

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.

IMPORTANT UPDATE: The Splunk benefits below may be subject to change based on Cisco onboarding activities. Please check out the [Splunk Welcome Hub](#) for more information on the Cisco Benefits.

Group Insurance Eligibility & Enrollment

ELIGIBILITY	Regular Splunkers and your dependents are eligible as of their date of hire. Upon separation of Splunk benefits will terminate on day of separation.
COST	You are responsible for the 2.5% pension contribution. Splunk pays 100% of the premium for all other benefits, when eligible.
ENROLLMENT & CHANGES	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	<p>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.</p> <ul style="list-style-type: none"> • CZ (collective number: 4622235) <ul style="list-style-type: none"> ○ 10% Discount on the additional insurance
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- 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
- Phone: +31 10 - 288 44 85 (Monday through Friday; 8.30h and 17.00h)

Financial

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

PENSION

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

	<p>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.</p> <p>“ANW-gap” or additional partner pension based on a fixed amount (€18,173 in 2024).</p>
<p>SICKNESS</p>	<p>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.</p> <p>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.</p>
<p>DISABILITY</p>	<p>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%.</p> <p>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%.</p>
<p>ACCIDENT</p>	<p>Splunk offers group accident coverage through Quantum Leben AG. This insurance covers the risk of disability and death caused by an accident.</p> <ul style="list-style-type: none"> • Benefit in case of death 1x annual salary • Benefit in case of permanent disability 2x annual salary • 24/7 and worldwide cover
<p>BUSINESS TRAVEL & ACCIDENT (BTA) INSURANCE</p>	<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>BTA Policy and ID Card</p>
<p>CAR ALLOWANCE</p>	<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>Car Allowance</p>

Time Off

PAID HOLIDAYS	You are entitled to statutory holidays observed in the Netherlands. To view a list of holidays, please refer to Splunk' holiday schedule .
ANNUAL LEAVE	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 Workday . For details, please visit the link below. Netherlands Time Off Program
SICK	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 Time Off Request , 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. Netherlands Time Off Program
BEREAVEMENT	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 Time Off Request .
MARRIAGE LEAVE	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 Time Off Request .
MOVING LEAVE	Splunk offers one (1) day paid time off for moving residence. Please request moving leave by submitting a Time Off Request .
LEAVES OF ABSENCES	For leaves of absences, including maternity, paternity, and military/reservist leave, please submit a Leave Request .

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 \(i.e. sickness, disability\)](#) | [Time Off \(i.e. annual leave,](#) | [Portals/Websites](#)

and retirement)	leave of absences, and sick)	
<p>Supplemental Medical healthinsurancedesk@schoutenzekerheid.nl</p> <p>Supplemental Pension Schouten Zekerheid Marco Vermeij</p>	<p>Splunk People Operations Team spot@splunk.com</p> <p>Time Off Request</p> <p>Leave Request</p>	<p>Splunk Benefits Hub</p> <p>Spark Wellbeing</p> <p>Benefits & Wellbeing</p> <p>Pwny Perks</p> <p>Splunk Service Portal</p>

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.