

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

<p>ELIGIBILITY</p>	<p>Regular Splunkers are eligible as of their date of hire. Beneficiaries for the TGL and Pension Savings plans are your spouse, partner, and/or children.</p> <p>Benefits will terminate on the first day of the month following termination.</p>
<p>COST</p>	<p>Splunk pays 100% of the premiums for our Medical, Life, Family Planning, BTA, and Modern Health plans. <i>Please note that while Splunk pay the cost for you for medical, 60% of the premium is considered benefits-in-kind, therefore, is taxable to you.</i></p>
<p>ENROLLMENT & CHANGES</p>	<p>A representative from Max Matthiessen will reach out to discuss and help you enroll in our various plans specific to Sweden.</p> <p>You will be automatically enrolled in the Life, Family Planning, BTA, and Modern Health plans.</p> <p>You can only change certain benefits if you have a life event. For example, 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 create an HR Case in the Splunk Service Portal.</p>

Health

MEDICAL

Splunk provides private medical care through the Skandia network. The following medical benefits are provided for you only (dependents are excluded):

- Deductible: SEK 750
- healthcare advice, planning, and guarantee
- private medical care
- medicines
- patient co-payments
- operations and in-patient hospital care
- aftercare – rehabilitation
- post-operative home assistance
- treatment by a physiotherapist, or chiropractor
- treatment by a psychologist or psychotherapist
- dietician
- medical devices
- travel and lodging
- second opinion.

For minor conditions, such as with your nose and throat, skin conditions, headache, you can gain access to care online. Instead of calling Skandia Healthcare Planning, you can access online care at skandia.se/vardonline.

Skandia should be contacted first for prior approval of insurance claims and costs. If you need assistance in booking planned care, call Skandia Healthcare Planning on tel. 0771-51 55 10. In some cases, they may need to make an assessment of whether the care can be covered by insurance, and you may need to fill out a claim application. You can find a claim application at skandia.se under 'Kontakta oss'.

If you have already made any personal outlays for e.g., patient copayments, medicines or travel, you can apply for reimbursement via skandia.se under 'Kontakta oss'. Save any receipts in case they are needed for an assessment. For details, please visit the link below.

Medical Policy

VISION ALLOWANCE

You are entitled to a vision allowance of SEK 1,500 per calendar year. Please submit documentation via [Concur](https://concur.com) for reimbursement. *Please note the reimbursement amount is considered benefits-in-kind, therefore, is taxable to you.*

Financial

RETIREMENT

Splunk is proud to provide an employer-sponsored pension scheme through the MaxPlan Program to enable you to plan for the future.

	<p>A retirement plan is provided for you, with the opportunity for salary exchange for enhanced pension. The pension broker, Max Matthiessen will set up an individual meeting with you to fully explain your options under the program.</p> <p>The pension program provides for a retirement pension, disability and survivor benefits (pension benefit only available for Splunkers above age 25).</p> <p>The pension is a defined contribution plan with premiums paid by Splunk on your behalf. Pensionable salary is monthly base salary plus a 3-year average of the previous 3 year's variable salary (e.g., commissions and bonuses)</p> <p>The contribution is 4.5% of pensionable salary up to 7.5x IBA (Income Base Amount) and 30% of pensionable salary above 7.5 IBA, salary cap at 40 IBA. For details, please see the policy below.</p> <p>Pension Policy</p>
<p>LIFE INSURANCE</p>	<p>Splunk provides life insurance (TGL) to protect you and your loved ones in the case of unexpected loss.</p> <p>In case of death, your beneficiary will receive a tax-exempt lump sum benefit of up to 6 times the Price Base Amount. For details, please visit the link below.</p> <p>Life Insurance Policy</p>
<p>DISABILITY INSURANCE</p>	<p>Disability coverage is included under the MaxPlan Retirement Program. For illnesses longer than 90 days that cause greater than 25% incapacity, you are covered by insurance that pays up to 80% of base salary (complementary to Försäkringskassan, or Social Security). For details, please visit the link below.</p> <p>Included in the disability insurance is Skandias Health insurance which can be used before you become ill. Services included are:</p> <ul style="list-style-type: none"> • Psychology sessions • Physiotherapy or occupational therapy • Ergonomic evaluation • Work-life planning • Evaluation by specialist physician <p>Disability Insurance</p> <p>Hälsöförsäkring faktablad (Skandia)</p>
<p>WORK INJURY INSURANCE</p>	<p>Splunk provides work injury insurance (TFA) through FORA for work injuries resulting from accidents on the job, accidents while travelling to/from the workplace and occupational diseases (this benefit is complementary to the coverage provided under the Occupational Injuries Act).</p>
<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. 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	<p>You are entitled to statutory holidays observed in Sweden. To view a list of holidays, please refer to Splunk' holiday schedule.</p>
	<p>In addition to the usual public holidays, you are entitled to thirty (30) vacation days per year. The vacation year runs from 1 April until 31 March of the next year. Paid vacation is accrued in one vacation year and used in the next vacation year. You may carry forward a total maximum of eight (8) vacation days per 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 annual leave is subject to prior approval. You are required to submit information regarding your use of annual leave through Workday. For details, please visit the link below.</p> <p>Sweden Time Off Program</p>
ANNUAL LEAVE	<p>In addition to vacation, subject to meeting the eligibility requirements, you are entitled to mandatory sick pay from Splunk during the first two weeks of illness. One qualifying day applies, and thus no compensation is required to be paid for the first day. During days 2-14 of your sick leave, you are entitled to 80% of your salary and benefits. You must provide proper notification to Splunk in order to receive sick pay. For details, please visit the link below.</p> <p>Sweden Time Off Program</p>
	<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 Time Off Request.</p>
SICK	<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 Time Off Request.</p>
	<p>You are entitled to one (1) day of marriage time off for your own marriage or registration of partnership (in case of same sex couples). Please request marriage leave by submitting a Time Off Request</p>
BEREAVEMENT	<p>You are entitled to one (1) day of marriage time off for your own marriage or registration of partnership (in case of same sex couples). Please request marriage leave by submitting a Time Off Request</p>
	<p>You are entitled to one (1) day of marriage time off for your own marriage or registration of partnership (in case of same sex couples). Please request marriage leave by submitting a Time Off Request</p>
MARRIAGE LEAVE	<p>You are entitled to one (1) day of marriage time off for your own marriage or registration of partnership (in case of same sex couples). Please request marriage leave by submitting a Time Off Request</p>

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, life, disability, work injury, and retirement)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
<p>Max Matthiessen AB Finn Hallbäck finn.hallback@maxm.se Tel: +46 704 94 16 74</p> <p>Skandia Healthcare Planning 0771-51 55 10</p> <p>Skandia Healthcare Advice Hotline 020-94 30 80</p>	<p>Annual Leave & Sick Time Requests Workday</p> <p>Leaves of Absence Splunk People Operations Team spot@splunk.com</p> <p>Time Off Request</p> <p>Leave Request</p>	<p>Spark Wellbeing</p> <p>Benefits & Wellbeing</p> <p>Pwny Perks</p> <p>Skandia</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.