HIV/AIDS ○ Post hospitalization treatment ○ Prescribed drugs and materials ○ Preventative surgery ○ Reconstructive surgery ○ Rehabilitation treatment ○ Second medical opinion ○ Travel security services • **Outpatient:** ○ Medical practitioner fees ○ Video consultation services ○ Specialist fees ○ Diagnostics tests ○ Prescribed medical aids ○ CT scans ○ Chiropractic treatment, osteopathy and podiatry ○ Emergency outpatient treatment ○ Homeopathy, Chinese herbal medicine, Tui na, cupping, bone setting, acupuncture and ayurvedic treatment: ○ MRI scans, PET and CT-PET scans ○ Post hospitalization physiotherapy ○ Pre-hospitalization tests ○ Prescribed drugs and dressings ○ Prescribed physiotherapy ○ Prescribed speech therapy and occupational therapy ○ Psychiatry and psychotherapy • **Dental** ○ Combined limit of SGD 1,950 for treatment, surgery, periodontics, dental prostheses • **Maternity** ○ Routine in-patient & out-patient ○ Complications of pregnancy and childbirth ○ Elective circumcision for newborns • **Optical** ○ Prescribed glasses, contact lenses incl. eye examination • **Wellness Benefits** ○ Combined limit of SGD 975 for cancer screening, health and wellbeing ○ Vaccinations limit: SGD 325

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	Notes:
	Exclusions apply. Please consult the Table of Benefits document for the full cover details
	
	• **Dependent Children Cover:**
	  ○ Child dependents can be covered under your policy up until the day before their 18 birthday or up until the day before their 26 birthday if they are in full-time education.
	
	• **Telemedicine:**
	  ○ The ability to have a video/phone consultation with a doctor is available via the DoctorAnywhere App
	  ○ 24/7 on demand, including weekends and Public Holidays.
	  ○ Delivery of Medication within 3 hours from time of consultation

Business Accident & Travel 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
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

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		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		• Non-hospitalized sick leave: 14 days of paid leave per year • Hospitalized sick leave: 60 days of paid leave per year
Bereavement / Compassionate Leave		• 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)
Other Country Specific Leave		• Marriage leave: 3 days
Child Care Leave / Extended Child Care Leave		**Child Care Leave** = 6 days per year • Child is a Singaporean citizen. • Youngest child is below 7 years old. • Tenure with Infoblox is 3-months or more. **Extended Child Care Leave** = 2 days per year • Child is a Singaporean citizen. • Youngest child is between 7-12 years old. • Tenure with Infoblox is 3-months or more. **Note:** Employees eligible for both child care leave + extended child care leave will receive the maximum allowance of 6 days
Statutory Parental Leave	**Maternity Leave**	• Female employees are entitled to 16 weeks of maternity leave

	Paternity Leave	• Effective 1 January 2024, male employees are entitled to 4 weeks paternity leave
		  ○ 2 continuous weeks to be used within 16 weeks after childbirth.
		  ○ The remaining 2 weeks to be used within 12 months after childbirth

	Parental Leave	• 4 weeks of leave may be taken from part of the maternity 16-week allocation for parental leave • This is separate from paid childcare leave per year
	Adoption Leave	• 12 weeks (for the adoption of a child under 12 months old)
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

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	• 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 Singapore 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 Singapore 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.

Allianz Medical Insurance Cover:	**Enquiries on HSBC Policy Coverage:**
Calling the helpline is the quickest way to receive support: 1800 6709766 (inside Singapore) +60 3 92127818 (outside Singapore) 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	Ms Joanne Loy joanne.loy@wtwco.com D: +65 6958 2640 | M: +65 9114 6880 (Mondays to Fridays, excluding Public Holidays 08:30 to 17:30) *(please note that Joanne has no affiliation to the Allianz policy)*

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