Schedules of Selected Environmental, Equality and Social Value Metrics

Salesforce, Inc.

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Index to Schedules of Selected Environmental, Equality and Social Value Metrics

FORWARD LOOKING INFORMATION

These schedules of Selected Environmental, Equality and Social Value Metrics contains words such as "expects," "anticipates," "aims," "projects," "intends," "plans," "believes," "estimates," "seeks," "assumes," "may," "should," "could," "would," "foresees," "forecasts," "predicts," "targets," "commitments," "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. 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: the impact of, and actions we may take in response to, the COVID-19 pandemic, related public health measures and resulting 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 11, 2022, 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, EQUALITY AND SOCIAL VALUE METRICS

Purpose of this document

Salesforce believes the business of business is to make the world a better place for all of our stakeholders, including our stockholders, customers, employees, partners, the planet and the communities in which we work and live. We believe that values drive value, and that effectively managing our priority Environmental, Social, and Governance ("ESG") topics will help create long-term value for our investors. Trust is our number one value, and the key to trust is transparency. We believe building trust with our stakeholders includes a credible ESG reporting process that will deliver actionable, transparent, consistent, re-performable and verifiable metrics.

The purpose of this document is to report on and provide transparency into our calculation methodologies for selected Environmental, Equality and Social Value 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. 6) and to provide a brief commentary on our results relative to our Environmental, Equality and Social Value goals. Metrics included in this document have been determined based on our overall core values, including equality, sustainability and our commitment to giving back to our communities. 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, and can be found either on our website, or in our Stakeholder Impact Report, our Task Force on Climate-Related Financial Disclosures ("TCFD") report, our Climate Action Plan, our Form 10-K and our Proxy Statements. This document is not incorporated and does not constitute a part of our SEC filings.

Environment Overview

We aspire to be a climate action leader and to tap into the full power of Salesforce to help protect the environment for future generations. We prioritize innovative sustainability strategies to deliver impact at a global scale and we seek to build trust with our stakeholders by achieving measurable progress towards our sustainability goals. Our holistic sustainability strategy can be found in our Climate Action Plan and our TCFD report.

During the fiscal year ended January 31, 2022, we achieved two key targets; we had net zero residual emissions across our full value chain, and we procured electricity from renewable energy resources equivalent to 100 percent of the electricity we used globally, calculated based on the methodology described in Notes 6 and 7 to the Consolidated Statements of Environmental Metrics, respectively. In addition, we made progress against a number of other environmental targets included below.

Absolute Emissions Reduction and Science Based Targets:

In fiscal 2022, we announced our intention to reduce our absolute emissions, defined as Scope 1, Scope 2 location-based method or ("LBM"), and Scope 3 emissions, as quickly as possible from a fiscal 2019 baseline, with goals of a 50 percent reduction in absolute emissions by fiscal 2031 and near zero absolute emissions by fiscal 2041.

In fiscal year 2019, we set science based targets ("SBTs") 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 market-based method ("MBM") GHG emissions by 50 percent by fiscal 2031 from a fiscal 2019 base year.
2. Reduce our Scope 3 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 GHG emissions, covering all relevant upstream emissions categories, will set their own SBTs by fiscal 2025.

In fiscal 2022, 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	2022	2021	2019 (Base Year)
Net zero residual emissions target				
Net residual emissions	0	0	620,000	610,000
100 percent renewable energy target				
Percentage of total global electricity procured from renewable energy resources	100%	100.0 %	75.0 %	55.0 %
Absolute emissions reduction target by fiscal 2031[1]				
Scope 1 emissions		6,000	1,000	5,000
Scope 2 LBM emissions		286,000	292,000	281,000
Scope 3 emissions		1,004,000	832,000	791,000
Total absolute emissions		1,296,000	1,125,000	1,077,000
Increase (reduction) from 2019 baseline[1]	(50)%	20.3 %	4.5 %	N/A
Scope 1 & 2 MBM reduction target by fiscal 2031				
Scope 1 and 2 MBM emissions		92,000	85,000	163,000
Reduction from 2019 baseline	(50)%	(43.6)%	(47.9)%	N/A
Scope 3 FERA reduction target by fiscal 2031				
FERA emissions not included in scope 1 and 2		38,000	28,000	48,000
Increase (reduction) from 2019 baseline	(50)%	(20.8)%	(41.7)%	N/A
Scope 3 supplier engagement target by fiscal 2025				
Percentage of applicable scope 3 emissions from suppliers with SBTs	60%	16.0 %	15.0 %	1.3 %

In fiscal 2022 and 2021, we reported an increase in absolute emissions as compared to our base year of 20.3 percent and 4.5 percent, respectively. These increases are largely due to the continued growth of our business, organically and through acquisitions, but exclude the impact of the acquisition of Slack in July 2021. The impact of COVID-19 did not result in a material reduction in emissions from our base year as the majority of our emissions are generated from electricity usage in our data centers and purchased goods and services within our supply chain. Refer to our Climate Action Plan for details on how we expect to achieve our absolute emissions reductions target over the long term, including through continued engagement with our supply chain as demonstrated above in our Scope 3 supplier engagement target.

[1] The absolute emissions reduction target of 50 percent is the near term fiscal 2031 target. The long term fiscal 2041 target is near zero absolute emissions by fiscal 2041.

Science Based Targets initiative Net Zero announcement

In October 2021 the Science Based Targets initiative ("SBTi") published a corporate Net-Zero standard, a specific criteria for calculating science-based net zero GHG emissions (the "new criteria"). A core tenet of the new criteria is 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) once the short and long term emissions targets are achieved. Our net zero residual emissions calculation methodology does not currently align with SBTi's definition of Net-Zero.

We support the SBTi's efforts and plan to achieve our near and long term absolute emissions reduction targets by fiscal year 2031 and 2041, respectively, ten years earlier than recommended by the SBTi, and by transitioning our carbon offset 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.

Environmental Metrics - Including Looking Forward to Fiscal 2023 and Beyond

We continually review emissions quantification methodologies and are committed to implementing best practice quantification methodologies. For example in fiscal 2022, we revised our methodology for calculating emissions associated with our leasehold improvements (Scope 3, Category 2) based on a life cycle assessment ("LCA") factor rather than a spend based emission factor and expanded the limited assurance third party review by EY to include all relevant upstream and downstream Scope 3 emissions. As a result of refinements to our calculation methodology and classification determinations for certain categories, we updated our previously presented fiscal 2021 and fiscal 2019 Scope 3 emissions.

Expected changes in fiscal 2023 and beyond may include:

- Scope 3 emissions – For specific categories, such as purchased goods and services, we expect to migrate away from the environmentally extended input-output ("EEIO") spend based quantification approach to a hybrid approach using emissions data obtained directly from our suppliers as more information becomes readily available. This will improve the quality of data in the disclosure.
- Emissions factors – We will continue to review the emissions factors applied to calculate emissions as updated, reliable and localized emissions factors become available.

These expected 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.

Equality Overview

Our goal is to build the kind of workplace that reflects the diverse communities in which we live and work. We continue to hold ourselves accountable to expand inclusion efforts across hiring, advocating, promoting, retaining, and increasing access and opportunities for all. Our key equality initiatives include: investing in our future leaders, inclusive hiring and leadership trainings, equal pay for equal work, employee-led resource groups and a focus on accessibility in our products and workspaces.

As of January 31, 2022, we have achieved our goal of having 50 percent of our U.S. employees made up of underrepresented groups for the U.S. technology industry ("underrepresented groups" or "URG"), which we define as employees who identify as Women, Black, Latina/o/x, Indigenous, Multiracial, Lesbian, Gay, Bi-Sexual, Trans, Queer, People with Disabilities, and Veterans.

We are also working to:

- Double the U.S. representation of Black employees in leadership (VP+) positions, by fiscal 2024 from a fiscal 2021 baseline;
- Increase the representation of underrepresented minorities for our U.S. employees ("underrepresented minorities" or "URM"), which we define as employees who identify as Black, Latina/o/x, Indigenous, and Multiracial, in leadership by 50 percent by fiscal 2024 from a fiscal 2021 base year; and
- Increase the U.S. representation of Black and URM employees by 50 percent by fiscal 2024 from a fiscal 2021 base year.

Social Value Overview

At Salesforce, we believe it is our responsibility to leverage our resources to maximize social impact and improve the state of the world. As our community of nonprofits, schools, and philanthropic organizations leads the way, we are partnering to build a better, more inclusive future for all. Core to our giving back is an integrated philanthropy model called the 1-1-1 model, which leverages 1 percent of a company's equity, employee time and product to help improve communities around the world.

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, Consolidated Statements of Equality Metrics, and Consolidated Statements of Social Value and the related Notes to the Consolidated Statements (the "Subject Matter") included in Salesforce's Schedules of Selected Environmental, Equality and Social Value Metrics as of and for the year ended January 31, 2022 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. A review consists 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. A review is substantially less in scope 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. A review also does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that our review provides a reasonable basis for our conclusion.

In performing our review, we have also complied with the independence and other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

As described in the Notes, 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 criteria.

The information included in Salesforce's Schedules of Selected Environmental, Equality and Social Value 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 Equality Metrics, Consolidated Statements of Social Value and the related Notes to the Consolidated Statements as of and for the year ended January 31, 2022 in order for it to be in accordance the Criteria.

Ernst + Young LLP

San Francisco, California
April 8, 2022

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

	Fiscal year ended January 31,		
	2022	2021(1)	2019 (Base Year)(1)
Emissions from operations:			
Scope 1	6,000	1,000	5,000
Scope 2 market-based method ("MBM") (Note 4)	86,000	84,000	158,000
Emissions from operations	92,000	85,000	163,000
Emissions from value chain:			
Scope 3 upstream emissions	928,000	771,000	760,000
Scope 3 downstream emissions	76,000	61,000	31,000
Emissions from value chain (Note 2)	1,004,000	832,000	791,000
Emissions from operations and value chain	1,096,000	917,000	954,000
Neutralization and compensation adjustments: (Note 5)			
Removal carbon credits	(172,000)	(17,000)	0
Avoidance carbon credits	(924,000)	(280,000)	(344,000)
Net residual emissions (Note 6)	0	620,000	610,000
Percentage of total global electricity procured from renewable energy resources (Note 7)	100 %	75 %	55 %
Percentage of applicable scope 3 emissions from suppliers with SBTs (Note 8)	16.0 %	15.0 %	1.3 %

(1) For the fiscal years ended January 31, 2021 and January 31, 2019 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 Reports dated March 4, 2021 and March 6, 2019, respectively.

See accompanying Notes to Consolidated Statements of Environmental Metrics.

Salesforce, Inc.
Notes to Consolidated Statements of Environmental Metrics

1. Summary of Business and Significant Accounting Policies

Description of Business

Salesforce (the "Company") is a leading provider of enterprise software, delivered through the cloud, with a focus on customer relationship management, or CRM. The Company introduced its first CRM solution in 2000, and has since expanded its service offerings into new areas and industries with new editions, features and platform capabilities.

The Company's core mission is to empower its customers to connect with their customers in entirely new ways through cloud, mobile, social, blockchain, voice, advanced analytics and artificial intelligence technologies. Salesforce's Customer 360 is an integrated platform that unites sales, service, marketing, commerce, integration, analytics and more to give companies a single, shared view of their customers.

Fiscal Year

The Company's fiscal year ends on January 31. References to fiscal 2022, for example, refer to the fiscal year ending January 31, 2022. Fiscal year 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") The 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 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 where applicable, the Information and Communication Technology ("ICT") Sector Guidance 'Built on the GHG Protocol' Product Life Cycle Accounting and Reporting Standard.

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 ICT Sector 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), sulphur 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.

The Company converts all emissions to carbon dioxide equivalents (CO_2e) for reporting.

Use of Estimates

The Company bases its estimates and methodologies on historical experience, available information, and on 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 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.

For example, in fiscal 2022 the Company revised its methodology for calculating emissions associated with its leasehold improvements (Scope 3, Category 2) and, as a result, updated its previously presented fiscal 2021 and fiscal 2019 Scope 3 emissions. Refer to Note 3 for additional details. As the Company updates its methodologies and as new information becomes available, the Company may continue to revise its estimates 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 accounted for in the fiscal year following the acquisition date. For example, on July 21, 2021, the Company acquired Slack Technologies, Inc. ("Slack") for approximately $27.1 billion. The Company has excluded the impact of the Slack acquisition in its fiscal 2022 Scope 1, 2 and 3 emission 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. It does not account for GHG emissions from operations in which it owns an interest but has no control. 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 activity are recorded within the Scope 3 indirect emissions.

Scope 1

Direct emissions 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.
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 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.

Scope 3 Category	Salesforce Boundary Description
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 events related products and services.
Category 2: Capital goods	Buildings and other fixed asset purchases, data center infrastructure and equipment purchases such as purchased servers and storage and other data center related peripherals such as cabling, properties and equipment that are treated as assets on the Company's financial statements, leasehold improvements, or 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 Scopes 1 or 2	MBM emissions related to the production of fuels and energy purchased and consumed, not covered in Scopes 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. The optional "work from home" subcategory was established in fiscal 2021 as a result of the COVID-19 pandemic when the majority of the Company's employees shifted to working from home.
Category 8: Upstream leased assets	Optional embodied emissions from manufacturing, production and transportation of 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 using the Company's products. Since substantially all of the Company's service offerings are sold on a subscription basis with clearly defined contract start and end dates, the actual annual usage for each license is calculated rather than the expected emissions over the life of the subscription.
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, using the MBM, 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.

3. Base Year

In fiscal 2019, the Company set science based targets ("SBTs") covering selected components of its GHG emissions. 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 emissions base year is subject to restatement or adjustment should a material change in total base year emissions be identified, including as a result of changes in calculation methodology or changes due to data accuracy. This does not include organic growth and decline.

In fiscal 2022, the Company refined its calculation methodology and classification determinations for certain categories in its Scope 3 upstream emissions resulting in a cumulative reduction of reported prior year emissions. The Company also retroactively calculated the emissions from its investments which resulted in an increase in reported Scope 3 downstream emissions.

The following is a summary of the impact of these updates on the Company's prior year results, all of which are unreviewed (in metric tons CO_2e):

	Fiscal year ended					
	January 31, 2021 (i)	Adjustments	January 31, 2021 (adjusted)	January 31, 2019 (i)	Adjustments	January 31, 2019 (adjusted)
Scope 3 upstream emissions	941,000	(170,000)	771,000	906,000	(146,000)	760,000
Scope 3 downstream emissions	27,000	34,000	61,000	18,000	13,000	31,000
Emissions from value chain	968,000	(136,000)	832,000	924,000	(133,000)	791,000

(i) As reported in the Company's fiscal 2021 Stakeholder Impact Report, Metrics and Indicators section.

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 Combustion	The Company uses emissions factors provided by the Environmental Protection Agency ("EPA") Emission Factors for Greenhouse Gas Inventories 2021.
Mobile Combustion	The Company uses emissions factors provided by the EPA Emission Factors for Greenhouse Gas Inventories 2021.
Fugitive Emissions	2021 Department for Environment, Food and Rural Affairs ("DEFRA")

Scope 2

The Company discloses GHG emissions factors using both the location-based methodology ("LBM") and the market-based methodology ("MBM"), in accordance with the GHG protocol. The LBM quantifies Scope 2 emissions based on average energy generation emission factors for defined geographic locations, including local, subnational, or national boundaries whereas the MBM quantifies Scope 2 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.

The following additional factors are used to calculate Scope 2 MBM emissions, in accordance with the GHG Protocol Scope 2 MBM Emission Factor Hierarchy:

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

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,		
	2022	2021	2019 (Base Year)
Scope 2 indirect emissions – LBM	286,000	292,000	281,000
Impacts of contractual instruments and MBM emission factors	(200,000)	(208,000)	(123,000)
Scope 2 indirect emissions – MBM	86,000	84,000	158,000

Emission Source Type	Emission Factor Employed
Purchased electricity - LBM	Environmental Protection Agency Emissions & Generation Resource Integrated Database 2019 ("eGRID") and 2021 International Energy Agency ("IEA")
Purchased electricity - MBM	eGRID, 2021 IEA, and 2020 Association for Issuing Bodies ("AIB") European Residual Mixes
Heat/Steam - LBM & MBM	2021 EPA Emission Factors for Greenhouse Gas Inventories
Fugitive Emissions - LBM & MBM	2021 Department for Environment, Food and Rural Affairs ("DEFRA")

For office and data center facilities where actual data could not be obtained, including facilities that were new to the Company's portfolio in the fiscal year, energy use for electricity, steam, diesel, fuel oil, natural gas and refrigerants are extrapolated using the Company's square footage data and energy intensity and regional energy intensity factors internally developed based on fiscal year 2021 data or in some cases the 2012 Commercial Buildings Energy Consumption Survey ("CBECS") data. In addition, office facility intensity factors have been adjusted for COVID-19 impacts based on fiscal year 2021 actual 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 CO_2e).

	Fiscal year ended January 31,		
	2022	2021 (unreviewed)	2019 (Base Year) (unreviewed)
Upstream Scope 3 emissions:			
Purchased Goods and services	761,000	603,000	421,000
Capital Goods	67,000	54,000	72,000
Fuel and energy-related activities not included in Scope 1 or 2	38,000	28,000	48,000
Upstream transportation and distribution	4,000	3,000	2,000
Business travel	16,000	21,000	129,000
Employee commuting	2,000	7,000	26,000
Work from home (i)	24,000	19,000	0
Upstream leased assets	16,000	36,000	62,000
Upstream Scope 3 emissions	928,000	771,000	760,000
Downstream Scope 3 emissions:			
Use of sold products	27,000	27,000	18,000
Downstream leased assets (ii)	2,000	0	0
Investments	47,000	34,000	13,000
Downstream Scope 3 emissions	76,000	61,000	31,000
Scope 3 emissions from value chain	1,004,000	832,000	791,000

(i) Work from home emissions were first calculated in fiscal 2021 and were not calculated for fiscal 2019.
(ii) Emissions from downstream leased assets, including offices subleased by the Company to third parties, are not reported for prior periods.

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

- Environmentally extended input-output ("EEIO") emission factors data published by the U.S. Environmental Protection Agency ("EPA") Office of Research and Development ("ORD") and adjusted for inflation in calendar 2021 using the U.S. Bureau of Labor Statistics ("BLS") Chained Consumer Price Index ("CPI") data "US EPA Supply Chain (EEIO)";
- 2021 Department for Environment, Food and Rural Affairs ("DEFRA");
- 2021 EPA Emission Factors for Greenhouse Gas Inventories ("US EPA");
- 2021 International Energy Agency ("IEA");
- US EPA Emissions & Generation Resource Integrated Database 2019 ("eGRID");
- Association of Issuing Bodies European Residual Mixes 2020 ("AIB");
- Actual data and vendor-provided LCA;
- Non-use phase emission factors; and
- Internally developed emissions factors, as described below.

. When calculating all relevant emissions by Scope 3 category, the Company applies the following calculation methodology:

Scope 3 upstream emissions:

Emissions type	Emission Factors Applied	Emissions Calculation Methodology
Category 1: Purchased goods and services	US EPA Supply Chain (EEIO)	Calculated utilizing annual spend with suppliers and EEIO data to convert spending into estimated emissions based on the type of good or service purchased ("Spend based EEIO approach").
Category 2: Capital goods	Capital Goods: US EPA Supply Chain (EEIO) Leasehold Improvements: Custom LCA	Capital goods, other than leasehold improvements, are calculated using the Spend based EEIO 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	DEFRA well to tank ("WTT") Generation DEFRA WTT Transmission & Distribution ("T&D") 2021 IEA Generation 2021 IEA T&D	Average-data method applied to fuels and electricity purchased, less applicable renewable energy purchases applied in accordance with the GHG Protocol Scope 2 Guidance.
Category 4: Upstream transportation and distribution	US EPA Supply Chain (EEIO)	Spend based EEIO approach
Category 5: Waste generated in operations	US EPA Supply Chain (EEIO)	Spend based EEIO approach. Emissions from this category are immaterial and are not disclosed.
Category 6: Business travel	Air travel, hotel stay, personal mileage: DEFRA reimbursement; Rail and taxi: US EPA Supply Chain (EEIO); and Rental car, personal mileage reimbursement: US EPA	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	Employee commute - DEFRA and Average US EPA Work from home - US EPA, IEA and DEFRA	Employee commute is calculated 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.

Emissions type	Emission Factors Applied	Emissions Calculation Methodology
Category 8: Upstream leased assets	Environmental Product Declaration LCA, US EPA, eGRID, IEA, US EPA Supply Chain (EEIO)	Emissions for leased data center assets are calculated using 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 a spend based EEIO approach and are captured as part of the Scope 3 Category 1 emissions.
Category 9: Downstream transportation and distribution	Not applicable.	Not relevant or calculated.
Category 10: Processing of sold products	Not applicable.	Not relevant or calculated.

Scope 3 downstream emissions:

Emissions type	Emission Factors Applied	Emissions Calculation Methodology
Category 11: Use of sold products	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. 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.
Category 12: End-of-life treatment of sold products	Not applicable.	Not relevant or calculated.
Category 13: Downstream leased assets	Electricity: IEA, eGRID, and AIB; Fuel: EPA; and Refrigerants: DEFRA	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 quantification method for offices with the subleased SQFT and with renewable energy applied, if applicable.

Emissions type	Emission Factors Applied	Emissions Calculation Methodology
Category 14: Franchises	Not applicable.	Not relevant or calculated.
Category 15: Investments	Custom EEIO	The Company utilizes a methodology based on the average-data approach from the GHG Protocol Scope 3 Calculation 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 EEIO factor in MT CO_2e/$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 take out and use or store CO_2 from the atmosphere, including through nature-based sequestration such as reforestation, peatland restoration, and technology-based removal such as bio-energy with carbon capture and storage and direct air capture with carbon capture and storage.
- 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 under either the Gold Standard, the Verified Carbon Standard ("VCS"), or the Climate Action Reserve (CAR). In addition, many of the Company's projects have also been credited to the Climate, Community and Biodiversity Standard. 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 GHG emissions.

Carbon Credits purchased by suppliers

In fiscal 2022, suppliers purchased 103,000 metric tons CO_2e carbon credits on behalf of the Company. These credits are included in the total reported avoidance carbon credits of 924,000 metrics tones CO_2e for the fiscal year ended January 31, 2022. Prior periods do 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 emissions less its avoidance and removal carbon credits. In fiscal 2022, the Company reported net residual emissions of zero, which the Company refers to as 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 total renewable electricity 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, indirect large offsite purchases including virtual power purchase agreements ("VPPAs") and grid-mix renewable energy content. Grid-mix renewable energy content was not included fiscal 2022, as enough renewable energy resources were actively procured to reach the 100 percent renewable electricity target. The Company does not consider electricity produced from hydro power as a renewable energy resource.

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.

8. Scope 3 Supplier Engagement target

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

	Fiscal year ended January 31,		
	2022	2021 (unreviewed)	2019 (Base Year) (unreviewed)
Scope 3 emissions from suppliers with SBTs	149,000	117,000	10,000
Applicable Scope 3 emissions	931,000	779,000	778,000
Percentage of applicable Scope 3 emissions from suppliers with SBTs	16.0 %	15.0 %	1.3 %

Suppliers with SBTs represents suppliers who meet one of the following criteria as of the fiscal year end:

- Obtained a validation from the Science Based Targets initiative ("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
- Provided an attestation to the Company that they have set science based emissions reductions targets in line with the SBTi criteria above.

Applicable Scope 3 emissions is calculated by subtracting Category 7 work from home, Category 13 downstream leased assets and Category 15 investments from the Company's total Scope 3 emissions from value chain.

Salesforce, Inc.
Consolidated Statements of Equality Metrics

	As of		As of	
	January 31, 2022	November 2, 2020	January 31, 2022	November 2, 2020
	(all global employees)		(vice presidents and above)	
Employees by Gender				
Women	35.7 %	33.7 %	28.5 %	25.4 %
Men	64.1	66.1	71.4	74.4
Non binary/other/ undisclosed	0.2	0.2	0.1	0.2
Total	100 %	100 %	100 %	100 %
Employees by Gender	(technology roles)		(non-technology roles)	
Women	26.9 %	24.3 %	44.3 %	41.3 %
Men	72.8	75.5	55.5	58.4
Non binary/other/ undisclosed	0.3	0.2	0.2	0.3
Total	100 %	100 %	100 %	100 %

	As of	
	January 31, 2022	November 2, 2020
Employees by Ethnicity (U.S. Only)		
White	55.7 %	59.9 %
Asian and Indian	25.9	26.2
Hispanic and Latino	5.3	4.5
Black or African American	4.8	3.4
Two or more races	2.9	2.8
Hawaiian and Pacific Islander	0.3	0.3
American Indian and Alaska Native	0.3	0.2
Undisclosed	4.8	2.7
Total	100 %	100 %
Underrepresented Groups (U.S. Technology Workforce)	50.7 %	47.4 %
Black or African American leadership representation[(1)] (U.S. only)	3.4 %	2.3 %

(1) Black or African American leadership representation as of November 2, 2020 was not subject to limited assurance.

See accompanying Notes to Consolidated Statements of Equality Metrics.

Salesforce, Inc.
Notes to Consolidated Statements of Equality Metrics

1. Summary of Business and Significant Accounting 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.

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. Former Slack employees that joined the Company as a result of the acquisition are included in the Company's fiscal 2022 results.

Basis of Presentation

The Consolidated Statements of Equality Metrics are prepared in accordance with GRI 405-1b & SASB TC-SI-330a.3 for all employees by gender metrics, employees by ethnicity and black leadership representation. For presentation purposes, "women" represent individuals who have self identified as "female" and "men" represent individuals who have self-identified as "male" in the Company's human resource management system.

In fiscal 2022, the Company aligned its reporting of equality metrics with its fiscal year ended January 31, 2022.

2. Underrepresented Group

The Company defines an underrepresented group ("URG") as Women, Black, Latinx, Indigenous, Multiracial, 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.

Progress against the target is calculated by dividing the number of employees identified under at least one of the URGs by the total number of US employees.

3. Black Leadership Representation

In fiscal 2021 the Company set a goal to increase U.S. representation of Black employees in leadership by fiscal 2024, which is defined as vice president or above. As such the Company began tracking this metric in fiscal 2022.

Salesforce, Inc.
Consolidated Statements of Social Value
(in millions)

	Fiscal year ended January 31,		
	2022	2021	2020
Donated and discounted product	$ 1,873	$ 1,434	$ 1,281
Grants and gifts	100	97	70
Total social value	$ 1,973	$ 1,531	$ 1,351

Notes to Consolidated Statements of Social Value

1. Summary of Business and Significant Accounting Policies

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

Use of Estimates

The calculation of the Company's annual social value 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.

2. Calculation and Methodology

The Consolidated Statements of Social Value include donated and discounted products, and grants and gifts, and excludes volunteer hours. The company calculates the Social value in accordance with the criteria outlined in the fiscal 2021 Criteria & Methodology document published by the Company.

Donated and Discounted Products

Donated and discounted products value is calculated as products provided to qualified non-profit entities (e.g. 501(c)(3) exempt organization), higher education institutions or other nongovernmental organizations (collectively referred to as "non-profits") as the summation of the following:

- For the Company's products sold to non-profits at a discount, the value is calculated based on the estimated price the Company would have received if a comparable product was sold to a for-profit business of similar size, location, and currency minus the price actually received, if any, for the same or similar product from a non-profit. When a comparable product price is not readily available, a ratio is calculated by comparing the aggregated weighted average price to for-profit customers to the aggregated weighted average price to non-profit customers for comparable products sold to non-profits in the period.
- For the Company's products donated to a non-profit, the value is calculated based on the estimated price Salesforce would have received if the product was sold to a for-profit business, multiplied by the number of available licenses for each active customer.
- For non-profit specific add-on products donated by the Company, the value is calculated based on the estimated price per add-on Salesforce would have received if a similar add-on was sold to a for-profit business (based on data from fiscal year 2022) multiplied by the number of active customer licenses in fiscal 2022.

The donated and discounted products value does not include the Company's products donated or provided at a discount to non-profit customers in the Asia Pacific or Japan regions. It also does not include products provided by the Tableau Foundation, Slack or the Company's services provided for free or at a discount to the general public, such as Trailhead.

Grants and Gifts Value

Grants and gifts value is calculated by determining the monetary value of all employee matching gifts and grants given by Salesforce and the Salesforce Foundation (which is a 501(c)(3) nonprofit organization) to non-profit organizations during a given period. These grants and gifts are recognized on an accrual basis of accounting. It does not include grants or gifts made by Tableau, Slack or any of their employees.