

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](#)

EMPLOYEE ASSISTANCE PROGRAM	<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 much more! 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>Modern Health / Employee Assistance Program – Work-Life Services</p>
FINANCIAL WELLBEING	<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>Origin Financial Wellbeing</p>
FAMILY PLANNING	<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>Family Planning Benefits</p>
SPLUNK FOR GOOD	<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>Splunk For Good</p>

Group Insurance Eligibility & Enrollment

ELIGIBILITY	<p>Regular Splunkers are eligible as of their date of hire. Your legal or common-law spouse and dependent child(ren) up to age 26 are eligible for supplemental medical benefits.</p> <p>Your enrollment date will be the first of the month following date of hire, or on the 1st if hired on the 1st of the month. Upon separation of Splunk, your benefits will cease at the end of the applicable month.</p>
-------------	--

COST	<p>For medical coverage, Splunk pays the premium for you and your family, but membership is optional, as this is a taxable benefit.</p> <p>Splunk pays 100% of the premiums for Life, Disability, Family Planning, BTA, and Modern Health plans. These premium payments are not considered taxable benefits in kind, so there will be no applicable taxes withheld.</p>
ENROLLMENT & CHANGES	<p>You will be automatically enrolled in the Life, Disability, Family Planning, Protection, BTA, and Modern Health plans. You will need to complete all other benefits enrollment in Splunk Benefits Hub.</p> <p>Once your enrollment is processed with AXA, you will receive a welcome packet which contains information regarding your medical plan as well as ID cards.</p> <p>You can only change certain benefits if you have a life event (such as a birth, marriage, divorce, or death). If you have a life event and need to change your benefits or if you would like more information, please visit the Splunk Benefits Hub.</p>

Health

MEDICAL	<p>Splunk provides supplemental health coverage through AXA to assist with the cost of medical, dental, vision and prescription drug services. The plan covers medical treatments for you and your dependents.</p> <p>The following is a summary of the key benefits under the ongoing AXA Plan:</p> <ul style="list-style-type: none"> • Medical Expense Reimbursement Limit per person and year: EUR 391,719 • Inpatient Hospital Services in Spain out of AXA Network: 90% • Outpatient out of AXA Network: 80% • Inpatient and Outpatient services abroad (emergencies): 80% • Dental coverage by franchises (dental centers with special discounts on dental treatments/services). • Pharmacy cover: EUR 250, with 80% of reimbursement (pharmacy expenses prescribed by a doctor) • Vision cover: EUR 150, with 50% of reimbursement • Waiting periods: <ul style="list-style-type: none"> ○ 12 months: urinary incontinence's rehabilitation & tele cognitive rehabilitation ○ 24 months: physiotherapy in case of cerebrovascular accident assisted reproduction, prophylactic mastectomy / oophorectomy, and BRCA Plus determination ○ 60 months: bariatric surgery <p>2024 AXA Booklet (Spanish) / (English)</p> <p>2024 AXA Health Insurance Sums & Limits (Spanish) / (English)</p>
---------	---

Financial

RETIREMENT	<p>Splunk provides a voluntary pension scheme (funded through a “Plan de Previsión Social Empresarial”, or PPSE) through Generali to help you save for the future. Monthly contributions are financed through the following sources:</p> <ul style="list-style-type: none"> • You: 2.5% of base salary • Splunk: 5% of base salary <p>There is an annual total contribution limit of up to EUR 10,000 for all the contributions and a separate limit of employee contribution of up to the sum of EUR 1,500 and the same amount of the company’s contribution. If your employee contributions are below EUR 3,333.33, you can make Additional Voluntary Contributions (AVC), however, these are not matched by Splunk. You are eligible to make an AVC into the plan only at the end of the calendar year if your total contribution has not already reached the annual contribution limit (EUR 10,000).</p> <p>Also, the individual contributions (2.5% of your base salary) plus AVC and all other contributions that you make to another Plan for retirement, e.g.: Individual Plan, must be less or equals to Splunk’s contribution (5% of base salary) plus 1,500Euros.</p> <p>Please note, AVC is made outside the payroll process and made directly to the provider from your personal account. Please contact WTW to learn more information on how to enroll.</p> <p>The deadline to enroll in the pension plan is the first of every month. To join the plan, please sign, date, and return the Carta Invitacion PPSE form to Mario Ocaña, WTW Retirement Account Manager. Once enrolled, you can only make changes to your contribution amount during the enrollment window each 1st December.</p> <p>Pension Guide (Spanish) / (English)</p>
LIFE INSURANCE	<p>Splunk provides life insurance coverage through Chance to protect you and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> • Death by any cause: lump sum of 2x annual earnings • Total and Permanent Disability for any occupation by any cause: lump sum of 2x annual earnings <p>Beneficiary Declaration Form</p>
ACCIDENTAL DEATH & DISABILITY	<p>Splunk provides accidental death and disability coverage up to 4x annual earnings through Chance to protect you and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> • Accidental Death: lump sum of 4x annual earnings • Total and Permanent Disability for any occupation by accident: lump sum of x4 annual earnings
BUSINESS TRAVEL & ACCIDENT (BTA) INSURANCE	<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. For details, please visit the link below.</p>

CAR ALLOWANCE	BTA Policy and ID Card
	<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 Spain. To view a list of holidays, please refer to Splunk' holiday schedule .
ANNUAL LEAVE	<p>In addition to the usual public holidays, you are entitled to 25 days or 200 hours of vacation/annual leave time off per calendar year.</p> <p>When scheduling your annual leave, give your manager as much notice as possible. Splunk will make reasonable efforts to accommodate your requests, but all time off is subject to prior approval. You required to submit information regarding your use of annual vacation via Workday. For details, please visit the link below.</p> <p>Spain Time Off Program</p>
SICK	<p>You are entitled to up to a maximum of twelve (12) working days paid absence in any calendar year. You are entitled to this period after a three (3) day waiting period. You are required to submit time off via Workday. For details, please visit the link below.</p> <p>Spain Time Off Program</p>
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 .
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. medical, dental, and retirement)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
Medical WTW Elena Renobales AXA Helpline: 91-8070055; 902-404084 Emergencies: 93-3125748 ; 902-053017 (24 hours) Life, AD&D, TPD Chance https://chanceunderwriting.es/ Pension WTW Mario Ocaña	Splunk People Operations Team spot@splunk.com Time Off Request Leave Request	Splunk Benefits Hub Spark Wellbeing Benefits & Wellbeing Pwny Perks Splunk Service Portal AXA General web: www.axa.es Web client: www.axa.es/webclientes Medical network Online: www.axa.es/servicios/salud-cuadro-medico-online Penson Webinar Recording Passcode: @*04rDul Presentation Deck (Spanish) Presentation Deck (English)

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.