



THE CUSTOMER SUCCESS PLATFORM

SIGNATURE ACKNOWLEDGEMENT FOR:

✓ **Conflict of Interest Disclosures**

✓ **Outside Business Activities Approvals**

As required per the Salesforce [Global Code of Conduct](#), I have disclosed all potential or apparent conflicts of interests to my manager and, where appropriate, disclosed to the Office of Global Ethics & Integrity via the [Conflict of Interests form](#). A conflict of interest is any situation where your personal interests may be contrary -- or perceived to be contrary to -- the company's best interests. A very broad range of situations may result in a real or perceived conflict of interest, including for example opportunities for gain or advantage through family or other personal relationships. The more transparent you are about identifying potential conflicts, the more effectively the conflict can be avoided and/or managed. Please review the Conflict of Interest form to determine whether any actual or appearance of a conflict exists and disclose accordingly.

Salesforce expects employees to devote their full professional energies to their work at Salesforce. Therefore, within 7 days of starting my employment at Salesforce, I will request approval for any of the following that apply via the Outside Business Activities Portal. (Portal access is restricted to employees, and will be provided during onboarding.)

- Any activities for which I receive any type of compensation (including equity).
- Any activities related to a for-profit entity, or if not a legal entity, where the organization's goal is making money.
- Any teaching or speaking engagements not related to my Salesforce role.
- Any compensated or uncompensated Advisory Board or Board of Directors positions, whether the organization is a for-profit or non-profit entity.
- Any activity that would typically occur during my normal working hours.

Candidates should decide whether or not to accept Salesforce's offer of employment with the understanding that their Outside Business Activity request may be declined if the Salesforce Legal Dept. determines that it creates a conflict of interest, competitive risk, intellectual property or confidentiality issue, etc.

Employee's Signature: signHere1

Date: dateSigned1

Employee's Printed Name: fullName1

Please sign and return this Signature Acknowledgement to Employee Success.