

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 Splunkers with a work contract are eligible as of date of hire. There is a six (6) month waiting period before contributions starts on the employer-sponsored pension scheme.</p> <p>Benefits will terminate upon separation from Splunk.</p>
COST	<p>Splunk pays 100% of the premiums for Life, Pension, Family Planning, BTA, and Modern Health plans.</p>
ENROLLMENT & CHANGES	<p>You can login to Splunk BenefitsHub (via Okta) to enroll in the Splunk Pension Plan and/or select to save for retirement by participating in the Splunk Direct Insurance. The deadline to enroll in benefits is the first of every month.</p> <p>You will be automatically enrolled in the Life Insurance, Family Planning, BTA, and Modern Health plans.</p>

Financial

PENSION	<p>Splunk provides an employer-sponsored pension scheme through Allianz Lebensversicherungs-AG.</p>
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**DIRECT
INSURANCE**

Splunk contributes 6% of pensionable salary per month. The plan provides a lump sum of accrued contributions (incl. surplus) at retirement date (or an optional monthly pension). Splunkers 23 or older who have completed the probationary period (6 months) are eligible for the pension plan. Once you have exhausted six (6) months' waiting period, please complete and return the forms below to our local benefits broker, **Profion**. The entitlement becomes vested after three years.

The plan also provides:

- **Survivors benefits before retirement:** refund of contribution
- **Survivors benefits after retirement:** pension guarantee period of 15 years; a retiree has a lifelong entitlement to a pension benefit. If you die after having drawn retirement benefits in the form of an annuity, but prior to the expiry of 15 years from the date of retirement, the spouse or registered partner with whom a valid marriage or registered partnership exists at the time of your death, will receive a single survivor's lump sum.

Splunk offers a direct insurance/salary sacrifice scheme through Allianz Lebensversicherungs-AG.

You may contribute up to 8% of the Social Security Ceiling (SSCC) per month tax free. Splunk matches 15% of the salary sacrifice, up to 4% of the SSCC, if you earn within the SSCC. There will be no matching if you earn above the SSCC.

The plan also provides:

- Survivors benefits before retirement: refund of policy value
- Survivors benefits after retirement: pension guarantee period of 15 years

Direct Insurance Policy

LIFE INSURANCE

Splunk provides life and AD&D coverage through GBG Insurance to protect you and your loved ones in the case of unexpected loss.

- Term Life Insurance: 2x annual earnings, up to a max of USD 500,000
- Accidental Death and Dismemberment (AD&D) Insurance: 2x annual earnings, up to a max of USD 500,000

For coverage more than USD 500,000, you will need to complete and return a medical underwriting form. For details, please visit the link below.

GBG Insurance Policy

Splunkers hired on **1 September 2021** and onward have life insurance through elipsLife.

- Additional death lump-sum amounting to 200% of the annual salary, but not more than € 170,000

DISABILITY

For Splunkers hired on **31 August 2021** and before, the disability coverage is through Allianz Lebensversicherungs-AG.

- Disability benefits: waiver of premium plus a monthly disability pension amounting to the guaranteed monthly old age pension

	<p>For Splunkers hired on 1 September 2021 and onward, disability is through elipsLife.</p> <ul style="list-style-type: none"> Disability benefits: Occupational disability lump sum amounting to 200% of the annual salary, but not more than € 170,000
<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>MEAL ALLOWANCE</p>	<p>A meal allowance of €55 per month will be issued on your paycheck.</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 Germany. To view a list of holidays, please refer to Splunk' holiday schedule.</p>
<p>ANNUAL LEAVE</p>	<p>In addition to the usual public holidays, you are entitled to 30 days of vacation time off per year; twenty (20) days per statutory provisions (i.e. "Statutory Time Off") and ten (10) days contractual (i.e. "Supplemental Time Off"). The vacation year runs from 1 January until 31 December. Vacation leave is expected to be taken within the vacation year in which it is earned. Earned but unused vacation is carried over to the next calendar year through the below expiration dates.</p> <ul style="list-style-type: none"> Existing Splunkers: Carryover is allowed through 31 March. Any unused vacation from the prior year will be forfeited. New Hires Hired the First Half of the Year (1 January – 30 June): Carryover is allowed through 31 March of the following year. Any unused vacation from the prior year will be forfeited. New Hires Second Half of the Year (1 July – 31 December): Carryover is allowed through 31 December of the following year. Unused vacation from the prior year will be forfeited. <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</p>

SICK	<p>prior approval. You are required to submit information regarding his/her use of annual leave through Workday. For details, please visit the link below.</p> <p>Germany Time Off Program</p>
	<p>Once you have completed 4 weeks of employment, you are entitled to mandatory sick pay of 100% of wages from Splunk during the first six (6) weeks of the same illness. If the sickness exceeds the 6-week period, you are entitled to receive sickness allowance (Krankengeld) paid by the statutory health insurance scheme.</p> <p>Splunkers taking sick time must contact their manager the morning of the sick day and initiate the request for approval by their manager in Workday upon return to work. For absences that are three (3) or more consecutive work days, you must submit a Leave Request. If you are sick and participate in the statutory health insurance scheme an electronic certificate will be sent to Splunk automatically. If you have private healthcare, are caring for a sick child, visiting a private physician, or travelling abroad you will need to provide medical certification to SPOT. For details, please visit the link below.</p> <p>Germany Time Off Program</p>
BEREAVEMENT	<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>
MARRIAGE LEAVE	<p>Splunk offers up to two (2) days 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	<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:

Group Insurance (i.e. retirement)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
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<p>Profion Michael Rath Michael.rath@profion.de +49 89 388 372 701</p> <p>Svetlana Dubava Svetlana.dubava@profion.de</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>Splunk BenefitsHub</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.