Schedules of Selected Environmental and Employee Metrics

Salesforce, Inc.

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FORWARD LOOKING INFORMATION

These schedules of Selected Environmental and Employee Metrics contain words such as "expect," "anticipates," "aims," "projects," "intends," "plans," "believes," "estimates," "assumes," "may," "will," "should," "could," "would," "potential," "forecasts," "predicts," "targets," "commitments," "goals" and 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 5, 2025, 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 EMPLOYEE METRICS

Purpose of this document

Salesforce, Inc. ("Salesforce", "we", "us", "our") believes that values drive value, and we believe effectively managing our priority environmental, social, and governance ("ESG") topics will help create long-term value for our investors. We operationalize our core values of Trust, Customer Success, Innovation, Equality and Sustainability across our company by managing our priority ESG initiatives. 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 key ESG metrics and provide transparency into our calculation methodologies used for them, some of which are subject to a limited assurance third party review by Ernst & Young LLP ("EY") (see Independent Accountants' Review Report at pg. 6). Additionally, this document provides a brief commentary on our results relative to our key environmental goals. Metrics included in this document are informed by stakeholder interest, ESG materiality assessments and alignment to our core values of equality and sustainability. This document provides 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. These disclosures can be found on our website, in our annual Stakeholder Impact Report. 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 believes that a transition to a net zero and nature positive future will create better outcomes for our business, the economy, communities and the world at large. 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, 2025, we:

1. Maintained 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.
2. Procured 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 Note 7 to the Consolidated Statements of Environmental Metrics, respectively.
3. Reduced 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. 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, 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 goals of a 50 percent reduction in absolute emissions by fiscal 2031 and 90 percent reduction in absolute emissions by fiscal 2041.

In fiscal 2025, we updated our emissions reduction targets to meet SBTi's five-year refresh requirement, while also adding long-term Net-Zero SBTs for fiscal 2041 that will replace our previous absolute emissions reduction targets for fiscal 2031 and fiscal 2041. The refreshed targets were submitted to SBTi for review in fiscal year 2025 and approved in fiscal year 2026. We will begin reporting progress against them in fiscal 2026.

Summary of Environmental Targets:

In fiscal 2025, our progress towards our selected environmental targets was as follows (emissions figures in thousands of metric tons carbon dioxide equivalent ("mt CO_2e")):

		Fiscal year ended January 31,		
	Target	**2025**	**2024**	**2019 (Base Year)**
Net zero residual emissions				
Net residual emissions	0	0	0	610
100 percent renewable energy				
Percentage of total global electricity procured from renewable energy resources	100%	100 %	100 %	55 %
Absolute emissions reduction by fiscal 2031 (1)				
Scope 1 emissions		6	3	6
Scope 2 LBM emissions		293	315	322
Scope 3 LBM emissions		1,155	1,182	886
Total absolute emissions		1,454	1,500	1,214
Increase (reduction) from 2019 base year	(50)%	20 %	24 %	N/A
Science-based targets:				
Scope 1 & 2 MBM reduction by fiscal 2031				
Scope 1 emissions		6	3	6
Scope 2 MBM emissions		78	75	181

	Target	Fiscal year ended January 31, 2025	2024	2019 (Base Year)
Total Scope 1 and 2 MBM emissions		84	78	187
Reduction from 2019 base year	(50)%	(55)%	(58)%	N/A
Scope 3 FERA reduction by fiscal 2031				
FERA MBM Scope 3 emissions not included in Scope 1 and 2		32	35	48
Reduction from 2019 base year	(50)%	(33)%	(27)%	N/A
Scope 3 supplier engagement by fiscal 2025				
Percentage of applicable Scope 3 LBM emissions from suppliers with set SBTs	60%	33 %	21 %	3 %

(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 global innovation and investment.

In fiscal 2025 and 2024 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 6 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.

In fiscal 2025 and 2024, we reported an increase in absolute emissions as compared to our base year of 20 percent and 24 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 our operational excellence initiative which led to decreased expenditures. This trend continued in fiscal 2025 and resulted in decreased emissions from fiscal 2024 largely due to decreased expenditures year-over-year.

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 and 2025. 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 44 percent of our applicable upstream Scope 3 LBM emissions are calculated using the spend-based approach, while 56 percent were determined using the hybrid approach. 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 remains challenging. Given the continued growth of our company, systemic global decarbonization will be necessary. For further insights into our strategies to drive these changes and the dependencies to achieve them, refer to salesforce.com/sustainability.

In fiscal 2025 and 2024, the percentage of applicable scope 3 LBM emissions from suppliers with set SBTs was 33 percent and 21 percent, respectively.

Fiscal Year 2025 Emissions Methodology Changes

We continually review emissions quantification methodologies and are committed to implementing best practice quantification methodologies. As a result of refinements to our calculation methodology and classification determinations for certain categories, we may occasionally update our previously presented emissions. For instance, in fiscal 2025, we updated our Scope 3 methodology for leased real estate and data centers by applying custom emission factors that isolate landlord-provided operations, maintenance, and management services. This replaces our previous methodology, which used a broader estimation approach, and improves the accuracy of our emissions reporting. In order to allow for comparability, we applied this methodology to previous years.

Employee Overview

Equality is a core value at Salesforce. Our approach to equality is firmly rooted in compliance with federal law (as a U.S. company) and other applicable laws and regulations in the regions in which we operate, including statutes, regulations and principles governing equal pay, equal opportunity and anti-discrimination protections. These legal frameworks shape our long-standing commitment to fostering a workplace where all individuals are treated equally, have access to opportunities and are protected from discrimination. By adhering to these laws, we uphold a fair and inclusive environment where our employees can do the best work and teaming of their careers, reinforcing principles of equality, dignity and respect for all.

Fiscal Year 2025 Employee Data

In fiscal 2025, we disclose employee metrics which represent our current employee landscape across global gender, U.S. race & ethnicity, U.S. people with disabilities, and U.S. veterans. Please see Notes - Employee Data below for further details.

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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 Statements of Environmental Metrics and Consolidated Statements of Employee 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 Employee Metrics as of and for the year ended January 31, 2025 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.

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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 Employee 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 Salesforce's Consolidated Statements of Environmental Metrics, Consolidated Statements of Employee Metrics and the related Notes to the Consolidated Statements as of and for the year ended January 31, 2025 in order for it to be in accordance with the Criteria.

Ernst + Young LLP

San Francisco, California

April 15, 2025

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

	Fiscal year ended January 31,		
	2025	**2024 (3) (unreviewed)**	**2019 (Base Year) (unreviewed)**
Emissions from operations:			
Scope 1 (1)	6	3	6
Scope 2 market-based method ("MBM") (Note 4)	78	75	181
Emissions from operations - MBM	84	78	187
Scope 1	6	3	6
Scope 2 location-based method ("LBM") (Note 4)	293	315	322
Emissions from operations - LBM	299	318	328
Emissions from value chain:			
Scope 3 upstream emissions - MBM	885	926	708
Scope 3 downstream emissions - MBM	87	100	30
Emissions from value chain - MBM (See Note 2)	972	1,026	875
Scope 3 upstream emissions - LBM	1,068	1,082	719
Scope 3 downstream emissions - LBM	87	100	30
Emissions from value chain - LBM (See Note 2)	1,155	1,182	886
Emissions from operations and value chain - MBM	1,056	1,104	1,062
Emissions from operations and value chain - LBM	1,454	1,500	1,214
Neutralization and compensation adjustments: (Note 5)			
Removal carbon credits	(164)	(294)	0
Avoidance carbon credits	(892)	(906)	(344)
Net residual emissions (Note 6)	0	0	718
Percentage of total global electricity procured from renewable energy resources (Note 7)	100 %	100 %	55 %
Percentage of applicable scope 3 LBM emissions from suppliers with SBTs (Note 8)	33 %	21 %	3 %
Percentage of applicable scope 3 LBM emissions from suppliers committed to setting SBTs (Note 8) (2)	6 %	13 %	1 %

(1) Scope 1 calculations exclude two types of emissions: (1) direct CO2 emissions from biogenically sequestered carbon from combusting biodiesel and (2) refrigerant emissions from non-Kyoto Protocol gases. These excluded emissions are reported separately in accordance with the GHG Protocol. For fiscal 2025 and fiscal 2024, less than one thousand metric tons of CO2 emissions from combusting biodiesel and one thousand metric tons of refrigerant emissions from non-Kyoto Protocol gases were excluded.

(2) 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) For the fiscal year ended January 31, 2024, scope 1 and scope 2 LBM and MBM emissions were subject to limited assurance. Refer to the Independent Accountants' Review Report dated March 29, 2024.

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 deeply unified Salesforce Platform, the Company delivers a single source of truth, connecting customer data with integrated artificial intelligence ("AI") across systems, apps and devices to help companies sell, service, market and conduct commerce from anywhere. During the third quarter of fiscal 2025, the Company introduced Agentforce, a new layer of the trusted Salesforce Platform that enables companies to build and deploy AI agents that can respond to inputs, make decisions and take action autonomously across business functions. Agentforce includes a suite of customizable agents for use across sales, service, marketing and commerce. Since its founding in 1999, the Company has pioneered innovations in cloud, mobile, social, analytics and AI, enabling companies of every size and industry to transform their businesses in the digital-first world.

The Company's fiscal year ends on January 31. References to fiscal 2025, for example, refer to the fiscal year ending January 31, 2025. Fiscal 2019 has been set as the Company's base year (see Note 3).

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. To enhance transparency, we disclosed both market-based (MBM) and location-based (LBM) emissions for our scope 2 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.

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. Similarly to scope 2, to enhance transparency, we disclosed both market-based (MBM) and location-based (LBM) emissions for our scope 3 calculations.

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 (CO2), 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 (CO2, 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 (CO2e) for reporting. CO2 is the only significant GHG for the Company, making up 99 percent of total emissions. Other GHGs, including CH4, N2O, and emissions from refrigerants make up the remaining one 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 included beginning in fiscal 2023. In fiscal 2023 and 2024, there were no acquisitions that materially impacted the Company’s fiscal 2024 and fiscal 2025 emissions.

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 aircrafts contracted by the Company and Company shuttles contracted by the Company.
Fugitive Emissions	Fugitive emissions from refrigerant leaks at all owned offices that have cooling systems with active refrigerants.

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, data centers and electric shuttles.
Heat/Steam	Purchased/acquired 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.

Starting in fiscal 2024, Salesforce implemented a new approach to improve the accuracy of scope 3 emissions calculations. Historically, Salesforce calculated emissions for the majority of scope 3 categories using the spend-based method outlined in the GHG Protocol Scope 3 Calculation Guidance. This approach relies on financial spend data and broad economic sector averages emissions factors. While widely used for scope 3 quantification and sufficient for high-level emissions screening, the spend-based method does not capture the specific impact of individual suppliers or products. Supplier-specific emissions data is sourced through a combination of CDP Supply Chain reporting, direct supplier engagement, and publicly available emissions disclosures. This approach improves data quality, specificity, and actionability, ensuring a more accurate representation of Salesforce's supply chain emissions. As Salesforce expands supplier engagement and data collection capabilities, it aims to continually increase the proportion of supplier-specific data used in its Scope 3 inventory, reducing reliance on sector averages and spend-based estimates over time.

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, real estate costs including operations and maintenance, consulting services, marketing and event-related products and services.
Category 2: Capital goods	The Company's capital 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. Fuel and energy-related activities ("FERA") emissions include 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	While applicable, emissions from this category are insignificant and therefore not relevant and 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 energy consumed by employees who work remotely during 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.

Category 9: Downstream transportation and distribution	This category has been identified as non-applicable 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-applicable 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	While applicable, emissions from this category are insignificant and therefore not relevant and not disclosed.
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	While applicable, emissions from this category are insignificant and therefore not relevant and not disclosed.
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 percent of the total scope 1, 2, and 3 emissions in the base year, or if the changes result in a variation exceeding 5 percent of scope 1, 2, or 3 emissions individually.

In fiscal 2024, the Company updated the base year emissions to include its acquisitions, Slack and Tableau, as well as to incorporate methodological changes from the hybrid method. In fiscal 2025, the Company made individually insignificant changes to the base year to align with the Company's current period presentation.

4. Emissions Factors and Global Warming Potentials

The global warming potentials for each GHG are sourced from the Intergovernmental Panel on Climate Change Fourth, Fifth, and Sixth 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	Environmental Protection Agency ("EPA") Emission Factors for Greenhouse Gas Inventories 2024 and 2024 Department for Environment, Food and Rural Affairs ("DEFRA").

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 fixed-price purchase agreements with renewable energy providers;
- Renewable energy procured by entering into contracts with the Company's suppliers to directly procure renewable energy;
- Renewable energy procured as a 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 thousands of metric tons CO2e):

	Fiscal year ended January 31,		
	2025	**2024 (1)**	**2019 (Base Year) (unreviewed)**
Scope 2 indirect emissions – LBM	293	315	322
Impacts of contractual instruments and MBM emission factors	(215)	(240)	(141)
Scope 2 indirect emissions – MBM	78	75	181

(1) For the fiscal year ended January 31, 2024 scope 2 LBM and MBM emissions were subjected to limited assurance. Refer to the Independent Accountants' Review Report dated March 29, 2024.

Emission Source Type	Emission Factor Employed
Purchased electricity - LBM	Environmental Protection Agency Emissions & Generation Resource Integrated Database 2022 ("eGRID") and 2024 International Energy Agency ("IEA")
Purchased electricity - MBM	2022 eGRID, 2024 IEA, and 2023 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	2024 EPA Emission Factors for Greenhouse Gas Inventories
Fugitive Emissions - LBM & MBM	2007 IPCC AR5
Electric Shuttles - LBM & MBM	Custom emission factor for India electric shuttles based on DEFRA's UK electric vehicle emission factor and IEA's India electricity emission factor.

Over 80 percent and 75 percent of the Company's scope 1 and 2 emissions are based on actual consumption data for fiscal 2025 and fiscal 2024, respectively. For real estate assets, when sites do not provide current or historical data confirming their natural gas consumption, Salesforce references published country-level data. Once each site's fuel consumption data for natural gas and all other fuels is verified, energy consumption is modeled and extrapolated using energy intensity factors derived from both internal custom factors and the 2018 Commercial Buildings Energy Consumption Survey (CBECS) data. In other cases, if data is unavailable, the Company uses prior month or prior year data as a proxy or applies energy intensity factors derived from internal custom factors.

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 thousands of metric tons of carbon dioxide equivalent (CO2e).

	Fiscal year ended January 31,		
	2025	**2024 (unreviewed)**	**2019 (Base Year) (unreviewed)(3)**
Upstream scope 3 emissions:			
Purchased goods and services - LBM	687	714	368
Purchased goods and services - MBM	544	606	385
Capital goods - LBM	104	110	57
Capital goods - MBM	101	107	57
Fuel and energy-related activities not included in Scope 1 or 2 - LBM	69	80	76
Fuel and energy-related activities not included in Scope 1 or 2 - MBM	32	35	48
Upstream transportation and distribution - LBM	2	1	1
Upstream transportation and distribution - MBM	2	1	1
Business travel	148	145	129
Employee commuting	38	19	26
Work from home (1)	19	13	0
Upstream leased assets - LBM	1	0	62
Upstream leased assets - MBM	1	0	62
Upstream Scope 3 emissions - LBM	1,068	1,082	719
Upstream Scope 3 emissions - MBM	885	926	708
Downstream scope 3 emissions:			
Use of sold products	30	39	18
Downstream leased assets - LBM (2)	6	12	0
Downstream leased assets - MBM (2)	6	12	0
Investments	51	49	12
Downstream Scope 3 emissions - LBM	87	100	30
Downstream Scope 3 emissions - MBM	87	100	30
Scope 3 emissions from value chain - LBM (3)	1,155	1,182	886
Scope 3 emissions from value chain - MBM (3)	972	1,026	875

(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.

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) v1.3" 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;
- 2024 Department for Environment, Food and Rural Affairs ("DEFRA");
- 2024 EPA Emission Factors for Greenhouse Gas Inventories ("U.S. EPA");
- 2024 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") 2024;
- 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	55%	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 key suppliers, the hybrid approach for other key suppliers, and spend-based approach for the remainder of our purchased goods and services. Real estate emissions, which include operations, maintenance and management activities, are calculated by applying Company-modified EEIO-based emission factors to lease payments.
Category 2: Capital goods	59%	Supplier-specific emissions, supplier-specific revenue intensity emission factors, U.S. EPA Supply Chain (EEIO) Leasehold Improvements: Custom Life Cycle Analysis ("LCA")	Capital goods are calculated using both the hybrid approach and spend-based approach. 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.
Category 3: FERA not included in Scope 1 or 2	0%	2024 IEA Generation; 2024 IEA Fuel-cycle; 2024 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	56%	Supplier-specific emissions, supplier-specific revenue intensity emission factors, U.S. EPA Supply Chain (EEIO)	Upstream transportation and distribution use the hybrid approach and spend-based approach.
Category 5: Waste generated in operations	6%	Not applicable	While applicable, emissions from this category are insignificant and therefore not relevant and not disclosed.

Emissions type	Percent calculated with supplier data	Emission factors applied	Emissions calculation methodology (1)
Category 6: Business travel	78%	Air travel: DEFRA Personal mileage: DEFRA and U.S. EPA; Rail and taxi: U.S. EPA Supply Chain (EEIO); Rental car: Custom emission factor based on vendor reports Hotel: HSBI Well-to-tank factors: DEFRA	Air travel 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. Car rentals are based on the number of rental days. 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	56%	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 applicable or calculated.
Category 10: Processing of sold products	N/A	Not applicable.	Not applicable or calculated.
Category 11: Use of sold products	0%	IEA	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.	While applicable, emissions from this category are insignificant and therefore not relevant and not disclosed.
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.	While applicable, emissions from this category are insignificant and therefore not relevant and not disclosed.
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 scope 1, 2 LBM and 3 emissions data as reported in fiscal year 2019 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. 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 CO2 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.

The Company purchases carbon credits that support projects which lower atmospheric CO2 and have compelling positive 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, Climate, Community and Biodiversity Alliance Standards has certified many of the projects that the Company sources credits, and independent, third-party ratings agencies have assessed them.

The Company retires all carbon credits 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, 2025 and 2024, suppliers purchased carbon credits on behalf of their portion of the Company's scope 3 GHG emissions, which make up more than 10 percent and 9 percent, respectively, 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.

6. 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 2025, the Company reported net residual emissions of zero, or net zero residual emissions.

7. 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 the total renewable electricity procured (including renewable energy certificates) by total global electricity usage, measured in Megawatt Hours ("MWh"). The Company includes all electricity or renewable energy certificates procured from renewable energy resources in its calculation regardless of the market in which the renewable energy was consumed.

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 at all of its global facilities (offices and data centers) under its operational control.

8. Scope 3 Supplier Engagement target

The Company calculates the percentage of applicable scope 3 LBM emissions from suppliers with SBTs as follows (in thousands of metric tons CO2e):

	Fiscal year ended January 31,		
	2025	**2024**	**2019 (Base Year) (unreviewed)(1)**
Scope 3 LBM emissions from suppliers with SBTs	261	170	14
Applicable scope 3 LBM emissions (2)	793	825	435
Percentage of applicable scope 3 LBM emissions from suppliers with SBTs	33 %	21 %	3 %

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

(2) The fiscal 2019 base year was 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. The applicable Scope 3 LBM emissions are aligned with SBTi guidance and exclude any optional Scope 3 categories.

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 categories.

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,		
	2025	**2024**	**2019 (1) (Base Year) (unreviewed)**
Scope 3 LBM emissions from suppliers who have committed to setting SBTs	47	104	N/A
Percentage of applicable scope 3 LBM emissions from suppliers who have committed to setting SBTs	6 %	13 %	N/A

(1) Fiscal 2023 was the first year in which the Company disclosed suppliers that had 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.

Salesforce, Inc.
Consolidated Statements of Employee Metrics

	As of January 31, 2025			
	Tech	Non-Tech	VP+	Total
Employees by Gender				
Women	30.6 %	42.3 %	29.9 %	36.1 %
Men	68.7 %	57.4 %	69.9 %	63.3 %
Other Genders	0.4 %	0.2 %	0.1 %	0.3 %
Undisclosed	0.3 %	0.1 %	0.1 %	0.3 %
Total	100 %	100 %	100 %	100 %
Employees by Ethnicity (U.S. Only)				
White	38.8 %	66.0 %	63.2 %	51.8 %
Asian	44.0 %	12.3 %	23.8 %	28.8 %
Hispanic and Latinx	5.1 %	7.0 %	3.0 %	6.0 %
Black or African American	4.0 %	6.1 %	3.5 %	5.0 %
Multiracial	2.7 %	3.4 %	2.2 %	3.0 %
Native Hawaiian or Other Pacific Islander	0.2 %	0.3 %	0.1 %	0.3 %
Indigenous American and Alaska Native	0.1 %	0.3 %	0.2 %	0.2 %
Middle Eastern/North African	0.7 %	0.9 %	0.9 %	0.8 %
Undisclosed	4.4 %	3.7 %	3.1 %	4.1 %
Total	100 %	100 %	100 %	100 %

	Percentage of U.S. Workforce as of January 31, 2025
People with disabilities	3.1 %
Veteran	2.1 %

See accompanying Notes to Consolidated Statements of Employee Metrics.

Salesforce, Inc.
Notes to Consolidated Statements of Employee 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 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 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 2025 results.

Basis of Presentation

The Consolidated Statements 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, 2025.

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

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 (U.S .only) 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.