Italy 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 ***Zurich*** **Policy # 8008087** **Employees only**	For all levels of employees: • A fixed amount of EUR 300,000
Long Term Disability ***Zurich*** ***Employees only***	For all levels of employees: • 75% of monthly salary after a 4-week elimination period • Payable up to age 65
Accident Insurance ***AIG*** **Policy # TBC** **Employees only**	For all levels of employees: • In case of death: 5x annual gross salary • In case of permanent disability: 6x annual gross salary
Medical ***Reale Mutua / Blue Assistance (medical network & claims administrator)*** **Policy # TBC** **Employee & Dependents**	For all levels of employees: • Surgical, hospital and transplant coverage • Day Hospital • Outpatient • Transportation by ambulance train or plane • Childbirth • Vision This is an integrative policy to the industry funds (QUAS / FASDAC) and remaining expenses should be claimed from Reale Mutua only after the industry fund claims have been made.
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

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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*** **Employees & Dependents** Global Contact Matrix	• 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

Annual Leave Entitlement & Period	Statutory Paid Leave
	• 30 days per calendar year
	• Carry forward of 10 days is allowed until 18 months following the year they were accrued or else they are forfeited
	• Pay-out at termination only
	
	Additional Paid Leave
	• Employees are also entitled up to an additional:
	  ○ 2 days of paid leave per year under the applicable CBA and
	  ○ 4 days of Ex-Festivita paid leave per year
	• These days should be used during the calendar year they are accrued. Any unused days will be paid out the following year- in December for executive employees and in June for non-executive employees.

Public Holidays	Please refer to the Benefits Portal / Blox360 for updated holiday calendars
Paid Sick Leave	Employee sickness:

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		• For the first two periods of sickness per year, the employer pays the first 3 days at 100.00% of the regular salary rate of pay. This reduces to 66.00% for the third period of sickness and 50.00% for the fourth. Any subsequent sickness in one year is unpaid. • The employee continues to receive 100.00% of the regular salary rate of pay from the 4th day onwards, paid as 50.00% by the employer and 50.00% by the Italian government from days 4 to 21. From day 22 onwards, the government pays 66.00%, and the employers' payment reduces to 34.00%. Sick children: • 5 days of unpaid leave per year to care for a sick child(ren) under age 8
Other Country Specific Leave		Marriage - 15 days
Bereavement 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)
Statutory Parental Leave	**Maternity Leave**	• Female employees are entitled to 5-months (compulsory) maternity leave • Up to 2 months' maternity leave can be taken before the expected date of childbirth
	Paternity Leave	Male employees are entitled to 10 working days paternity leave to be taken in the first 5-months following the birth
	Parental Leave	• Parents are entitled to 10 months of parental leave • This leave is paid at a rate of 30% of the salary • This leave should be taken in the first 12 years of the child's life • Effective 2023, one of the parents is entitled to 1-month parental leave paid at the rate of 80% (instead of 30%) if the leave is taken during the first 6 years of the child's life.
	Adoption Leave	Adoptive mothers have the same maternity leave as natural mothers
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

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	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 Italy 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 Italy 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 Brokers:	
Michela Morandini **Howden S.p.A.** Client Assistant, EB Michela.Morandini@howdengroup.com +39 045 8094739 +39 340 1700718 Monday to Friday 9 a.m. – 6 p.m.	**Medical Network & Claims Provider: REALE MUTUA - BLUE ASSISTANCE** Within Italy: Numero Verde 800 - 092.092 International calls: +39 - 011 - 742.5555 Blue Assistance is available to book health facilities and medical procedures: from 8.00 to 18.00 on weekdays from 8.00 to 12.00 on Saturdays Blue Assistance is available to provide medical advice: 24 hours a day, 365 days a year

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