

# Splunk Benefits

Benefits are an important part of your Total Rewards package at Splunk so it's a priority for us to offer a competitive and valuable employee benefits program. Each year, we review our current offering against the hi-tech market to ensure consistency with Splunk's benefit philosophy. We hope our benefits offering reflects the value that we place in each and every Splunker and provides you with a level of comfort and security, whether you're working at the office or spending time away with friends and family.

Please refer to the plan documents for the specific eligibility requirements, additional details on the plans, including exclusions and limitations.

## Spark Wellbeing

### SPARK WELLBEING

Spark, Splunk's Global Health & Wellbeing program, is a holistic, needs- and evidence-based plan, designed to provide Splunkers with the support they need to lead a healthy, happy, energized, and purposeful life. This long-term investment in the energy, health, and wellbeing of Splunkers is designed to transform organizational energy, wellbeing and contributes to the long-term strategy of the company.

We offer a variety of programs and resources across 5 different pillars of health & wellbeing: Purpose, Emotional, Mental, Physical and Financial. Splunk is committed to helping you ignite your wellbeing and look forward to supporting you on your journey. For details, please visit the link below.

[Spark](#) / [Spark Events](#)

### PWNY PERKS

What stands between you and your wellbeing? More workouts per week? Some meditation classes? A weekend getaway? Whatever your answer, the Pwny Perks program can help make your wellbeing journey a little smoother. We recognize that each Splunker has different needs, and we want to support you by letting you choose from a comprehensive list of wellbeing-related items on a reimbursement basis. For details, please visit the link below.

[Pwny Perks](#)

### MENTAL WELLBEING

Modern Health is a mental wellbeing solution that provides digital courses, meditations, certified coaches, and licensed therapists all within a single mobile platform. Their model is grounded in evidence-based approaches, primarily Cognitive Behavioral Therapy, Acceptance and Commitment Therapy, Motivational Interviewing, and Mindfulness. Dependents must be at least 13 years of age to be eligible for therapy sessions and 18 years of age for coaching sessions. For details, please visit the link below.

[Modern Health](#) / [Employee Assistance Program – Work-Life Services](#)

<b>EMPLOYEE ASSISTANCE PROGRAM</b>	<p>Splunk's Global Employee Assistance Program (EAP)/Work-Life Services administered by Modern Health and its 3rd party partners provides 24/7 phone line crisis support. In addition, Splunk's work-life services offer financial consultations and resources, legal consultations with an attorney, online and assisted searches for child and elder care, home improvement, veterinarians and <b>much more!</b> You and your covered dependents can also access a wide range of free concierge services to help with everyday tasks. For details, please visit the link below.</p> <p><b>Modern Health / Employee Assistance Program – Work-Life Services</b></p>
<b>FINANCIAL WELLBEING</b>	<p>Origin is a financial wellbeing solution that provides Splunkers unlimited one-on-one access to local financial professionals, where you can start setting some serious financial goals and get support with your every money move. Origin can help you make the most of your Splunk compensation and benefits, create and reach your savings goals, and conquer your financial future with confidence. The benefit is free, secure, and confidential. For details, please visit the link below.</p> <p><b>Origin Financial Wellbeing</b></p>
<b>FAMILY PLANNING</b>	<p>Splunk offers a comprehensive fertility and family forming benefit through Carrot. Carrot's inclusive fertility and family-forming benefits program is designed to support every unique parenthood journey. Carrot's program covers fertility education and assessments, fertility preservation (egg, sperm, and embryo freezing), in vitro fertilization (IVF), donor-assisted reproduction including gestational carrier services, and adoption. Coverage operates on a reimbursement basis and follows country-specific taxability rules. For country-specific reimbursement details and information on the program, please visit the link below.</p> <p><b>Family Planning Benefits</b></p>
<b>SPLUNK FOR GOOD</b>	<p>Splunk for Good is Splunk's Corporate Social Responsibility Program. From the USD 100 million Splunk Pledge to community volunteering and partnerships with organizations across sectors, our mission is to inspire action and create opportunity through our people, partners, and data. We offer 5 business days per year of paid volunteer time off to be used for participation in local volunteer opportunities and contribution matching. We encourage all Splunkers to give back to the communities in which we live. For details, please visit the link below.</p> <p><b>Splunk For Good</b></p>

## Group Insurance Eligibility & Enrollment

<b>ELIGIBILITY</b>	<p>Regular Splunkers and your dependents are eligible as of their date of hire. Upon separation of Splunk benefits will terminate on day of separation.</p>
<b>COST</b>	<p>You are responsible for the 2.5% pension contribution. Splunk pays 100% of the premium for</p>

**ENROLLMENT & CHANGES**

all other benefits, when eligible.

You will be automatically enrolled in your benefits through the [Splunk Benefits Hub](#). Please make sure your personal information (date of birth, BSN, etc.) is complete in [Workday](#) to avoid any delays with enrollment.

## Health

**SUPPLEMENTAL MEDICAL**

We provide a voluntary supplemental medical health insurance plan with CZ, VGZ and ONVZ. The 2024 discounted health rates apply to you and your partner/children (if they live at home with you). All enrollments must be complete by 31 December to have coverage effective for the next calendar year.

- **CZ** (collective number: 4622235)
  - 10% Discount on the additional insurance
  - 10% Discount on the dental insurance
- **VGZ** (collective number: 14860):
  - 10% Discount on the additional insurance
  - 10% Discount on the dental insurance
- **ONVZ** (collective number: 4406)
  - 10% Discount on the additional insurance
  - 10% Discount on the dental insurance

If you have any questions/concerns or need assistance with making a decision, please reach out to Schouten Zekerheid's Health Insurance Desk:

- Email: [healthinsurancedesk@schoutenzekerheid.com](mailto:healthinsurancedesk@schoutenzekerheid.com)
- Phone: +31 10 - 288 44 85 (Monday through Friday; 8.30h and 17.00h)

## Financial

**PENSION**

Splunk provides a supplemental pension plan through Allianz. According to 2024 statutory law, the maximum salary amount level taken as a pension base is € 137,800. Your contribution is 2.5% of the pension base (fixed salary minus a contribution-free allowance of € 17,545 in 2024). Premium waiver in case of disability is included in the retirement plan.

Defined Contribution Plan	
Age	Investment Premium as % of the Pension Base
20-24	6.545%
25-29	7.565%
30-34	8.840%
35-39	10.200%

40-44	11.900%
45-49	13.855%
50-54	16.150%
55-59	18.955%
60-64	22.525%
65-66	26.010%

If you would like to transfer over your pension fund with your previous employer, please complete the [Waardeoverdracht](#) form and submit to [SPOT](#). To access your pension account, please visit the [Allianz](#) website. In the Allianz portal, you can increase the defined contribution with a voluntary contribution. Your voluntary contribution may, together with the defined contribution, not exceed the fiscal cap. Voluntary contributions and the employee contribution are deducted from your gross salary on a monthly basis.

### Pension Presentation

## DEATH IN SERVICE

As part of Splunk's pension scheme, widow and orphan insurance is provided as a separate coverage through Allianz. The scheme pays for death for natural and accidental causes. The benefit provides a spouse pension of 1.16% per service year multiplied with the pension base (salary minus offset) and 20% of this amount is insured for orphans. The number of years of service is the number of years from the start of your membership of the pension scheme until the target retirement date. The system is final pay. The costs are paid by Splunk.

"ANW-gap" or additional partner pension based on a fixed amount (€18,173 in 2024).

## SICKNESS

Splunk provides Sickness Loss of Salary coverage due to disability through ASR. It covers 100% of your salary for the first 52 weeks, and 70% of your salary for the second 52 weeks. The maximum salary received during the 104 weeks of disability is 170% of your base salary.

As part of the Sickness Loss of Salary plan, an ArboService will be available to you. ArboService is an Occupational Health policy that assist on your return to work and general well-being. The ArboService is ArboNed.

## DISABILITY

Splunk provides Disability Gap Insurance through Aegon that supplements income up to 70% of your basic salary (up to (€71,628 in 2024) after 104 weeks of disability with a degree of disability of at least 35%. The insurance premium is 0.24%. This insurance is paid by Splunk at 100%.

For Splunkers with an annual salary above the maximum daily salary (€71,628 in 2024), Splunk provides a WIA Excess Insurance to cover after 104 weeks of disability with a degree of disability of at least 35%. It provides a supplement income equal to 70% of the salary that exceeds the WIA ceiling. The maximum salary amount is € 325,000. The insurance premium is 2.17%. This insurance is paid by Splunk at 100%.

## ACCIDENT

Splunk offers group accident coverage through Quantum Leben AG. This insurance covers the risk of disability and death caused by an accident.

- Benefit in case of death 1x annual salary
- Benefit in case of permanent disability 2x annual salary
- 24/7 and worldwide cover

<b>BUSINESS TRAVEL &amp; ACCIDENT (BTA) INSURANCE</b>	<p>Splunk has partnered with Chubb to provide accident, travel, and medical coverage whilst on business related travel outside your home country. In addition, coverage includes personal incidental travel of up to 7 days, medical and security evacuation, lost baggage assistance, theft of personal property, etc.</p> <p><b>BTA Policy and ID Card</b></p>
<b>CAR ALLOWANCE</b>	<p>A car allowance is provided to you for the use of your personal vehicle in the performance of your job duties. Only Splunkers whose work requires regular travel to fulfil the duties and responsibilities of their job, and who are employed in certain roles and locations are eligible. The level of allowance you are eligible to receive is dependent on your job role and job level and country of employment. For details, please visit the link below.</p> <p><b>Car Allowance</b></p>

## Time Off

<b>PAID HOLIDAYS</b>	<p>You are entitled to statutory holidays observed in the Netherlands. To view a list of holidays, please refer to Splunk' <a href="#">holiday schedule</a>.</p>
<b>ANNUAL LEAVE</b>	<p>All full-time Splunkers will accrue up to twenty-six (26) working days (20 statutory and 6 supplemental) of holiday each calendar year. You are required to submit information regarding your use of annual leave through <a href="#">Workday</a>. For details, please visit the link below.</p> <p><b>Netherlands Time Off Program</b></p>
<b>SICK</b>	<p>In the case of absence from work due to sickness, injury, or other incapacity, you or someone on your behalf must notify your manager or submit a <a href="#">Time Off Request</a>, as soon as possible. You must state that you are absent due to sickness and the likely duration that you will be off work. Splunk will comply with any applicable minimum statutory sick leave and/or sick pay regulations and may require you to provide a medical certificate or other form in relation to your sickness.</p> <p><b>Netherlands Time Off Program</b></p>
<b>BEREAVEMENT</b>	<p>Splunk offers up to five (5) days paid time off for Splunkers who experience a death in their immediate family and three (3) days paid time off for extended family to grieve their loss. Immediate family members include parents, spouse, or child(ren) including miscarriage and stillbirth. Extended family includes siblings, grandparents, parents-in-law, grandparents-in-law, or grandchildren. Please request bereavement leave by submitting a <a href="#">Time Off Request</a>.</p>
<b>MARRIAGE LEAVE</b>	<p>Splunk offers a total of two (2) days paid time off for your marriage (inclusive of weekends). This leave is only valid within the first year after the issue date of your marriage certificate and it only applies when you have the certificate issued during your employment with Splunk. Please request marriage leave by submitting a <a href="#">Time Off Request</a>.</p>

<b>MOVING LEAVE</b>	Splunk offers one (1) day paid time off for moving residence. Please request moving leave by submitting a <a href="#">Time Off Request</a> .
<b>LEAVES OF ABSENCES</b>	For leaves of absences, including maternity, paternity, and <a href="#">military/reservist</a> leave, please submit a <a href="#">Leave Request</a> .

## Help and Support

We hope you've got a good idea what Splunk offers to you as a Splunker. If you have any questions, please contact the following:

Group Insurance (i.e. sickness, disability and retirement)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
Supplemental Medical <a href="mailto:healthinsurancedesk@schoutenzekerheid.nl">healthinsurancedesk@schoutenzekerheid.nl</a>	Splunk People Operations Team <a href="mailto:spot@splunk.com">spot@splunk.com</a>	<a href="#">Splunk Benefits Hub</a>
Supplemental Pension Schouten Zekerheid <a href="#">Marco Vermeij</a>	<a href="#">Time Off Request</a>	<a href="#">Spark Wellbeing</a>
	<a href="#">Leave Request</a>	<a href="#">Benefits &amp; Wellbeing</a>
		<a href="#">Pwny Perks</a>
		<a href="#">Splunk Service Portal</a>

Please note that any payments, rights or entitlements under the Company benefit plans will be governed by the terms of the formal plan documents or policies establishing the benefit in issue, and your rights on termination of employment with respect to the Company benefit plans will be governed by the termination provisions of the benefit plans. The Company may modify or terminate benefits from time to time as it deems necessary or appropriate.