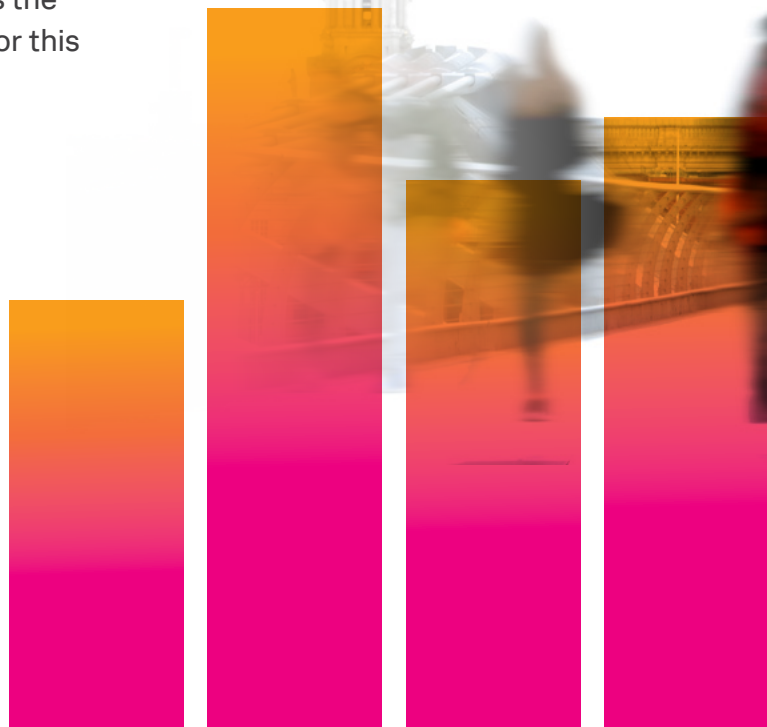


Splunk UK Gender Pay Gap Report

As the world continues to digitise and technology capabilities are introduced at breakneck speed, successful organisations must embrace greater diversity in order to be successful. Diversity fuels greater innovation, a more competitive edge and helps attract, retain and develop a workforce that contributes to greater equity. It also paves the way for positive and sustainable change for this generation and for those who follow.

APRIL 2022



Splunk supports the UK government's focus on gender pay and its effort to bring attention to this important issue as an additional indicator of gender diversity within the workforce. We are committed to increasing representation and retention for all underrepresented groups, narrowing opportunity gaps and finding new ways to increase equity for all. While we recognize that there is a lot to learn, we are excited about the future and our potential to help build a more inclusive and equitable workplace, industry, and world so that everyone thrives in the Data Age.

The UK government's Gender Pay Gap reporting legislation requires all employers in the UK with 250 or more employees to publish statistics on pay, bonus pay and pay distribution at a specific snapshot date each year. Splunk's analysis reflects the government's methodology — using hourly rates of pay as of the snapshot date of April 5, 2021, bonuses paid in the 12 months up to April 5, 2021, and organisation demographics for April 5, 2021. The statistics reported are referred to as the gender pay gap.

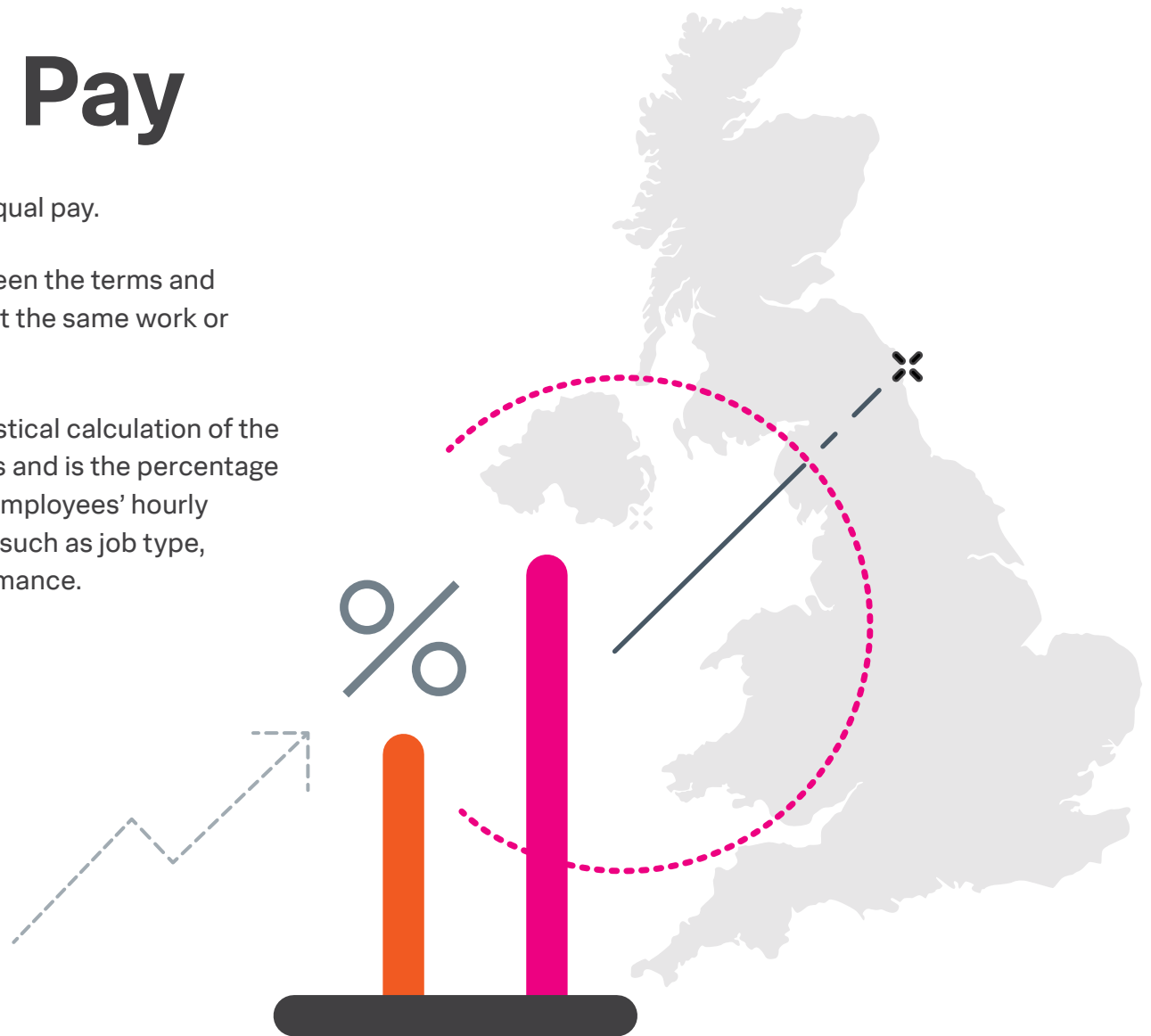


Our commitment to diversity, equity and inclusion is critical in fulfilling our vision to deliver clarity, accelerate positive change, strengthen and lift up communities, and create a more just world. Data illuminates the path to achieve our diversity, equity and inclusion goals so that all Splunkers can feel safe and thrive.”

Equal Pay vs. Gender Pay

The gender pay gap is not the same as equal pay.

- Equal pay is a direct comparison between the terms and conditions of two people who carry out the same work or work of equal value.
- The gender pay gap is based on a statistical calculation of the whole UK company across all job levels and is the percentage difference between men and women employees' hourly earnings independent of other factors such as job type, job level, job location, tenure or performance.



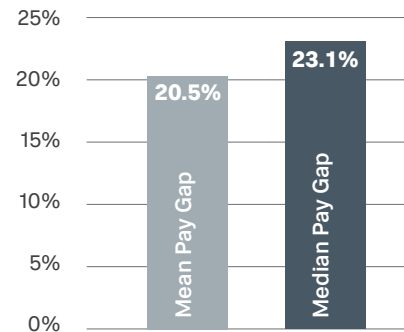
The Numbers **for Pay**

Splunk UK's pay gap continues to be largely driven by the fact that we have more men than women in senior leadership, sales and technical roles which are more highly compensated, based on market rates. This disparity is highlighted in our quartile distribution and is the main contributor to our pay and bonus gap.

For the reporting year 2020-2021, Splunk's mean pay gap in the UK has increased by 4.2% from 2019 – 2020 from 16.3% to 20.5%. Splunk's median pay gap remained relatively steady, decreasing slightly from 23.6% to 23.1%.

The increase in the mean generally reflects an increase in men in sales roles within our UK business. Our median pay gap, as in 2019-2020, may reflect the higher distribution of men in sales and technical roles and women in non-sales and non-technical roles within our UK business. As of April 2021, women represented 20.5% of the top earners (those in the upper quartile) at Splunk UK as compared to 22.6% in 2020.

Splunk UK Pay Gap



Shows the difference between the average hourly pay of all men and women employees. Does not consider an employee's job type, job level, tenure or performance, or their influence on pay.

Pay Quartiles

Pay Quartile	MEN	WOMEN
Upper	79.5%	20.5%
Upper-Mid	82.4%	17.6%
Lower-Mid	72.1%	27.9%
Lower	53.0%	47.0%

Proportion of men and women in each of four equally-sized pay quartiles, based on ranking employees from highest to lowest by hourly rate of pay.

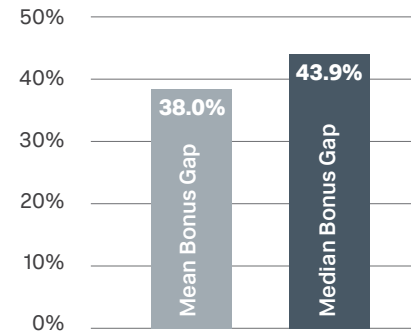
Splunk UK has a smaller number of women in higher-paid senior leadership, sales and technical roles which have a higher market rate.

The Numbers **for Bonus**

In line with market practice, employees at more senior levels have a larger percentage of their pay tied to variable and equity compensation. A greater number of men at Splunk UK align to commission-based sales incentive programs, which offer greater upside than our other bonus programs. As a result of this, along with an increase in the number of men in sales roles, Splunk UK's mean bonus gap widened.

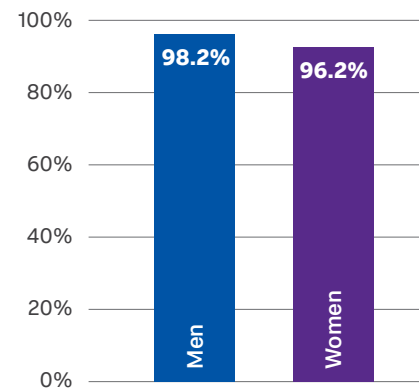
Splunk offers a bonus program for employees at all job levels which accounts for our high inclusion rate in our bonus distribution statistics.

Splunk UK Bonus Gap



Shows the difference between the average bonus pay of all men and women employees. Does not consider an employee's job type, job level, tenure or performance, or their influence on pay.

Employee Bonus Distribution



Proportion of employees at Splunk UK who received a bonus.

Workforce

Our People

Hiring Process

In addition to using tools like Textio to mitigate unconscious bias from our job descriptions, our recruiting team has partnered with 40+ colleges and universities and participated in over 75 events across AMER, EMEA and APAC to improve the hiring of more under-represented groups, notably LGBTQ+ and female talent.

DISCO

Since 2018, we've established accountability via our company-wide Diversity and Inclusion at Splunk Council (DISCO), which brings together executive and functional leaders within Splunk to execute on our strategic diversity plan and to share data.

Workforce Representation Data

Since 2018, Splunk has publicly reported our global gender data. In 2019, our focus was to increase our gender representation across the globe. And in 2020, we are pleased to report we achieved this goal with the representation of people identifying as women at Splunk increased overall, especially in leadership and people manager roles. We also expanded on growing a diverse workforce — nurturing our culture of inclusion in the workplace.

We are proud to share that in 2020 Splunk was acknowledged as Fortune's Best Workplaces for Women 2020, and Great Place to Work's Best Workplaces for Parents 2020.



Workplace

Our Culture

Breaking Bias Training

We continue our partnership with the NeuroLeadership Institute (NLI) to develop a robust unconscious bias training program for all new Splunk employees.

Global Family Benefits

Splunk believes that fertility care is an essential part of every health plan and in support of carers and potential carers, we provide a comprehensive fertility and parenting benefit through Carrot. It is available to eligible employees and their spouse/domestic partner regardless of sexual orientation or gender identity.

Family Leave Benefits

Splunk UK has family leave benefits that support and assist parents.

Time Off and Flexibility

It became clear early on in the pandemic that supporting employees was going to mean more than just providing resources and clearly communicating. During this time Splunk introduced Pandemic PTO, 30 paid pandemic days to cover both the time needed to care for children and family as well as other unforeseen events during the pandemic. Splunk also added 4 paid “Rest Days” globally to allow employees to take a company-wide break.

Employee Resource Groups (ERGs)

Our employee resource groups help us drive change at the grassroots level and offer Splunkers support, community and belonging. Womxn+ at Splunk is an expanded ERG that focuses on broadening inclusion at Splunk to engage women, nonbinary people, women of color and allies. Its mission is to attract more women to roles at Splunk and to retain and develop women at all levels. In addition, the following ERGs provide community and a sense of belonging for their members: BEAMs (Black Employees and Mentors and allies), Somos (LatinX employees and allies), Natives (Native American and allies), Pilipinx (Filipino and allies), Pride, Veterans, Disabled=True and Neurodiversity.



Our Communities

Beyond improving our workforce numbers and culture, our Executive Staff signed a commitment to improve racial equity and social justice for all partnering with customers, communities, and other key stakeholders to advocate, activate and accelerate lasting change.

Leveraging Splunk for Social Good

As the social impact extension of Splunk, Splunk for Good uses a multifaceted corporate impact model combining Splunk technology, education and training, and employee volunteer and giving programs to engage communities globally. We engage with a diverse group of nonprofits and organizations, including those managed by women. Splunk also supports women-focused initiatives, through social impact programs and resources that include corporate strategic giving Splunk matching funds, volunteer time off, Splunk impact technology development, Splunk product donations and Splunk Workforce Development training.

Community and Industry Groups

Splunk partners with several community and industry groups, including AWS Re:start and the Prince's Trust, Codebar and European Women in Technology.




Statutory Declaration

We confirm that Splunk has produced its Gender Pay Gap calculations in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the calculations are accurate at the time of publishing.



Kristen Robinson, Chief Human Resources Officer, Splunk, Inc.



Tim Emanuelson, Director, Splunk Services UK Limited



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