Schedules of Selected Environmental and Social Metrics

Salesforce, Inc.

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FORWARD LOOKING INFORMATION

These schedules of Selected Environmental and Social Metrics contains words such as "expect," "anticipates," "aims," "projects," "intends," "plans," "believes," "estimates," "assumes," "may," "will," "should," "could," "would," "potential," "forecasts," "predicts," "targets," "commitments" and "goals" variations of such words and similar expressions. These words are intended to identify such forward-looking statements, which may consist of, among other things, trend analyses and statements regarding future events, future financial and climate performance and achievement of stated goals, performance, anticipated growth, industry prospects, our business plans and growth strategy, our commitments, goals, aims or aspirations regarding environmental social and governance matters, including climate change and diversity and inclusion, our strategies, expectations or plans regarding our investments, including strategic investments or future acquisitions, our beliefs or expectations regarding our competition, our intentions regarding use of future earnings or dividends, our expectations regarding the Restructuring Plan, including with respect to timing or costs, our expectations regarding investing in human capital and technology or our beliefs or expectations regarding working capital, capital expenditures, debt maintenance or commitments. These forward-looking statements are based on current expectations, estimates and forecasts, as well as the beliefs and assumptions of our management, and are subject to risks and uncertainties that are difficult to predict, including: potential economic downturn and climate change. The achievement or success of the matters covered by such forward-looking statements involves risks, uncertainties and assumptions. We continually review emissions quantification methodologies and are committed to implementing best practice quantification methodologies. Any changes in methodology may result in material changes to our calculations and may result in the current and previous periods, including our base year, to be adjusted. These and other risks and uncertainties may cause our actual results to differ materially and adversely from those expressed in any forward-looking statements. Readers are directed to risks and uncertainties identified in the "Risk Factors" section and elsewhere in our Annual Report on Form 10-K ("Form 10-K"), filed with the Securities and Exchange Commission ("SEC") on March 6, 2024, for additional detail regarding factors that may cause actual results to be different than those expressed in our forward-looking statements. Except as required by law, we undertake no obligation to revise or update publicly any forward-looking statements for any reason.

MANAGEMENT'S DISCUSSION OF SELECTED ENVIRONMENTAL AND SOCIAL METRICS

Purpose of this document

Salesforce, Inc. ("Salesforce", "we", "us", "our") believes that values drive value, and that along with our Profitable Growth strategy of driving sustainable top line and bottom line progression, effectively managing our priority Environmental, Social, and Governance ("ESG") topics will help create long-term value for our investors. Our core values of Trust, Customer Success, Innovation, Equality and Sustainability guide us as we operationalize these values across our company. Transparency is a key pillar of our commitment to ESG excellence. We believe companies should clearly report progress and consistently communicate decision-useful information on ESG topics to their key stakeholders. Our belief is that comparable, consistent, and verified ESG disclosure is critical to understanding the long-term health and resilience of a business.

The purpose of this document is to report on and provide transparency into our calculation methodologies for selected ESG metrics, some of which are subject to a limited assurance third party review by Ernst & Young LLP ("EY") (see Independent Accountants' Review Report at pg. 7) and to provide a brief commentary on our results relative to our key environmental and social goals. Metrics included in this document have been determined based on ESG materiality assessments and alignment to our core values of equality and sustainability. We have structured this document in a manner similar to our Form 10-K, which includes a brief overview of our key programs and goals, selected schedules detailing our key metrics, and footnotes that provide transparency into our calculation methodology.

This document should be read in conjunction with our existing disclosures on our longstanding ESG programs, which include more comprehensive reporting of our risks, overall strategy, governance structures, goals and results, which can be found on our website, in our annual Stakeholder Impact Report, our Climate Action Plan, our Task Force on Climate-Related Financial Disclosures ("TCFD") report, our Form 10-K and our Proxy Statements. This document and the content of the various websites referenced throughout this document are not incorporated by reference and do not constitute a part of any filing we have made or will make with the SEC, regardless of any general incorporation language in such filing.

Environment Overview

Salesforce envisions a net zero, nature positive future for all. We operationalize sustainability into core business decisions, supported by rigorous data, to drive efficiency and innovation. Our integrated sustainability strategy can be found at salesforce.com/sustainability.

During the fiscal year ended January 31, 2024, we maintained our achievement of three key targets:

1. Maintain net zero residual emissions across our full value chain. That means we purchase carbon credits equivalent to Salesforce's residual scope 1, 2, and 3 emissions. See our Sustainability FAQs for more about what net zero residual emissions means to Salesforce.
2. Procure electricity or renewable energy certificates from renewable energy resources equivalent to 100 percent of the electricity we used globally, calculated based on the methodology described in Notes 7 and 8 to the Consolidated Statements of Environmental Metrics, respectively.
3. Reduce our scope 1 and 2 market-based method ("MBM") emissions by 50 percent ahead of our fiscal 2031 target

We also made progress against a number of other environmental targets included below.

Absolute Emissions Reduction and Science-Based Targets:

In fiscal 2019, we set science-based targets ("SBTs") formally with the Science Based Targets initiative ("SBTi") covering our greenhouse gas ("GHG") emissions. Our five-year SBT refresh will take place in fiscal 2025. These targets are intended to be consistent with reductions required to keep global warming to 1.5°C and include:

1. Reduce our scope 1 and scope 2 MBM GHG emissions by 50 percent by fiscal 2031 from a fiscal 2019 base year.
2. Reduce our scope 3 MBM GHG emissions from fuel and energy-related ("FERA") activities by 50 percent by fiscal 2031 from a fiscal 2019 base year.
3. Ensure that suppliers representing 60 percent of our applicable scope 3 location-based method ("LBM") GHG emissions, covering purchased goods and services, capital goods, upstream transportation and distribution, waste generated in operations, and upstream leased assets will set science-based targets by the end of fiscal 2025.

In fiscal 2022, within our Climate Action Plan, we announced our intentions to reduce our absolute emissions, defined as scope 1, scope 2 LBM, and scope 3 LBM emissions from a fiscal 2019 baseline, with science-based goals

of a 50 percent reduction in absolute emissions by fiscal 2031 and 90 percent reduction in absolute emissions by fiscal 2041.

In fiscal 2024, our progress towards our selected environmental targets were as follows (emissions figures in metric tons carbon dioxide equivalent ("mt CO_2e")):

		Fiscal year ended January 31,		
	Target	2024	2023	2019 (Base Year)
Net zero residual emissions target				
Net residual emissions	0	0	0	610,000
100 percent renewable energy target				
Percentage of total global electricity procured from renewable energy resources	100%	100.0 %	100.0 %	55.0 %
Absolute emissions reduction goal by fiscal 2031 (1)				
Scope 1 emissions		3,000	4,000	6,000
Scope 2 LBM emissions		315,000	280,000	322,000
Scope 3 LBM emissions		1,293,000	1,275,000	944,000
Total absolute emissions		1,611,000	1,559,000	1,272,000
Increase (reduction) from 2019 base year	(50)%	26.7 %	22.6 %	N/A
Science-based targets:				
Scope 1 & 2 MBM reduction target by fiscal 2031				
Scope 1 emissions		3,000	4,000	6,000
Scope 2 MBM emissions		75,000	67,000	181,000
Total Scope 1 and 2 MBM emissions		78,000	71,000	187,000
Reduction from 2019 base year	(50)%	(58.3)%	(62.0)%	N/A
Scope 3 FERA reduction target by fiscal 2031				
FERA MBM Scope 3 emissions not included in Scope 1 and 2		35,000	33,000	48,000
Increase (reduction) from 2019 base year	(50)%	(27.1)%	(31.3)%	N/A
Scope 3 supplier engagement target by fiscal 2025				
Percentage of applicable Scope 3 LBM emissions from suppliers with set SBTs (2)	60%	25.3 %	15.8 %	1.9 %

(1) The absolute emissions reduction goal of 50 percent is the near term fiscal 2031 target. The long term goal is 90 percent reduction in absolute emissions by fiscal 2041. Both of these goals are calculated from a 2019 base year and are only achievable with additional innovation and investment. See Climate Action Plan for more details.

(2) In fiscal 2023, we updated our supplier engagement target language with the SBTi to clearly identify the categories covered by this target.

In fiscal 2024 and 2023 we achieved 100 percent renewable energy and net zero residual emissions. Our net zero residual emissions calculation is based on the methodology described in Note 7 to the Consolidated Statements of Environmental Metrics and does not currently align with the SBTi's definition of Net-Zero as published in October 2021, which outlines that in order for a company to claim net zero GHG emissions they must (1) set and achieve various short and long term emissions targets aligned with 1.5°C global average temperature warming and (2) neutralize all residual emissions through carbon dioxide removals (carbon credits associated with projects that remove carbon dioxide from the atmosphere) after the short and long term emissions targets are achieved.

We support the SBTi's efforts and plan to achieve our near term absolute emissions reduction targets by fiscal 2031 and 2041, respectively, ten years earlier than recommended by the SBTi, and by transitioning our carbon credit portfolio from avoidance to removal carbon credits over the long term. This transition may result in increased costs and present challenges due to our expectation that there will be limited availability of high quality removal carbon credits relative to demand from corporate buyers.

In fiscal 2024 and 2023, we reported an increase in absolute emissions as compared to our base year of 26.7 percent and 22.6 percent, respectively. These increases, compared to the base year, are largely due to the continued growth of our business; as we grow, so do our expenditures and corresponding emissions. However, in fiscal 2024, we experienced a slowing in the growth of absolute emissions as a result of the Company's operational excellence initiative which lead to decreased expenditures.

Past emissions inventories have shown that the vast majority of our emissions occur in the upstream value chain, particularly in category 1 purchased goods and services. In an effort to improve the accuracy of our value chain emissions, we collected higher quality data with more specificity during fiscal 2024. As we transition to supplier-specific data, we expect overall scope 3 emissions to decrease relative to the spend-based method due to engagement with our supply chain partners as demonstrated below in our scope 3 supplier engagement SBT. Specifically, approximately 46 percent of our applicable upstream Scope 3 LBM emissions are calculated using the spend-based approach, while 52 percent were determined using the hybrid approach, and the remaining 2 percent were calculated using other methodologies. Historically, the majority of our scope 3 emissions were determined using the spend-based method. This approach utilizes less specific, industry-average data and serves as a screening process to determine the scale and relative magnitude of emissions. The spend-based approach and the hybrid approach are discussed in additional detail below.

However, achieving our ambitious absolute emissions reduction goals remain challenging. Given the continued growth of our company, systemic global decarbonization is necessary. For further insights into our strategies to drive these changes, refer to our Climate Action Plan, which outlines our efforts in education, mobilization, innovation, regulation, and policy.

In fiscal 2024 and 2023, we reported the percentage of applicable scope 3 LBM emissions from suppliers with set SBTs as 25.3 and 15.8 percent, respectively. We remain focused on supplier engagement and enablement as we strive to meet the target by the end of fiscal 2025.

Environmental Metrics - Including Looking Forward to Fiscal 2025 and Beyond

We continually review emissions quantification methodologies and are committed to implementing best practice quantification methodologies. For example, in fiscal 2024, we implemented the hybrid methodology for Scope 3 reporting. Historically, Salesforce has calculated emissions for several scope 3 categories using the spend-based method outlined in the GHG Protocol Scope 3 Calculation Guidance. This approach quantifies emissions using less specific, industry-average data and serves as a screening process to determine the size and relative magnitude of emissions in the upstream scope 3 categories. Past inventories confirmed the vast majority of emissions are in the upstream value chain, particularly in category 1, purchased goods and services. Therefore, to improve the accuracy of our value-chain emissions quantification, Salesforce aims to collect higher quality, primary data with more supplier specificity. Supplier-specific emissions hold a higher level of emissions data specificity compared to the spend-based method. This more specific data can be obtained through a combination of resources such as CDP, direct supplier engagement, and publicly available data.

As a result of refinements to our calculation methodology and classification determinations for certain categories, we may occasionally update our previously presented emissions.

Changes in fiscal 2024 and beyond may include:

- Scope 3 emissions – For specific suppliers and categories, such as purchased goods and services, we implemented a hybrid approach as mentioned above to migrate away from purely spend-based method to using emissions data obtained directly from our suppliers as more information becomes readily available. This change is designed to improve the quality of data in our scope 3 emissions disclosures and affect prior period disclosures.
- Base year recalculations - We updated the base year, as well as interim years', numbers to include emissions from Slack and Tableau, which were acquired in fiscal 2022 and fiscal 2020, respectively, and the implementation of the hybrid methodology to maintain data consistency and more easily compare our current year results.
- Scope 3 MBM and LBM dual presentation - To enhance transparency, we disclosed both Market-Based (MBM) and Location-Based (LBM) emissions for our scope 3 calculations. The LBM quantifies emissions based on average energy generation emission factors for defined geographic locations, including local, subnational, or national boundaries whereas the MBM quantifies emissions based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity bundled with

contractual instruments, or contractual instruments on their own. While we actively pursue renewable energy initiatives reflected in our MBM emissions, we recognize the importance of transparently presenting our emissions, irrespective of reliance on renewable energy sources.

Equality Overview

Equality is a core value at Salesforce. We live this value by fostering a more inclusive workplace and advancing greater equality in society. We remain focused on accelerating equality within our organization, across the Salesforce ecosystem, and in our communities around the world.

During the fiscal year ended January 31, 2024, we maintained our achievement of two key targets:

1. Ensure at least 50 percent of our U.S. employees are made up of underrepresented groups ("underrepresented groups" or "URG"), which we define as employees who identify as Women, Black, Latina/o/x, Indigenous, Two or more races, LGBTQ+, People with Disabilities, and Veterans.
2. Double the U.S. representation of Black employees in leadership positions vice president or higher (VP+) positions, from October 2019 baseline.

However, in fiscal 2024, Salesforce experienced a significant decrease in hiring volume as compared to previous years. The functional and regional mix in hiring both in the U.S. and globally has shifted to be more focused in India and on functional roles within Tech and Product. We have also experienced a significant shift in the Company's focus on operating margins and business performance, which slowed momentum toward greater representation earlier in the year. These factors impacted our ability to drive progress on URM representation in the U.S, resulting in not achieving our two URM targets. Going forward, driving results on our representation goals will require intentional effort across the entire Company and, as such, we are currently assessing future fiscal year targets.

We also began reporting on a new goal for fiscal 2027 to achieve 40 percent Global Women and Non-binary representation.

In fiscal 2024, our progress towards our selected equality goals, all of which have a target year of fiscal 2024 other than the Global Women and Non-binary representation which has a target year of 2027, were as follows:

	Target	Progress	January 31, 2024	January, 31, 2023	Baseline (3)
U.S. Only					
50% of workforce made of URG	**50 %**	N/A	51.3 %	52.0 %	N/A
50% increase in URM (1)	**50 %**	35.2 %	14.2 %	14.5 %	10.5 %
50% increase in URM leadership (VP+)(1)	**50 %**	16.2 %	8.6 %	8.8 %	7.4 %
Double Black leadership (VP+) (2)	**100 %**	126.0 %	3.4 %	3.7 %	1.5 %
Global					
Women and Non-binary representation (4)	**40 %**	N/A	36.3 %	N/A	36.3 %

(1) Underrepresented minorities ("URM") is defined as employees who identify as Black, Latina/o/x, Indigenous, and Two or more races.

(2) Black leadership includes those employees who identify as Black or African American and who hold vice president roles and higher.

(3) Baseline period for URM workforce and URM in leadership (VP+) is as of July 31, 2019. Baseline period for Black leadership (VP+) representation is as of October 31, 2019. All measurements without a baseline are a point in time measurement as opposed to a change.

(4) Non-binary includes both "Gender Non-Binary/Non-Conforming" and "Transgender."

Equality Metric Measurement

We continually review our equality metric measurement and are committed to implementing best practice disclosures. For example, in fiscal 2024, our disclosure of equality and diversity metrics includes all metrics as defined by GRI disclosure component 405-1b, disclosing the percentage of employees by level and function across gender, age, and ethnicity.

Building a better working world

Independent Accountants' Review Report

To the Board of Directors and Management of Salesforce, Inc.

We have reviewed Salesforce, Inc.'s ("Salesforce") Consolidated Statements of Environmental Metrics and Consolidated Statements of Social Metrics (collectively the "Consolidated Statements"), and the related Notes to the Consolidated Statements (the "Subject Matter") included in Salesforce's Schedules of Selected Environmental and Social Metrics as of and for the year ended January 31, 2024, in accordance with the criteria set forth in the Notes to the Consolidated Statements (the "Criteria"). Salesforce's management is responsible for the Subject Matter in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of Salesforce and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.

As described in the Notes to the Consolidated Statements, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Furthermore, Scope 3 emissions are calculated based on a significant number of estimations and management assumptions due to the inherent nature of the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard as well as the Technical Guidance for Calculating Scope 3 Emissions criteria.

The information included in Salesforce's Schedules of Selected Environmental and Social Metrics, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the Consolidated Statements of Environmental Metrics, Consolidated Statements of Social Metrics and the related Notes to the Consolidated Statements as of and for the year ended January 31, 2024 in order for it to be in accordance with the Criteria.

Ernst & Young LLP

San Francisco, California

March 29, 2024

Salesforce, Inc.
Consolidated Statements of Environmental Metrics
(in metric tons carbon dioxide equivalent)

	Fiscal year ended January 31,		
	2024	2023(3)(4)	2019 (Base Year) (3) (unreviewed)
Emissions from operations:			
Scope 1 (1)	3,000	4,000	6,000
Scope 2 Market-Based method ("MBM") (Note 4)	75,000	67,000	181,000
Emissions from operations	78,000	71,000	187,000
Scope 1	3,000	4,000	6,000
Scope 2 Location-Based Method ("LBM") (Note 4)	315,000	280,000	322,000
Emissions from operations - LBM	318,000	284,000	328,000
Emissions from value chain:			
Scope 3 upstream emissions - MBM	1,021,000	988,000	750,000
Scope 3 downstream emissions - MBM	101,000	96,000	30,000
Emissions from value chain - MBM (See Note 2)	1,122,000	1,084,000	917,000
Scope 3 upstream emissions - LBM	1,193,000	1,171,000	777,000
Scope 3 downstream emissions - LBM	100,000	104,000	30,000
Emissions from value chain - LBM (See Note 2)	1,293,000	1,275,000	944,000
Emissions from operations and value chain - MBM	1,200,000	1,155,000	1,104,000
Emissions from operations and value chain - LBM	1,611,000	1,559,000	1,272,000
Neutralization and compensation adjustments: (Note 6)			
Removal carbon credits	(294,000)	(178,000)	0
Avoidance carbon credits	(906,000)	(1,160,000)	(344,000)
Net residual emissions (Note 7)	0	0	760,000
Percentage of total global electricity procured from renewable energy resources (Note 8)	100 %	100 %	55 %
Percentage of applicable scope 3 LBM emissions from suppliers with SBTs (Note 9)	25.3 %	15.8 %	1.9 %
Percentage of applicable scope 3 LBM emissions from suppliers committed to setting SBTs (Note 9) (2)	14.4 %	35.3 %	N/A

(1) Emissions from combusting biodiesel and refrigerants were excluded from scope 1 calculations because these are biogenic emissions and non-Kyoto Protocol gases are reported separately in accordance with the GHG Protocol. For example, for fiscal 2024, 203 metric tons of CO_2 emissions from combusting biodiesel were excluded as well as 1,053 metric tons of refrigerant emissions from non-Kyoto Protocol gases. Emissions data for direct CO_2 emissions from biologically sequestered carbon (e.g., CO_2 from burning biomass/biofuels), are reported separately from the scopes.

(2) Fiscal 2023 was the first year this metric was reported. For the base year, Fiscal 2019, scope 3 LBM and MBM values include acquisition emissions data which is reflected at the scope 3 value chain level above, but not included in the upstream and downstream level.

(3) The 2019 base year was recalculated to include both the hybrid methodology and inclusion of Slack and Tableau. Fiscal 2023 was recalculated for the hybrid methodology.

(4) For the fiscal year ended January 31, 2023, scope 1 and scope 2 MBM emissions and the percentage of total global electricity procured from renewable energy resources were subjected to limited assurance. Refer to the Independent Accountants' Review Report dated March 23, 2023.

See accompanying Notes to Consolidated Statements of Environmental Metrics.

Salesforce, Inc.
Notes to Consolidated Statements of Environmental Metrics

1. Summary of Business and Significant Policies

Description of Business

Salesforce, Inc. (the "Company") is a global leader in customer relationship management technology that brings companies and customers together. With the Customer 360 platform, the Company delivers a single source of truth, connecting customer data across systems, apps and devices to help companies sell, service, market and conduct commerce from anywhere. Since its founding in 1999, Salesforce has pioneered innovations in cloud, mobile, social, analytics and artificial intelligence, enabling companies of every size and industry to transform their businesses in the all-digital, work-from-anywhere era.

The Company's fiscal year ends on January 31. References to fiscal 2024, for example, refer to the fiscal year ending January 31, 2024. Fiscal 2019 has been set as the Company's base year (see Note 3).

Rounding

Figures in the Consolidated Statements of Environmental Metrics and accompanying footnotes have been rounded to the nearest thousand.

Basis of Presentation

Scope 1 emissions information has been prepared in accordance with the World Resources Institute ("WRI") / World Business Council for Sustainable Development's ("WBCSD") Greenhouse Gas ("GHG") Protocol: A Corporate Accounting and Reporting Standard, Revised.

Scope 2 indirect emissions information, calculated using the location-based and market-based methods, have been prepared in accordance with the WRI WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard, Revised and the WRI WBCSD GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard.

Scope 3 GHG emissions information has been prepared in accordance with the WRI WBCSD Corporate Value Chain (Scope 3), Accounting and Reporting Standard and the Scope 3 Technical Guidance.

Collectively, the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised, the GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard, the GHG Protocol Corporate Value Chain (Scope 3), Accounting and Reporting Standard, and the Scope 3 Technical Guidance are collectively referred to as the "GHG Protocol" in this document.

GHG emissions included in inventory

The following GHGs are included as part of the Company's scope 1 and 2 inventory: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). Other GHGs, including perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3), are not included in the Company's inventory as they do not generate material scope 1 or scope 2 emissions as part of the Company's operations. The Company's scope 3 inventory includes all seven GHGs covered by the Kyoto Protocol (CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3).

The Company does not present all of these GHGs separately, and instead converts all emissions to carbon dioxide equivalents (CO_2e) for reporting. CO_2 is the only significant GHG for the Company, making up 99 percent of total emissions. Other GHGs, including CH_4, N_2O, and emissions from refrigerants make up the remaining 1 percent.

Use of Estimates

The Company bases its estimates and methodologies on historical experience, available information, and various other assumptions that it believes to be reasonable.

Environmental and energy use data used in the preparation of the Consolidated Statements of Environmental Metrics are subject to measurement uncertainties resulting from limitations inherent in nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. As the Company updates its methodologies and as new information becomes available, the Company may continue to revise its estimates, assumptions and emissions factors used to calculate its emissions in scope 1, 2 and 3.

Acquisitions

Scope 1, 2 and 3 emissions from acquisitions made by the Company are generally accounted for in the fiscal year following the acquisition date. For example, in fiscal 2022, the Company acquired Slack Technologies, Inc. ("Slack") for approximately $27.1 billion, and emissions for Slack were reflected in the following fiscal 2023 figured. Both Slack and Tableau, which was acquired in fiscal 2020, acquisitions are included in the base year as well as all interim and current year calculations.

2. Organizational and Operational Boundaries

The Company utilizes the operational control approach, which means it accounts for GHG emissions from operations over which it has control. This approach covers the Company's global operations. The Company defines operational control as having the authority to introduce and implement operational policies over an asset or a location and reports on all emissions for the Company and its wholly owned subsidiaries.

All known activities within the Company's supply chain but outside of the Company's direct control as defined GHG Protocol Scope 3 Categories are recorded within the scope 3 indirect emissions.

Scope 1

Direct emissions are from the combustion of fuel from sources that are owned or controlled by the Company and include:

Emissions Source	Salesforce Boundary Description
Stationary Combustion	Combustion of natural gas from stationary sources such as boilers and generators occurring within owned and occupied buildings.
Mobile Combustion	Combustion of fuel from corporate jets contracted by the Company and Company shuttles contracted by the Company. Fuel burn rates for corporate jets are obtained from external sources and are based on the actual jet types used.

Scope 2

Indirect emissions are emissions occurring outside of the Company's organizational boundaries to produce electricity or heat purchased for use at the Company's locations under the Company's operational control and include:

Emissions Source	Salesforce Boundary Description
Purchased Electricity	Purchased electricity for all owned and leased offices and data centers.
Heat/Steam	Purchased natural gas, diesel, fuel oil and district steam for all leased offices and data centers.
Fugitive Emissions	Fugitive emissions from refrigerant leaks at all leased offices and data centers that have cooling systems with active refrigerants.

Scope 3

Indirect value chain emissions include emissions from the Company's upstream or downstream value chain activities. In accordance with the WRI/WBCSD Corporate Value Chain (Scope 3) Standard, the Company evaluates the 15 Categories of emissions as follows, noting that all reported scope 3 emissions are calculated within the minimum boundaries for the respective category. Where optional emissions outside of the minimum boundary are included they are noted as "***optional***." In our scope 3 emissions calculations, we have provided a disclosure of both MBM and LBM emissions for Categories 1-5, 8, and 13.

In fiscal 2024, we implemented the hybrid methodology. Historically, Salesforce has calculated emissions for several scope 3 categories using the spend-based method outlined in the GHG Protocol Scope 3 Calculation Guidance. This approach quantifies emissions using industry-average data and serves as a screening process to determine the size and relative magnitude of emissions in the upstream scope 3 categories. Past inventories confirmed the vast majority of emissions are in the upstream value chain, particularly in category 1, purchased goods and services. To improve the accuracy of our value-chain emissions quantification, Salesforce aims to collect higher quality, primary data with more supplier specificity. This more specific data can be obtained through a combination of resources such as CDP, direct supplier engagement, and publicly available data.

Scope 3 Category	Salesforce Boundary Description (1)
Category 1: Purchased goods and services	Upstream emissions associated with purchases of products and services used in operations. Relevant spend categories include but are not limited to: cloud computing platform services provided by third parties, non-capitalized technology and real estate costs, consulting services, marketing and event-related products and services.
Category 2: Capital goods	The company's expenditures including buildings and other fixed asset purchases, data center infrastructure and equipment purchases, financial leases for servers, storage, and other data center related peripherals, leasehold improvements such as build-outs or modifications made to leased property, and enterprise software and perpetual software licenses.
Category 3: Fuel- and energy-related emissions not included in scope 1 or 2	Emissions related to the production of fuels and energy purchased and consumed, not covered in scope 1 and 2. Emissions from fuel and energy-related activities ("FERA") includes all upstream activities required to produce the fuels and electricity consumed by the Company. This includes activities such as extraction, production, and transportation of fuels used for combustion or electricity generation as well as transmission and distribution losses.
Category 4: Upstream transportation and distribution	Data center shipping and freight activities, third-party transportation services between the Company's own facilities and the transportation of products or materials paid for by the Company.
Category 5: Waste generated in operations	Emissions associated with recycling services and garbage collection and disposal, including emissions from transportation of waste. Emissions from this category are immaterial and are not disclosed.
Category 6: Business travel	Employee business travel, including full time and part time employees, paid for by the Company. The Company calculates emissions from commercial air travel, car rentals, personal car travel, rail travel, taxi, limousine, and car sharing. The Company also includes emissions from the ***optional*** category of hotel stays.
Category 7: Employee commuting	Emissions resulting from commuting by full-time employees. Any contractors, customers, and third-party vendors are not included. This category also includes the ***optional*** emissions from employees who work remotely for any period of time over the course of the reporting period.
Category 8: Upstream leased assets	Emissions from leased assets that are not included in scope 1 or scope 2 boundary. These primarily include coworking and shared offices. ***Optional*** embodied emissions from manufacturing, production and transportation of operationally leased technology assets as these products are considered integral to the Company's operations. The emissions from direct energy use for leased assets are included in scope 2 emissions, with the exception of virtual offices and executive suites, which are included in this category.
Category 9: Downstream transportation and distribution	This category has been identified as non-relevant as the Company does not produce any physical products that require downstream transportation.

Category 10: Processing of sold products	This category has been identified as non-relevant as the Company does not produce any physical products that require further processing.
Category 11: Use of sold products	Emissions resulting from electricity usage to power customers' end user devices when accessing and using the Company's intangible software-as-a-service (SaaS) products. Based on a model that assumes that the duration of each instance of use of the SaaS product constitutes the useful life of that instance and calculates emissions based on actual annual usage.
Category 12: End-of-life treatment of sold products	The Company has concluded the end-of-life emissions related to tangible items sold, which include items branded with the Company logo, are negligible and thus immaterial.
Category 13: Downstream leased assets	Energy use and fugitive emissions in spaces that the Company currently subleases and, therefore, does not maintain operational control including sublease agreements with third-party entities in which monthly payments are received.
Category 14: Franchises	This category has been identified as non-relevant as the Company does not operate any franchises.
Category 15: Investments	Emissions associated with and energy used by the Company's strategic investment portfolio investee companies. The Company excludes emissions related to cash and cash equivalents and marketable securities.

(1) Categories 1, 2, 4, 5, 8 are calculated using the hybrid methodology.

3. Base Year (unreviewed)

In fiscal 2019, the Company set science-based targets ("SBTs") covering selected components of its GHG emissions. Verifiable emissions data was available and the measurements against fiscal 2019 were meaningful to its company targets. Therefore, the Company has deemed fiscal 2019 as the base year for the Company. Emissions data is assessed against data from the base year to track and communicate performance.

The base year emissions are subject to recalculation should a material change be identified, including changes in calculation methodology, changes due to data accuracy and structural change including mergers, acquisitions, and divestments. The Company has determined that adjustments will be made for the changes listed above impacting prior period results by 5% of the total scope 1, 2, and 3 emissions in the base year.

In fiscal 2024, the Company updated the base year emissions to include its acquisitions, Slack and Tableau. Additionally, methodological changes from the hybrid method are incorporated.

4. Emissions Factors and Global Warming Potentials

The global warming potentials for each GHG are sourced from the Intergovernmental Panel on Climate Change Fourth or Fifth Assessment Report, Appendix A: Global Warming Potentials.

Emissions factors applied by scope are as follows:

Scope 1

Emission Source Type	Emission Factor Employed
Stationary and Mobile Combustion	The Company uses emissions factors provided by the Environmental Protection Agency ("EPA") Emission Factors for Greenhouse Gas Inventories 2023.

Scope 2

The Company discloses emission factors for both the location-based methodology ("LBM") and the market-based methodology ("MBM"), in accordance with the GHG Protocol. The LBM quantifies emissions based on average energy generation emission factors for defined geographic locations, including local, subnational, or national boundaries whereas the MBM quantifies emissions based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity bundled with contractual instruments, or contractual instruments on their own. To estimate total electricity consumption including the overhead (e.g., cooling), IT electricity is multiplied by the power usage effectiveness (PUE). Scope 2 Emissions also references the Information and Communication Technology ("ICT") Sector Guidance 'Built on the GHG Protocol Product Life Cycle Accounting and Reporting Standard.

The following emission factors are used in the scope 2 MBM inventory, in accordance with the GHG Protocol data hierarchy:

- Energy attribute certificates obtained from virtual power purchase agreements ("VPPAs") and other sources;
- Renewable energy procured by entering into contracts with the Company's suppliers to directly procure renewable energy
- Renewable energy procured as result of rate adjustments or tariffs charged by the Company's utility suppliers for renewable energy products; and
- Residual mix - only applicable to European countries.

The following is a reconciliation of scope 2 indirect emissions - LBM to scope 2 indirect emissions - MBM, for each of the fiscal years presented (in metric tons CO_2e):

	Fiscal year ended January 31,		
	2024	2023(1)	2019 (Base Year) (unreviewed)
Scope 2 indirect emissions – LBM	315,000	280,000	322,000
Impacts of contractual instruments and MBM emission factors	(240,000)	(213,000)	(141,000)
Scope 2 indirect emissions – MBM	75,000	67,000	181,000

(1) For the fiscal year ended January 31, 2023 scope 2 LBM and MBM emissions were subjected to limited assurance. Refer to the Independent Accountants' Review Report dated March 23, 2023.

Emission Source Type	Emission Factor Employed
Purchased electricity - LBM	Environmental Protection Agency Emissions & Generation Resource Integrated Database 2021 ("eGRID") and 2023 International Energy Agency ("IEA")
Purchased electricity - MBM	2021 eGRID, 2023 IEA, and 2022 Association for Issuing Bodies ("AIB") European Residual Mixes. Residual mix emission factors adjusted to account for voluntary purchases are not available for electricity consumption outside of Europe
Heat/Steam - LBM & MBM	2023 EPA Emission Factors for Greenhouse Gas Inventories
Fugitive Emissions - LBM & MBM	2007 IPCC AR4

For fiscal 2024, over 94 percent of the Company's scope 1 and 2 emissions are based on actual consumption data. For those circumstances where actual data could not be obtained, the energy consumption data was modeled and extrapolated using energy intensity factors from both internal custom factors and the 2018 Commercial Buildings Energy Consumption Survey ("CBECS") data.

Scope 3

The following table includes scope 3 GHG emissions based on the recommended categories in the GHG Protocol Scope 3 Guidance that are material and relevant to the Company's overall GHG emissions for each of the fiscal years presented in metric tons of carbon dioxide equivalent (CO_2e).

	Fiscal year ended January 31,		
	2024	2023 (unreviewed)(4)	2019 (Base Year) (unreviewed)(3)(4)
Upstream scope 3 emissions:			
Purchased Goods and services - LBM	808,000	847,000	426,000
Purchased Goods and services - MBM	683,000	735,000	428,000
Capital Goods - LBM	128,000	103,000	57,000
Capital Goods - MBM	126,000	101,000	56,000
Fuel and energy-related activities not included in Scope 1 or 2 - LBM	80,000	102,000	76,000
Fuel and energy-related activities not included in Scope 1 or 2 - MBM	35,000	33,000	48,000
Upstream transportation and distribution - LBM	0	2,000	1,000
Upstream transportation and distribution - MBM	0	2,000	1,000
Business travel (Note 5)	145,000	83,000	129,000
Employee commuting	19,000	8,000	26,000
Work from home (1)	13,000	24,000	0
Upstream leased assets - LBM	0	2,000	62,000
Upstream leased assets - MBM	0	2,000	62,000
Upstream Scope 3 emissions - LBM	1,193,000	1,171,000	777,000
Upstream Scope 3 emissions - MBM	1,021,000	988,000	750,000
Downstream scope 3 emissions:			
Use of sold products	39,000	41,000	18,000
Downstream leased assets - LBM (2)	12,000	12,000	0
Downstream leased assets - MBM (2)	13,000	4,000	0
Investments	49,000	51,000	12,000
Downstream Scope 3 emissions - LBM	100,000	104,000	30,000
Downstream Scope 3 emissions - MBM	101,000	96,000	30,000
Scope 3 emissions from value chain - LBM (3)	1,293,000	1,275,000	944,000
Scope 3 emissions from value chain - MBM (3)	1,122,000	1,084,000	917,000

(1) Work from home emissions were first calculated in fiscal 2021 and were not calculated for fiscal 2019 base year.

(2) Emissions from downstream leased assets, including offices subleased by the Company to third parties, were not material for the fiscal 2019 base year and, as such, have not been reported.

(3) The base year, fiscal 2019, scope 3 LBM and MBM values include acquisition emissions data which is reflected at the scope 3 value chain level above, but not included in the category level.

(4) The fiscal 2019 base year and fiscal 2023 was recalculated to include the hybrid methodology.

As described in the tables below, when calculating all relevant scope 3 emissions, the Company used the following relevant factors:

- Supplier-specific emissions, allocated to Salesforce, sourced from suppliers through CDP or directly;
- Supplier-specific revenue intensity emission factors, calculated by using the supplier's scope 1, 2 (LBM and MBM) and upstream scope 3 emissions, obtained from CDP data, and dividing it by total revenue;
- Environmentally extended input-output ("EEIO") emission factors data "U.S. EPA Supply Chain Emissions with Margins (SEF+MEF)" published by the U.S. Environmental Protection Agency ("EPA") Office of Research and Development ("ORD") and adjusted for inflation in calendar year 2023 using the U.S. Bureau of Labor Statistics ("BLS") Chained Consumer Price Index ("CPI") data;
- 2023 Department for Environment, Food and Rural Affairs ("DEFRA");
- 2023 EPA Emission Factors for Greenhouse Gas Inventories ("U.S. EPA");
- 2023 International Energy Agency ("IEA");
- U.S. Emissions & Generation Resource Integrated Database 2021 ("eGRID");
- Association of Issuing Bodies European Residual Mixes 2022 ("AIB");
- Hotel Sustainability Benchmark Index ("HSBI") 2023;
- Actual data and vendor-provided Life Cycle Analysis ("LCA");
- Non-use phase emission factors; and
- Internally developed emissions factors

The Company deploys the following relevant calculation methodologies:

- Supplier-specific approach - use of cradle-to-gate emissions or emission factors sourced from suppliers, directly corresponding to the goods and services purchased
- Hybrid approach - includes a combination of both emissions obtained directly from suppliers and emissions calculated based on revenue intensity from suppliers spend and emissions
- Spend-based approach - utilizes annual spend with suppliers and EEIO data to convert spend data to estimated emissions based on the type of good or services purchased
- Average-data approach - involves use of secondary emission factors to estimate emissions based on physical activity data
- Distance-based approach - use of distance traveled, by mode of transport, to estimate emissions associated with transportation
- Energy-based approach - use of energy activity data multiplied by published emission factors per emission source

The Company applies the following calculation methodology to the relevant scope 3 categories:

Scope 3 upstream emissions:

Emissions type	Percent calculated with supplier data	Emission factors applied	Emissions calculation methodology (1)
Category 1: Purchased goods and services	50%	Supplier-specific emissions, supplier-specific revenue intensity emission factors, U.S. EPA Supply Chain (EEIO)	Purchased goods and services are calculated using the supplier-specific approach for select cloud services providers, the hybrid approach for other key suppliers, and spend-based approach for the remainder of our purchased goods and services.
Category 2: Capital goods	61%	Leasehold Improvements: Custom Life Cycle Analysis ("LCA") All other capital goods: Supplier-specific emissions, supplier-specific revenue intensity emission factors, U.S. EPA Supply Chain (EEIO)	Leasehold improvements are calculated using the square footage of the leased space multiplied by a custom LCA factor derived from an analysis of the embodied emissions of the Company's typical fit out for leased office space. All other capital goods are calculated using the Hybrid methodology and spend-based approach.
Category 3: FERA not included in Scope 1 or 2	0%	2023 IEA Generation; 2023 IEA Fuel-cycle; 2023 DEFRA	Average-data method applied to fuels and electricity purchased, covering generation well-to-tank (WTT), transmission and distribution (T&D) losses, and T&D losses WTT. For the location-based approach, we remove applicable renewable energy purchases from our generation WTT calculation, in accordance with the GHG Protocol Scope 2 Guidance.
Category 4: Upstream transportation and distribution	67%	Supplier-specific emissions, supplier-specific revenue intensity emission factors, U.S. EPA Supply Chain (EEIO)	Hybrid methodology and spend-based approach
Category 5: Waste generated in operations	32%	Supplier-specific emissions, supplier-specific revenue intensity emission factors, U.S. EPA Supply Chain (EEIO)	Hybrid methodology and spend-based approach Emissions from this category are immaterial and are not disclosed.

Emissions type	Percent calculated with supplier data	Emission factors applied	Emissions calculation methodology (1)
Category 6: Business travel	81%	Air travel, personal mileage: DEFRA reimbursement; Rail and taxi: U.S. EPA Supply Chain (EEIO); Rental car, personal mileage reimbursement: U.S. EPA Well-to-tank factors: DEFRA hotel stay: HSBI	Air travel, car rentals, and personal car travel use the distance-based method as reported by third-party travel agencies. Rail travel and taxi, limousine, and car sharing use the spend based EEIO approach. Hotel stays are based on the number of nights in a hotel as reported by third-party travel agencies.
Category 7: Employee commuting & Work from home	0%	Employee commute: DEFRA and Average U.S. EPA Work from home: U.S. EPA, IEA and DEFRA	Employee commute is calculated using the distance-based method by multiplying the distance employees commute by the percent per transportation mode. Then, the emission factor for each transportation mode is applied to the calculated commute miles. Work from home is calculated using the basic survey approach in the Anthesis White Paper, "Estimating Energy Consumption & GHG Emissions for Remote Workers." Specifically, the Company leverages an employee commuting and a work from home survey to determine the emissions profile of the Company's employee commutes and remote work. Incremental energy consumption is calculated based on the results of the employee survey. Then, emission factors are applied based on the fuel type and electricity grid location, less applicable employee renewable energy. Employee commute and work from home data is collected from self-reported data to our commuting and remote work survey.

Emissions type	Percent calculated with supplier data	Emission factors applied	Emissions calculation methodology (1)
Category 8: Upstream leased assets	47%	Operational leased data center assets: Environmental Product Declaration LCA, U.S. EPA eGRID, IEA, All other upstream leased assets: Supplier-specific emissions, supplier-specific revenue intensity emission factors, U.S. EPA Supply Chain (EEIO)	Emissions for operational leased data center assets are calculated using the average-data approach which leverages cradle-to-gate LCA emission factors for servers. Where LCA data for a server make and model is not available, an average LCA factor is applied. An energy-based calculation methodology is utilized for other leased data center equipment. The Company recognizes the entire embodied emissions of IT equipment in the first fiscal year of possession. Emissions for all other upstream leased assets in this category are calculated using the hybrid methodology and spend-based approach.

(1) Categories 1, 2, 4, 5, 8 are calculated using the hybrid methodology.

Scope 3 downstream emissions:

Emissions type	Percent calculated with supplier data	Emission Factors Applied	Emissions Calculation Methodology
Category 9: Downstream transportation and distribution	N/A	Not applicable.	Not relevant or calculated.
Category 10: Processing of sold products	N/A	Not applicable.	Not relevant or calculated.
Category 11: Use of sold products	0%	IEA; Environmental Product Declaration LCA	Energy use from end user devices from the use of the Company's offerings is calculated through the Monthly Active User report or equivalent estimates for all offerings. The total number of user hours in the current fiscal year for all products are multiplied by the energy consumption of end user devices. A global energy emissions factor is then applied. The Company's product use emissions are calculated based on the assumption that users are utilizing products on a laptop computer and that 100% of the laptop usage load is attributed to the product in use. As such, battery watts per hour and battery life data is based on publicly available information for a laptop which the Company deems as a reputable proxy for laptop power usage.

Emissions type	Percent calculated with supplier data	Emission Factors Applied	Emissions Calculation Methodology
Category 12: End-of-life treatment of sold products	N/A	Not applicable.	Not relevant or calculated.
Category 13: Downstream leased assets	0%	Electricity: IEA, eGRID, and AIB; Fuel: EPA; and Refrigerants: IPPC	Energy use and fugitive emissions in subleased spaces are calculated by identifying the total space ("SQFT") in sublease arrangements with third-parties and prorating the total energy use from the scope 1 and 2 energy-based quantification method for offices with the subleased SQFT and with renewable energy applied, if applicable.
Category 14: Franchises	N/A	Not applicable.	Not relevant or calculated.
Category 15: Investments	0%	Internally-developed emission factor	The Company utilizes a methodology based on the average-data approach from the GHG Protocol Scope 3 Calculation Guidance and economic activity-based approach from the Partnership for Carbon Accounting Financials (PCAF) Guidance which utilizes company revenue to obtain the estimated emissions from investments. Revenue data is not available for all portfolio companies, therefore the Company uses its own fiscal year 2019 scope 1, 2 LBM and 3 emissions data and average market cap to create a custom internally-developed emission factor in emissions per market value which is then applied to the total average carrying value of the Company's strategic investment portfolio during the fiscal year as a proxy of emissions.

5. Sustainable Aviation Fuel

In fiscal 2023, all prior year business travel emissions calculations were adjusted to include the use of DEFRA's well-to-tank ("WTT") emission factors, in addition to the previously utilized combustion factors from U.S. EPA and DEFRA. Starting in fiscal 2023, the Company also began receiving Sustainable Aviation Fuel certificates ("SAFc"), which represent one metric ton of CO_2e through the purchase of attributes to support their production and use of sustainable aviation fuel. However, in fiscal 2023, the Company excluded these SAFcs from the calculation of net residual emissions, and in fiscal 2024, there were no purchases of SAFcs.

6. Carbon Credits

The Company currently uses both removal and avoidance carbon credits to achieve net zero residual emissions. The Company determines the classification of each carbon credit based on the definition from the Taskforce on Scaling Voluntary Carbon Markets:

- Removal projects capture, remove or store CO_2 from the atmosphere, including through nature-based sequestration and technology-based removal.
- Avoidance projects reduce emissions from current sources, such as by funding the implementation of low carbon technologies such as renewable energy, and avoiding practices that cause emissions such as by reducing deforestation.

Carbon credits purchased by the Company support projects that lower atmospheric CO_2 and have compelling positive social and environmental benefits. These carbon credits must be certified by a market standard that is endorsed by the International Carbon Reduction and Offset Alliance ("ICROA"), including but not limited to the Gold Standard, the Verified Carbon Standard ("VCS"), American Carbon Registry ("ACR"), United Nations Framework Convention on Climate Change Clean Development Mechanism ("UNFCCC CDM"), or the Climate Action Reserve ("CAR"). In addition, many of the projects that the Company sources credits from have also been certified by the Climate, Community and Biodiversity Alliance Standards, and have been assessed by independent, third-party ratings agencies. All carbon credits are retired on a public registry at the amount equal to the Company's scope 1, scope 2 MBM, and scope 3 MBM emissions.

Carbon Credits purchased by suppliers

In each of the fiscal years ended January 31, 2024 and 2023, suppliers purchased carbon credits on behalf of their portion of Company's scope 3 GHG emissions, which make up more than 9 percent of the total carbon credits applied in each year. These credits are included in the total reported carbon credits for the same fiscal year. The fiscal 2019 base year does not include carbon credits purchased by suppliers on behalf of the Company.

7. Net residual emissions

The Company calculates its net residual emissions as its total scope 1, scope 2 MBM and scope 3 MBM emissions less its avoidance and removal carbon credits. In fiscal 2024, the Company reported net residual emissions of zero, or net zero residual emissions.

8. Percentage of total global electricity procured from renewable energy resources

The Company calculates the percentage of total global electricity procured from renewable energy resources by dividing total renewable electricity or renewable energy certificates procured from renewable energy resources by total global electricity usage. The Company includes all electricity procured from renewable energy resources in its calculation regardless of the market in which the renewable energy was consumed.

Percentage of total global electricity procured from renewable energy resources is measured in Megawatt Hours ("MWh"). Renewable energy resources include utility renewable energy tariffs, supplier-provided renewable energy, renewable energy certificate purchases, and indirect large offsite purchases including virtual power purchase agreements ("VPPAs").

The Company's total global electricity usage includes electricity consumed, measured in MWh, at all of its global facilities including offices and data centers under its operational control.

9. Scope 3 Supplier Engagement target

The Company calculates the percentage of applicable scope 3 LBM emissions from suppliers with SBTs as follows (in metric tons CO_2e):

	Fiscal year ended January 31,		
	2024	2023 (unreviewed)	2019 (Base Year) (unreviewed)(1)
Scope 3 LBM emissions from suppliers with SBTs	237,000	151,000	12,000
Applicable scope 3 LBM emissions (2)	936,000	954,000	630,000
Percentage of applicable scope 3 LBM emissions from suppliers with SBTs	25.3 %	15.8 %	1.9 %

(1) The fiscal 2019 base year was recalculated to include the inclusion of Slack and Tableau.

(2) The fiscal 2019 base year and fiscal 2023 were recalculated to include both the hybrid methodology and refinement of the applicable scope 3 LBM emissions.

The percentage of applicable scope 3 LBM emissions from suppliers with SBTs is calculated by dividing the emissions from suppliers with SBTs by the applicable scope 3 LBM emissions for the year.

Suppliers with SBTs represents suppliers who either obtained a validation from the SBTi on their near-term science-based emissions reductions targets in line with a well-below 2°C or a 1.5°C scenario, or have provided an attestation to the Company that they have set science-based emissions reductions targets in line with the SBTi criteria. The Company only includes suppliers across the purchased goods and services, capital goods, upstream transportation and distribution, waste generated in operations, and upstream leased assets scope 3 category.

Applicable scope 3 LBM emissions is calculated by summing the emissions for the Scope 3 categories included in the goal: purchased goods and services, capital goods, upstream transportation, waste generated in operations, and upstream leased assets.

The Company calculates the percent of suppliers who have committed to setting an SBT by dividing the emissions from suppliers committed to setting SBTs by the applicable scope 3 LBM emissions for the year.

	Fiscal year ended January 31,		
	2024	2023 (1) (unreviewed)	2019 (Base Year) (unreviewed)
Scope 3 LBM emissions from suppliers who have committed to setting SBTs	135,000	337,000	N/A
Percentage of applicable scope 3 LBM emissions from suppliers who have committed to setting SBTs	14.4 %	35.3 %	N/A

(1) Fiscal 2023 is the first year of measurement for suppliers committed to setting SBTs.

Suppliers committed to setting SBTs represents suppliers who have formally committed to develop and submit targets to the SBTi and are recognized as “committed” with the SBTi on their near-term science-based emissions reductions targets as of the fiscal year end. These organizations are recognized by the SBTi as having made a public commitment to set a science-based target aligned with the SBTi’s target-setting criteria within 24 months. The Company has not confirmed that these committed targets are in line with a well-below 2°C or a 1.5°C scenario. However, this measure is only used to further inform the Company's progress towards our 60 percent target. Suppliers are not included in the performance metric until their SBTs have been independently validated by the SBTi, or the supplier provides the Company with an alternative form of attestation.

Applicable scope 3 LBM emissions from suppliers who have committed to setting SBTs is calculated using the same applicable scope 3 LBM emissions as those used in calculating the percentage of applicable scope 3 LBM emissions from suppliers with SBTs.

In fiscal 2023, the Company updated their target language with the SBTi to better reflect the intent of the initial target submissions.

Salesforce, Inc.
Consolidated Statements of Social Metrics

	As of January 31, 2024				
	Tech	Non-Tech	Non-VP+	VP+	Total
Employees by Gender					
Women	30.1 %	42.5 %	36.3 %	29.8 %	36.1 %
Men	69.6	57.3	63.5	70.1	63.7
Other/Undisclosed	0.3	0.2	0.2	0.1	0.2
Total	100 %	100 %	100 %	100 %	100 %
Employees by Age					
<30	22.9 %	16.8 %	20.5 %	0.1 %	20.0 %
30-50	66.2	69.6	68.1	56.3	67.8
>50	10.9	13.6	11.4	43.6	12.2
Total	100 %	100 %	100 %	100 %	100 %
Employees by Ethnicity (U.S. Only)					
White	40.5 %	67.2 %	52.7 %	67.3 %	53.2 %
Asian and Indian	43.1	12.2	28.7	21.1	28.4
Hispanic and Latinx/o/a	4.9	6.7	5.9	2.8	5.8
Black or African American	3.9	6.1	5.0	3.4	5.0
Two or more races	2.7	3.4	3.0	2.1	3.0
Hawaiian and Pacific Islander	0.2	0.4	0.3	0.1	0.3
American Indian and Alaska Native	0.2	0.3	0.2	0.2	0.2
Undisclosed	4.5	3.7	4.2	3.0	4.1
Total	100 %	100 %	100 %	100 %	100 %

	As of January 31, 2023				
	Tech	Non-Tech	Non-VP+	VP+	Total
Employees by Gender					
Women	28.4 %	44.9 %	36.6 %	29.5 %	36.4 %
Men	71.3	54.9	63.2	70.5	63.4
Other/Undisclosed	0.3	0.2	0.2	—	0.2
Total	100 %	100 %	100 %	100 %	100 %
Employees by Age					
<30	21.7 %	19.2 %	21.1 %	0.1 %	20.5 %
30-50	67.2 %	67.5 %	67.6 %	57.9 %	67.3 %
>50	11.1 %	13.3 %	11.3 %	42.0 %	12.2 %
Total	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %
Employees by Ethnicity (U.S. Only)					
White	43.9 %	66.2 %	53.6 %	68.5 %	54.2 %
Asian and Indian	39.3	12.5	27.2	19.6	26.9
Hispanic and Latinx/o/a	4.8	6.8	5.8	2.9	5.7
Black or African American	3.9	6.7	5.2	3.8	5.2
Two or more races	2.7	3.5	3.1	1.9	3.0
Hawaiian and Pacific Islander	0.2	0.4	0.3	0.1	0.3
American Indian and Alaska Native	0.2	0.3	0.3	0.1	0.3
Undisclosed	5.0	3.6	4.5	3.1	4.4
Total	100 %	100 %	100 %	100 %	100 %

		As of		
	Progress	January 31, 2024	January 31, 2023	Baseline (4)
U.S. Only				
Underrepresented Groups	N/A	51.3 %	52.0 %	N/A
Underrepresented Minorities (1)	35.2 %	14.2 %	14.5 %	10.5 %
Underrepresented Minorities in leadership (VP+)(1)	16.2 %	8.6 %	8.8 %	7.4 %
Black leadership (VP+) representation (2)	126.0 %	3.4 %	3.7 %	1.5 %
Global				
Women and Non-binary representation (3)	N/A	36.3 %	N/A	36.3 %

(1) Fiscal ended January 31, 2023 was the first year this metric was reported.

(2) Black leadership includes those employees who identify as Black or African American and who hold vice president roles and higher.

(3) Fiscal ended January 31, 2024 is the first year Women and Non-binary representation was reported. Non-binary includes both "Gender Non-Binary/Non-Conforming" and "Transgender."

(4) Baseline period for Underrepresented Minorities and Underrepresented Minorities in leadership (VP+) is as of July 31, 2019. Baseline period for Black leadership (VP+) representation is as of October 31, 2019. The URG measurement does not have a baseline value because it is a point in time measurement as opposed to a change. Baseline period for Women and Non-binary representation is as of January 31, 2024.

See accompanying Notes to Consolidated Statements of Social Metrics.

Salesforce, Inc.
Notes to Consolidated Statements of Social Metrics

1. Summary of Business and Significant Policies

Refer to the Notes to Consolidated Statements of Environmental Metrics for a description of the business and fiscal year.

Use of Estimates

Non-financial diversity and equality information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data, such as the reliance on individuals to self report their information in our human capital management system. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Rounding

Figures in the Consolidated Statements of Social Metrics have been rounded to the nearest tenth of a percentage.

Employees and Impact from Acquisitions

The Company includes both full time and part time employees in its diversity and equality calculations. The Company includes employee data from any acquisition or divestiture made by the Company at the earlier of: the one year anniversary of the acquisition or the date of harmonization of employees from the acquisition. All employees that have joined the Company through acquisition are included in the Company's fiscal 2024 results.

Basis of Presentation

The Consolidated Statements of Social Metrics are prepared as defined by GRI 405-1b and include employees by gender, employees by age, and employees by ethnicity. The Company excludes the other criteria included in GRI 405-1, for example, percentage of individuals within governance bodies. This information is included in the Company's annual proxy filing and is not subject to assurance. Reported progress against established goals within the Company follow custom criteria and those goals and measurements are explained below. The Company's reporting of social metrics aligns with its fiscal year ended January 31, 2024.

2. Criteria

Employees by Gender

For presentation purposes, "women" represent individuals whose biological sex is "female" and "men" represent individuals whose biological sex is "male" in the Company's human resource management system. If employees are listed with biological sex other than "male" or "female," they have been presented as "Other/ Undisclosed."

Employee Category

GRI 405-1b establishes that a Company must disclose percentage of employees by employee category in alignment with gender, age, and other indicators of diversity where relevant. Employee category is required to encompass both level and function.

Level

The Company has concluded that level be split between those employees who are in leadership positions and those who are not. The Company defines leadership for the purpose of presentation as vice president roles and higher.

Function

The Company has concluded that function is best disaggregated between those employees in technology roles and those who are not. The Company defines technology roles as all technical occupations in computing and information technology, all occupations that require deep technical specialization and knowledge, as well as managers, directors, and executives who oversee technical employees and the development and delivery of technical products. Additionally, the workforce is defined by position, not department.

Other indicators of diversity

GRI 405-1b(iii) establishes that a Company report the percentage of employees by employee category by other indicators of diversity. The Company defines "other indicators of diversity" as employee ethnicity in the U.S. Employees who did not self-disclose their ethnicity are included in the "undisclosed" ethnicity category. There are no other indicators of diversity for global employees.

Underrepresented Group

The Company defines an underrepresented group ("URG") as Women, Black, Latina/o/x, Indigenous, Two or more races, LGBTQ+, People with Disabilities, and Veterans. URG is defined to include gender, ethnic, and other groups that are historically underrepresented within the U.S. technology industry. As such, women have been included as a URG and Asian and Indian ethnicities are not included as an URG.

Employees who did not self-disclose as one of the URGs were assumed to be unaffiliated with any URG. If an employee self identifies as multiple URGs, they are only included once for the purposes of the calculation. The Company calculates this metric for U.S. employees only.

URG representation is calculated by dividing the number of U.S. employees identified under at least one of the URGs by the total number of U.S. employees.

Underrepresented Minority and Underrepresented Minority in leadership

The Company defines an underrepresented minority ("URM") as Black, Latina/o/x, Indigenous, and individuals who identify with two or more races. URM is defined to include ethnicities that are historically underrepresented within the U.S. technology industry.

Employees who did not self-disclose as one of these ethnicities were assumed to be unaffiliated with any URM. If an employee self identifies as multiple URMs, they are only included once for the purposes of the calculation. The Company calculates this metric for U.S. employees only.

URM representation is calculated by dividing the number of U.S. employees identified under at least one of the URMs by the total number of U.S. employees.

Progress against baseline is calculated by dividing the current year URM representation percentage less the base year URM representation percentage by the base year URM representation percentage.

URM leadership representation (U.S. only) is calculated by dividing the number of U.S. employees in leadership positions (VP+) who identified under at least one of the URMs by the total number of U.S. employees in leadership positions.

Progress against baseline is calculated by dividing the current year URM leadership representation percentage less the base year URM leadership representation percentage by the base year URM leadership representation percentage.

Black Leadership

Black leadership representation (U.S. only) is calculated by dividing the number of U.S. employees in leadership positions (VP+) who self-identified as Black or African American by the total number of U.S. employees in leadership positions.

Progress against baseline is calculated by diving the current year Black leadership representation percentage less the base year Black leadership representation percentage by the base year Black leadership representation percentage.

Global Women and Non-binary

Global Women and Non-binary representation is calculated by dividing the number of global employees who identified as Woman or Non-binary which includes both "Gender Non-Binary/Non-Conforming" and "Transgender" employees, by the total number of global employees.

Progress against baseline is calculated by dividing the current year global women and non-binary representation percentage less the base year global women and non-binary representation percentage by the base year women and non-binary representation percentage.