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Independent Accountants' Review Report

To the Board of Directors and Management of Salesforce, Inc

We have reviewed Salesforce, Inc.'s ("Salesforce") Consolidated Statement of Employee Metrics (collectively the "Consolidated Statement") and the related Notes to the Consolidated Statement (the "Subject Matter") included in the attached as of January 31, 2026 in accordance with the criteria set forth in the Notes to the Consolidated Statement (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 Management 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.



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As described in the Notes to the Consolidated Statement, 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.

The information included in the attached, 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 Salesforce's Consolidated Statement of Employee Metrics and the related Notes to the Consolidated Statement as of January 31, 2026, in order for it to be in accordance with the Criteria.

Ernst + Young LLP

May 13, 2026

Salesforce, Inc.
Consolidated Statement of Employee Metrics

	As of January 31, 2026			
	Tech	Non-Tech	VP+	Total
Employees by Gender				
Women	27.5 %	41.1 %	29.3 %	35.2 %
Men	71.8 %	58.6 %	70.5 %	63.3 %
Other Genders	0.4 %	0.1 %	0.0 %	0.2 %
Undisclosed	0.3 %	0.2 %	0.2 %	1.3 %
Total	100 %	100 %	100 %	100 %
Employees by Ethnicity (U.S. Only)				
White	37.2 %	62.1 %	61.7 %	51.1 %
Asian	46.6 %	15.8 %	25.5 %	29.5 %
Hispanic and Latinx	4.6 %	6.7 %	2.5 %	5.8 %
Black or African American	3.3 %	6.1 %	3.5 %	4.8 %
Multiracial	2.6 %	3.2 %	2.1 %	2.9 %
Native Hawaiian or Other Pacific Islander	0.2 %	0.4 %	0.1 %	0.3 %
Indigenous American and Alaska Native	0.1 %	0.2 %	0.2 %	0.2 %
Middle Eastern/North African	0.8 %	0.9 %	1.2 %	0.8 %
Undisclosed	4.6 %	4.6 %	3.2 %	4.6 %
Total	100 %	100 %	100 %	100 %
Percentage of U.S. Workforce				
as of January 31, 2026				
LGBTQ+				3.4 %
People with disabilities				3.0 %
Veteran				2.1 %

See accompanying Notes to Consolidated Statement of Employee Metrics.

Salesforce, Inc.
Notes to Consolidated Statement of Employee Metrics

1. Summary of Business and Significant Policies

Description of Business

Salesforce, Inc. (“Salesforce,” the “Company,” “we” or “our”) is a global leader in customer relationship management (“CRM”) technology, helping organizations of any size become agentic enterprises. Founded in 1999, we bring humans, agents, applications, and data together on a trusted, unified platform to unlock growth and innovation. Our artificial intelligence (“AI”) powered Agentforce 360 Platform unites our offerings — spanning sales, service, marketing, commerce, collaboration, data management, integration, analytics, IT service, industry verticals and more — on a single, intelligent platform for trusted enterprise execution. We unify and harmonize across systems, applications and devices to create a complete view of customers. With this single source of customer truth powering agents, teams can be more responsive, productive and efficient and deliver AI-powered, personalized and automated experiences across every channel. With Agentforce, the agentic layer of the Agentforce 360 Platform, our customers can build and deploy always-on digital labor for employees and customers, leveraging autonomous AI agents across business functions that aim to increase productivity, lower costs and drive operational efficiencies. With Agentforce, AI is embedded in the flow of work — in the applications that our customers already use every day. Every Agentforce-embedded application now reasons, learns, and takes action alongside users.

The Company’s fiscal year ends on January 31. References to fiscal 2026, for example, refer to the fiscal year ending January 31, 2026.

Use of Estimates

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in 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.

Employees and Impact from Acquisitions

The Company includes both full time and part time employees in its employee calculations. The Company includes employee data from any acquisition on the date of the acquisition. Accordingly, all employees from the Company’s November 2025 acquisition of Informatica, as well as all other fiscal 2026 acquisitions, are included in the fiscal 2026 results. If an acquired company’s employee demographics had not been fully integrated into the Company’s human capital management system at the reporting date, any employees for which demographic data was unavailable would be categorized as “undisclosed” in the gender, ethnicity, and total US workforce population to determine the percentage disclosures in the tables above.

Basis of Presentation

The Consolidated Statement of Employee Metrics follow custom criteria which are explained below. The Company’s reporting of employee metrics aligns with its fiscal year ended January 31, 2026.

2. Criteria

Employees by Gender

For presentation purposes, "women" represent individuals whose biological sex is "female" and who have not identified as transgender or non-binary. "Men" represent individuals whose biological sex is "male" and who have not identified as transgender or non-binary. "Other" represents individuals whose biological sex is "intersex" or who have identified as transgender or non-binary. Employees who did not self-disclose their gender are included in the “undisclosed” gender category.

Employee Category

Level

The Company has concluded that level be split between those employees who are in vice president roles or higher and those who are not.

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.

Ethnicity

The Company includes employee ethnicity for U.S. employees, which is based on the employees' self-disclosure of their ethnicity. The Company defines multiracial as an employee that identifies as more than one race. Employees who did not self-disclose their ethnicity are included in the "undisclosed" ethnicity category

LGBTQ+

LGBTQ+ is calculated by dividing the number of U.S. employees that self-identify as LGBTQ+, which the Company defines as Employees whose sexuality is either Lesbian, Gay, or Bisexual+, or whose gender identity is Transgender or Non-Binary / Gender Non-Conforming, by the total number of U.S. employees.

If an employee self identifies with multiple of the LGBTQ+ criteria, they are only included once for the purposes of the calculation. The Company calculates this metric for U.S. employees only.

People with disabilities

People with disabilities is defined as any U.S.-based employee who self-identifies as having had and/or currently having a disability. The metric for people with disabilities is calculated by dividing the number of U.S. employees that self-identify as having had and/or currently have a disability by the total number of U.S. employees. The Company calculates this metric for U.S. employees only.

Veterans

Veterans is calculated by dividing the number of U.S. employees that self-identify as having had any past or present military service in one of the U.S. Military armed forces, which includes non-veteran active duty and reserve military personnel, by the total number of U.S. employees. The Company calculates this metric for U.S. employees only.