

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	<p>All regular employees will be enrolled in the pension plan and coverage will begin on your first day.</p> <p>Coverage will end on the last day of employment. Upon leaving Splunk, you are entitled to the accrued vested benefits which will be transferred either to the pension plan provider of your new employer.</p>
COST	<p>Splunk pays 100% of the premiums for our Accident, Complimentary Accident, Sickness, Family Planning, BTA, and Modern Health plans.</p>
ENROLLMENT & CHANGES	<p>You will be automatically enrolled in the Pension, Accident, Sickness, Family Planning, BTA, and Modern Health plans.</p>

Financial

RETIREMENT	<p>All employees with an annual salary of at least CHF 22'050 (2023 data) will participate in Splunk's pension plan through AXA. The contributions and the benefits are determined by the rules and regulations of the pension plan. Splunk pays 70% and you (employee) 30% of risk</p>
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and cost contributions. The insured benefit covers old age pension starting at age 25, death and disability starting at age 18.

Insured Annual Salary

OASI salary including 75% of the target incentive, max CHF 882'000 (2023 data) minus a coordination deduction of CHF 25'725 (2023 data).

Old-Age Benefits (Men 65 / Woman 64)

Old-Age Pension: dependent on the endowment capital. Annual saving contributions: employee can choose 3 different saving scales below while employer contribution remains unchanged. By default, all new hires will be put into the Standard savings scale unless you complete the **election form** to indicate otherwise. The election form must be completed and emailed it to AXA directly within 30 days from your hire date. You will have the opportunity to change your saving scale in November for the following year.

Age	in % of insured salary						
	Employee "Standard"	Employee "Medium"	Employee "High"	Employer for all plans	Total "Standard"	Total "Medium"	Total "High"
25-34	3.0%	5.0%	7.0%	7.0%	10.0%	12.0%	14.0%
35-44	3.9%	6.9%	8.9%	9.1%	13.0%	16.0%	18.0%
45-54	5.4%	8.4%	12.4%	12.6%	18.0%	21.0%	25.0%
55+	6.3%	10.3%	14.3%	14.7%	21.0%	25.0%	29.0%

Additional Voluntary Contributions (AVC)

In addition to the regular retirement savings specified in the pension plan rules, insured employees can pay additional contributions into the pension plan on a voluntary basis if there is a funding gap. For the payment to be tax-deductible within the current year, the amount has to arrive in the pension fund's account before year end. *Please note: If you opt for a purchase, you are not allowed to withdraw the accrued pension assets as a lump sum within the next three years.*

Survivor Benefits

In case of death due to sickness or accident

- Widow's/life partner's pension: 40% of the insured salary
- Orphan's pension: 12% of the insured salary
- Additional death lump sum: 200% of the insured salary +100% of purchases executed

Disability Benefits

In case of disability due to sickness or accident

- Disability pension: 60% of the insured salary
- Disabled person's child pension: 12% of the insured salary
- Waiting period pensions: 24 months
- Waiting period for exemptions of contributions: 3 months

Additional Voluntary Contribution (AVC) Fact Sheet

Plan Surveys (Standard / Medium / High)

All employees are insured for occupation accidents and illnesses through Zürich. Employees who work more than 8 hours per week are also covered for non-occupational accidents. Splunk pays 100% for occupational and non-occupational accident insurance. Insurance cover

ACCIDENT INSURANCE

**COMPLEMENTARY
ACCIDENT
INSURANCE**

beings on the date of commencement of working for Splunk. For employees who have a gap between their leaving and the next employment, the insurance cover ends 31 days after cessation of their entitlement to at least half the salary.

Insured Annual Salary

OASI salary with minor differences (max CHF 148'200)

- Medical expenses / care benefits
- Medical treatment, general ward in case of hospitalization
- Medical aid equipment as per specification
- Rescue/transport/salvage/search costs
- Damage to property in connection with bodily injury (e.g. artificial limbs)
- Body transport and funeral costs

Daily Allowance

80% of the insured salary from the 3rd day until commencement of the payment of disability pension.

Disability Pension

80% of the insured salary in case of full disability; together with the disability pension of the federal IV max. 90% (complementary pension).

Compensation for Pain and Suffering from Permanent Injuries

Lump sum benefits (max. 1-time maximum salary) depend on the severity of the physical handicap.

Survivor's Pension

- Widows or widower: 40% of the insured salary
- Half orphans: 15% of the insured salary
- Full orphans: 25% of the insured salary (No more than 70% in total)

To file an accident claim, please click [here](#) and enter the policy number when prompted: LAI policy #:16.257.396 and Supplementary LAI policy #:16.257.397

Accident Policy

All employees are automatically enrolled in complementary accident insurance through Zürich. Splunk pays 100% of UVG salary and surplus salary.

Insured Annual Salary: CHF 400'000

UVG Salary: OASI salary with minor differences (max CHF 148'200)

Surplus Salary: OASI salary minus UVG salary, up to max salary per person CHF 400'000

Medical expenses / care benefits (in addition to UVG)

- Medical treatment, private ward in case of hospitalization
- Auxiliary devices as per specification
- Rescue/transport/salvage/search costs
- Damage to property in connection with bodily injury (e.g. artificial limbs)
- Body transport and funeral costs

Daily Allowance

	<p>80% of the surplus salary from 31st day until commencement of payment of disability pension</p> <p><u>Lump Sum in Case of Disability</u></p> <ul style="list-style-type: none"> • 1-fold UVG salary with maximum progression 350% • 1-fold surplus salary with maximum progression 350% <p>Complementary Accident Policy</p>
<p>SICKNESS INSURANCE</p>	<p>All employees are covered for sickness insurance through Zürich on their date of hire as long as you are fully fit to work. The benefit provides loss of earnings caused by disability to work as a result of illness. Splunk pays 100% of the premium for this benefit.</p> <p><u>Insured Annual Salary – OASI Salary</u></p> <ul style="list-style-type: none"> • Max salary per person, CHF 400'000 <p><u>Daily Allowance - Illness</u></p> <ul style="list-style-type: none"> • 80% of the insured salary after expiry of waiting period • Waiting period: 30 days per case • Duration of benefits, 700 days <p>To file a sickness claim, please click here with policy #:16.257.398</p> <p>Sickness Policy</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> <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

<p>PAID HOLIDAYS</p>	<p>You are entitled to statutory holidays observed in Switzerland. To view a list of holidays, please refer to Splunk' holiday schedule.</p>
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<p>ANNUAL LEAVE</p>	<p>In addition to the usual public holidays, you are entitled to twenty-five (25) vacation days per year. The vacation year runs from January through December and its expected you take your full annual vacation within the calendar year in which it has been earned.</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>Switzerland Time Off Program</p>
<p>SICK TIME</p>	<p>You are entitled to up to a maximum of five (5) working days paid absence in any calendar year. You are required to submit time off via Workday. For details, please visit the link below.</p> <p>Switzerland Time Off Program</p>
<p>SICK LEAVE</p>	<p>If you are absent for three (3) or more consecutive days, a medical certificate is required. Further medical certificates may be required for the remainder of the period of absence. If you are absent from work for more than one (1) day, you should keep your manager and SPOT updated during the entire period of sickness. You should contact your manager and report sick time by submitting a Time Off Request upon return to work.</p>
<p>BEREAVEMENT</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>
<p>MARRIAGE LEAVE</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>
<p>LEAVES OF ABSENCES</p>	<p>For leaves of absences, including maternity, paternity, and military/reservist leave, please submit a Leave Request.</p>

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:

<p>Group Insurance (i.e. accident, sickness, and retirement)</p>	<p>Time Off (i.e. annual leave, leave of absences, and sick)</p>	<p>Portals/Websites</p>
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<p>Willis Towers Watson (Accident & Sickness) Guillaume Pache Guillaume.Pache@wtwco.com +41 (0) 22 309 39 52</p> <p>Willis Towers Watson (Retirement) Christian Guntern Christian.Guntern@wtwco.com +41 44 804 20 68</p> <p>Willis Towers Watson (Retirement) Kimberely Gleeson Kimberley.Gleeson@wtwco.com +41 43 488 44 26</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>Splunk Service Portal</p>
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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.