



APPLICANT NONDISCLOSURE AGREEMENT

Thank you for your interest in Confluent ("Confluent," "we," "our," or "us"). During the recruiting process, you may learn non-public information about Confluent, Inc., its business, affiliated entities, products, partners, customers, or people. This information is disclosed to you with the understanding that you will hold it in confidence and in compliance with the terms of this Nondisclosure Agreement ("Agreement"). Please observe the following terms:

1. **"Confidential Information"** means any non-public information you receive or are exposed to through your interactions with Confluent. At a minimum, Confidential Information includes information which a reasonable person would consider to be confidential. Examples of such non-public information include business information (e.g., technical drawings, algorithms, know-how, formulas, processes, ideas, inventions, schematics, and other details regarding our people, partners, products, services, or intellectual property) and financial information (e.g., forecasts, strategies, pricing, customers, revenues, and information regarding our capitalization, equity, shareholders, and valuation). Confidential Information may not always be identified as confidential at the time of disclosure, and may be presented to you in written, verbal, visual, or other form.
2. **Restrictions on Use and Disclosure of Confidential Information.** We are not obligated to provide you any Confidential Information. However, if we do, you agree to hold all such Confidential Information in confidence and to take any necessary precautions to protect it from wrongful disclosure. You also agree that you will not:
 - a. disclose Confidential Information to any other person or company;
 - b. use Confidential Information for any purpose other than to evaluate a potential employment opportunity with us;
 - c. copy or reverse engineer any Confidential Information; or
 - d. export or re-export any Confidential Information.
3. **"As Is".** Confidential Information is provided on an "*as is*" basis without warranty of any kind. The Confidential Information you receive may be incomplete, inaccurate, or unsuitable for any particular purpose.
4. **Return of Confidential Information.** If we ask you to return or destroy any Confidential Information, you agree that you will promptly do so and provide written confirmation that you have fulfilled our request.
5. **No Employment Relationship.** This Agreement does not form an employment relationship between you and us, nor does it require either you or us to proceed with any relationship, employment or otherwise.
6. **Right to Relief.** Any violation of this Agreement may cause us irreparable harm for which there is no adequate remedy at law and we may seek equitable relief in addition to any other rights or remedies available to us.
7. **Governing Law.** This Agreement is governed by the laws of the State of California and any claim or cause of action relating to this Agreement will be brought in the courts located in Santa Clara County, California. You understand that you are waiving your right to object to appearing in such courts. The prevailing party in any action to enforce this Agreement shall be entitled to recover, from the other, all costs incurred.
8. **Miscellaneous.** If a court finds that any provision in this Agreement is illegal, invalid, or unenforceable, such provision shall be limited or eliminated to the minimum extent necessary to enable this Agreement to otherwise remain in full force and effect. This Agreement supersedes all prior discussions and agreements between you and us on this topic. This Agreement may only be modified by written agreement between you and us. Electronic signatures to this document are valid. Any waiver of this Agreement must be in writing and signed by an authorized representative; no failure or delay in enforcing any right will be deemed a waiver.

Confluent, Inc.

Candidate ("you")

A handwritten signature in blue ink, appearing to read "Cheryl Dalrymple".

Cheryl Dalrymple

Name: Sshantanu Agarwal

Chief People Officer, Confluent, Inc.

Date:

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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

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Required hardware and software

Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari®, 3.0 or above (Mac only)
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Screen Resolution:	800 x 600 minimum
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