



SPLUNK INC.

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER

(as amended December 10, 2020)

PURPOSE

The purpose of the Nominating and Corporate Governance Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Splunk Inc. (the “**Company**”) shall be to review and make recommendations to the Board, as necessary, on matters concerning corporate governance; Board composition; identification, evaluation and nomination of director candidates; Board committees; conflicts of interest; and any related matters required by the applicable laws.

In furtherance of these purposes, the Committee will undertake those specific duties and responsibilities listed below and such other duties as the Board may from time to time prescribe.

MEMBERSHIP

The Committee members shall be appointed by, and shall serve at the discretion of, the Board. The Committee shall consist of no fewer than three members of the Board. The Board may designate one member of the Committee as its chair. The Committee may form and delegate authority to subcommittees when appropriate. Members of the Committee shall be deemed “Independent Directors” as defined by the listing standards of the Nasdaq Stock Market, Inc. (the “**Nasdaq Rules**”).

RESPONSIBILITIES AND DUTIES

The responsibilities and duties of the Committee shall include:

Corporate Governance Generally

- Reviewing annually any corporate governance guidelines approved by the Board to ensure that they remain relevant and are being complied with, recommending changes to the Board as necessary;
- Reviewing proposed changes to the Company’s Certificate of Incorporation and Bylaws and making recommendations to the Board;
- Determining the manner in which stockholders may send communications to the Board (as a whole or individually), as well as the process by which stockholder communications will be relayed to the Board and what the Board’s response, if any, should be;
- Reviewing governance-related stockholder proposals and recommending Board responses;
- Overseeing compliance by the Board and its committees with laws and regulations applicable to subject matter of the Committee’s responsibilities under this charter, including those promulgated by the Securities and Exchange Commission and the Nasdaq Rules;
- Providing oversight of the Company’s stockholder engagement program;
- Reviewing its own charter and processes and recommending any proposed changes to said charter and processes to the Board on an annual basis;

- Overseeing and reviewing the Company’s environmental, social and governance (“ESG”) activities, programs and public disclosure, including in light of any feedback received from stockholders of the Company ;

Board Composition, Evaluation and Nominating Activities

- Overseeing the Board evaluation process including conducting periodic evaluations of the performance of the Board as a whole and each Board committee and evaluating the performance of Board members eligible for re-election;
- Reviewing and making recommendations to the Board regarding the composition, leadership structure and size of the Board and determining the relevant criteria (including any minimum qualifications) for Board membership, which may include issues of character, integrity, judgment, diversity, age, independence, skills, education, expertise, business acumen, business experience, length of service, understanding of the Company’s business, other commitments and the like;
- Establishing and reviewing periodically procedures for the submission of candidates for election to the Board (including recommendations by stockholders of the Company);
- Establishing procedures for identifying and evaluating nominees for Director;
- Reviewing and recommending candidates for election to the Board at the annual meeting of stockholders in compliance with the Company’s policies and procedures for consideration of Board candidates;
- Reviewing and making recommendations to the Board whether to accept or reject a director’s resignation, or take other action, in the event an incumbent director fails to receive the required vote for re-election at a meeting of the Company’s stockholders as specified under the Company’s Bylaws and corporate governance guidelines;
- Identifying, considering and recommending candidates to fill new positions or vacancies on the Board; in performing these duties, the Committee shall have the authority, at the Company’s expense, to retain and terminate any search firm to be used to identify Board candidates and shall have authority to approve the search firm’s fees and other retention terms;
- Reviewing the disclosure included in the Company’s proxy statement regarding the Company’s nomination process;
- Making recommendations for continuing education of Board members;
- Evaluating and recommending to the Board the “independence” of directors and nominees for directors against the independence requirements promulgated by the Nasdaq rules and the applicable rules and regulations promulgated by the Securities and Exchange Commission and other applicable laws;

Board Committees

- Periodically reviewing the composition of each Board committee and making recommendations to the Board for the creation of additional Board committees or dissolution of Board committees;
- Annually recommending to the Board persons to be members and chairs of the various Board committees;

Conflicts of Interest and Compliance

- Reviewing and approving the Company's Code of Business Conduct and Ethics;
- Reviewing and approving the Company's Insider Trading Policy;
- Considering questions of possible conflicts of interest of Board members and of corporate officers; and
- Reviewing actual and potential conflicts of interest of Board members and corporate officers, other than related party transactions reviewed by the Audit Committee, and approving or prohibiting any involvement of such persons in matters that may involve a conflict of interest or taking of a corporate opportunity.

In performing its duties, the Committee shall have the authority, at the Company's expense, to retain, hire, and obtain advice, reports or opinions from internal or external legal counsel and expert advisors.

MEETINGS

The Committee will meet as often as may be deemed necessary or appropriate, in its judgment, in order to fulfill its responsibilities. The Committee may meet either in person or telephonically, and at such times and places as the Committee determines. The Committee may establish its own meeting schedule, which it will provide to the Board. The Committee may invite to its meetings other Board members, Company management and such other persons as the Committee deems appropriate in order to carry out its responsibilities.

MINUTES

The Committee will maintain written minutes of its meetings, which will be filed with the minutes of the meetings of the Board.

REPORTS

The Chair of the Committee shall make regular reports to the full Board on the actions and recommendations of the Committee.

COMPENSATION

Members of the Committee shall receive such fees, if any, for their service as Committee members as may be determined by the Board in its sole discretion.