

Q: What is the Ethics and Compliance Hotline?

A: Splunk's Ethics and Compliance Hotline is available for you to ask questions and report any concerns about potential issues arising from Splunk's Code of Business Conduct and Ethics.

Q: Are concerns raised through the Hotline confidential?

A: You can raise a concern through the Hotline by making a phone call or by submitting information in writing. All calls and reports to the Hotline are confidential and may be made anonymously, where permitted by local law. Keep in mind that in some circumstances, it might be difficult or even impossible for Splunk to thoroughly investigate anonymous concerns. Splunk encourages you to share your identity when reporting a concern. Regardless of how you submit them, Splunk encourages you to raise concerns, and does not tolerate retaliation against those who do so.

Q: What happens after I report through the Hotline?

A: Once you report a concern or ask a question your report will be reviewed by Splunk's Compliance team. You will receive a Report Key and a Password which you may use to check the status of your report, provide additional information, or respond to any questions from the Compliance team. Please take care to keep your Report Key and Password in a safe place, as you'll need them to access your report after filing it.

Q: What if I think I am being retaliated against for reporting a concern?

A: Splunk does not tolerate retaliation. We seek to provide a safe, healthy, and productive workplace. Splunk prohibits retaliation against any employee who in good faith reports or participates in an investigation of a possible violation of our Code of Business Conduct and Ethics or other Splunk policy.

Q: May I report using either the Internet or the telephone?

A: Yes. You may file a confidential, anonymous report by telephone or web, as permitted by local law.

Q: What type of situations should I report?

A: Splunk's Ethics and Compliance hotline is designed to allow individuals to report potential violations of Splunk's Code of Business Conduct and Ethics, or any other questions or concerns you may have.

Q: If I see a violation, shouldn't I just report it to my manager, security, or human resources and let them deal with it?

A: If you observe behavior that concerns you, or that may represent a violation of our Code of Business Conduct and Ethics, a corporate policy, or a law or regulation, you have several options for raising issues and concerns. You may contact any of the following:

- Your manager
- Our Legal Department
- Any senior personnel in Finance
- Human Resources
- Our Ethics and Compliance Hotline: splunk.ethicspoint.com

Q: If I make a report by calling the Hotline or by submitting a report online, can I remain anonymous?

A: Yes, as permitted by local laws.

Q: What if I make a report about a suspected violation and I am wrong?

A: If you made the report in good faith and if you believe that the information you provided is accurate, you will not be subject to disciplinary action. You do not need to be right—but you do need to be truthful and believe that a violation may have occurred.