



2021

# Global Impact Report

splunk > turn data into doing™



## Introduction

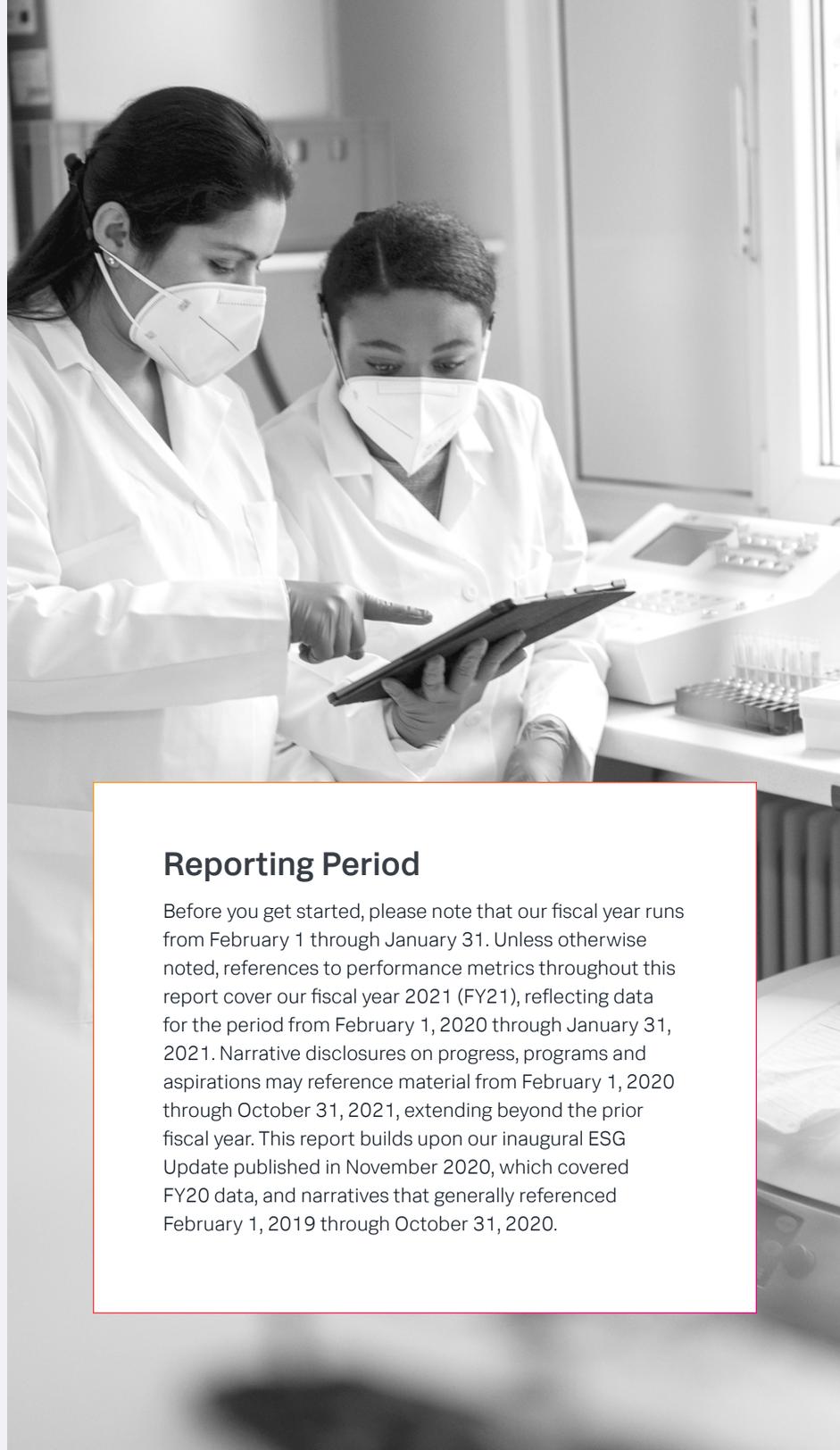
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### Reporting Period

Before you get started, please note that our fiscal year runs from February 1 through January 31. Unless otherwise noted, references to performance metrics throughout this report cover our fiscal year 2021 (FY21), reflecting data for the period from February 1, 2020 through January 31, 2021. Narrative disclosures on progress, programs and aspirations may reference material from February 1, 2020 through October 31, 2021, extending beyond the prior fiscal year. This report builds upon our inaugural ESG Update published in November 2020, which covered FY20 data, and narratives that generally referenced February 1, 2019 through October 31, 2020.



# A Note from the Board Chair

Hello and welcome to Splunk's inaugural annual Global Impact Report!

I'm excited to share updates and anecdotes on our programs, progress and vision as we harness the power of data for good.

With tens of thousands of customers around the world and across nearly every industry and nearly two decades of turning data into doing, Splunk is uniquely positioned to help solve some of the world's toughest challenges.

We are leveraging our technology, expertise and talent to advance lasting solutions to important issues such as climate change, diversity, equity and inclusion, and bridging the data divide to help nonprofits and social enterprises have more impact.

In this report, you'll learn about many of the exciting new things we've been working on, including our net zero 2050 climate target and commitments, our supplier diversity program and our real-time COVID-19 dashboards. In addition, you'll get a glimpse of the big ideas we have in mind to help make the future a better, brighter place through data.

There's no doubt that data and innovation can help to solve seemingly intractable problems. I hope you're as inspired as I am by the stories of what's possible when we unleash passion, people and communities to accelerate progress.

Together, we can help close the data divide and use data for good for years to come.

**Graham V. Smith**  
Interim CEO and Board Chair



# Message from the SVP, Chief Legal Officer, Global Affairs and Secretary

We are thrilled to release our first annual Global Impact Report! This report builds on last year's ESG Update and reflects our commitment to transparently reflect our work in these important areas. We are excited about our progress and pleased to share what we've been up to.

## Splunk and the Tech Sector

Innovation, passion, disruption and transparency – traits that are necessary for producing positive societal changes – have been baked into our culture and our products and services from day one. Splunk's unique technology, with its ability to illuminate data and provide insights from virtually any structure, source and timescale, is incredibly powerful. And it's needed now more than ever before to drive transformation and meaningful insights to help humanity navigate the daunting challenges we face today and in the decades to come.

The broader tech sector has a role to play as well. The innovations we take for granted today didn't exist 20 years ago, and the technology of tomorrow is being envisioned right now. Our sector's proclivity for disruption and innovation is perhaps our greatest collective asset and comes with responsibility.

## Bridging the Data Divide

The digital divide that began decades ago – the division among those who can participate in the digital economy due to access, skills and services and those who can't – has left behind a large segment of our fellow citizens. And now the data divide – the division between those who have access to data to support decisions, solve problems and navigate an increasingly complex world and those who don't – is exacerbating the gap between the digital "haves" and the "have nots" even further. This in turn determines who benefits, impacting education, healthcare, wealth and knowledge.

We believe that Splunk is uniquely positioned to help bridge the data divide and bring actionable solutions to the world's most pressing challenges. This report shares our approach for doing just that.

We are pleased to share our progress and our ambitions with you as we work to positively impact some of the world's most pressing issues through the power of data, vision and passion.



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Innovation, passion, disruption and transparency – traits that are necessary for producing positive societal changes – have been baked into our culture and our products and services from day one.

### Societal Inflection Point

The decisions and actions we take today have long-term impacts for future generations.

Will we work toward harmonized global data privacy requirements that respect individual rights and enable the overwhelmingly positive outcomes technology can provide to all of humanity? Will we live in a divisive and disparately informed world? Or will we celebrate and embrace our unique differences with facts, data and science?

All of these decisions set the direction for humanity, and when compounded over time, can significantly impact our current trajectory and where we land over the next few decades. We have a choice.

### Progress Since Our Last Report

This report covers Splunk's approach and engagement with the societal and environmental issues that matter most to our stakeholders and our business – social impact, data responsibility, ethical and inclusive growth, and environmental sustainability. We are proud to share our work, our thinking and our aspirations for driving positive change in each of these areas.

Looking back on our progress since the November 2020 publication of our ESG Update, we have covered a lot of ground. I'm particularly proud of the commitment of our Board of Directors, the leadership of our employees, and the work of our growing Global Impact team. We have expanded our in-house ESG function and engaged more of our investors, customers and vendors, as well as key policy makers, on critical ESG issues. With this report, we are establishing the Environmental Sustainability pillar of our Global Impact Strategy.

### Looking Forward

Yet there is much more to do. As we publish this report, the Intergovernmental Panel on Climate Change has just released its sixth assessment report on the state and trajectory of climate change, the global pandemic continues, supply chains are feeling the strain, and we are still facing a long and hard global reckoning related to racial justice and global inequities.

We have great faith in Splunk's core identity and unlimited potential – both in its people and in its products and services – to bring innovative, data-driven solutions to these and other challenges.

We are pleased to share our progress and our ambitions with you in Splunk's first annual Global Impact Report, and look forward to continuing dialogue and progress as we work to positively impact some of the world's most pressing issues through the power of data, vision and passion.



**Scott Morgan**  
SVP, Chief Legal Officer,  
Global Affairs and Secretary

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# COVID-19 Response

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## Employee Health, Safety and Wellness Measures

The health, safety and wellness of our employees is always a priority for Splunk. The COVID-19 outbreak has changed everyday life, creating stress and uncertainty for many. In light of the pandemic, we established a number of initiatives to provide additional support and reassurance during this challenging and uncertain time. We offered our employees enhanced wellness resources, an additional 30 days of “Pandemic Pay,” and reimbursement for certain expenses related to remote working.

Splunk’s COVID-19 employee intranet site serves as a one-stop shop for resources and updates on COVID-19, and for Splunk’s response to the pandemic. Additional engagement channels include a dedicated Slack channel (our internal messaging platform) that provides ongoing updates regarding new actions the team has taken or plans to take.

Through town hall sessions with expert virologists and an epidemiologist, Splunk’s COVID-19 Incident Response Team and leadership have provided valuable and frequent touch points with Splunkers around the globe, sharing science, prevention measures and Splunk’s approach to the pandemic.

## Leadership Approach to COVID-19

Leadership has been actively engaged with our Board since the onset of the COVID-19 pandemic, providing updates on market impacts, workforce preparedness and response, and other significant challenges presented by COVID-19. To ensure effective and timely information sharing, the Board and management established standing interim meetings to discuss the company’s COVID-19 response. Throughout the pandemic, leadership has closely monitored the situation, and prioritized employee health, safety and wellbeing.

Splunk’s cross-functional COVID-19 Incident Response Team continually reviews the latest COVID-19 updates and follows the Centers for Disease Control and Prevention (CDC) and the World Health Organization (WHO) guidelines. A specialized global information gathering team meets regularly, with the core team meeting daily, to monitor and convey new updates on variants and related science and provide fact-based, data-driven decision support and analytics to our employees and leadership.

We continue to assess the global state of vaccination approvals and rollouts in order to share information with Splunkers about the status of COVID-19 vaccines, guide our decisionmaking, and support employees, their families and our communities during the pandemic.



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## Return to Office

Four guiding principles, grounded in data, drive our approach to the process, decisions and actions we take regarding office reopenings. The four principles are health and wellbeing; business enablement; empowerment, engagement and autonomy; and agility and transparency.

We use the latest data to rigorously assess the impact of COVID-19 in every community where we're located; we use this data to drive fact-based decisionmaking around the reopening of an office. We aim to offer Splunkers flexibility and choice and also aim to engage our local leaders when determining our ability to successfully reopen an office.

Our focus on agility means we will quickly adjust conditions based on the data we're seeing in a local community. For example, data could drive a decision to open an office; those same data sources could also drive our decision to close that office for a few days (or longer) if the surrounding community experiences a COVID-19 flare-up.

## The Future of Work

We expect to see some of the work practices we adopted during COVID-19 implemented on a normal basis going forward, including transitioning to a flexible remote work option in some instances, and improving employee experience in new ways.

The transition to remote work during the pandemic has provided an opportunity to recruit and hire employees from a much broader talent pool, giving us an edge in the competition for talent as we continue to hire top professionals from all over the world. The push to seek new hubs of talent has also enriched our diversity, equity and inclusion (DEI) initiatives as we expand our recruitment network.



 **LEARN MORE**  
[Splunk's COVID-19 Response and Resources >](#)

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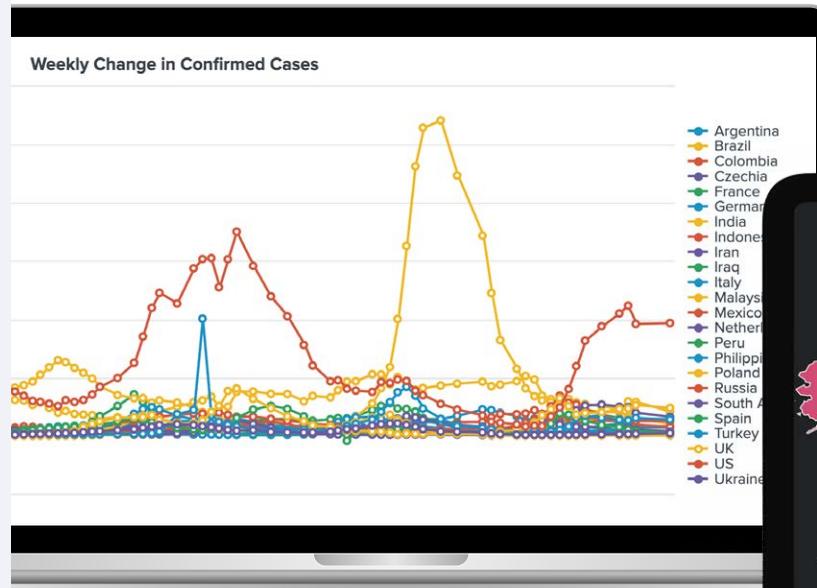
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## Supporting Our Communities With Splunk Technology and Expertise

**COVID-19 Dashboards:** Early in the pandemic, Splunk developers built public-access **COVID-19 dashboards** to support individuals such as healthcare professionals, researchers, community leaders and journalists monitoring the spread of the virus. These dashboards have been viewed nearly 2 million times.

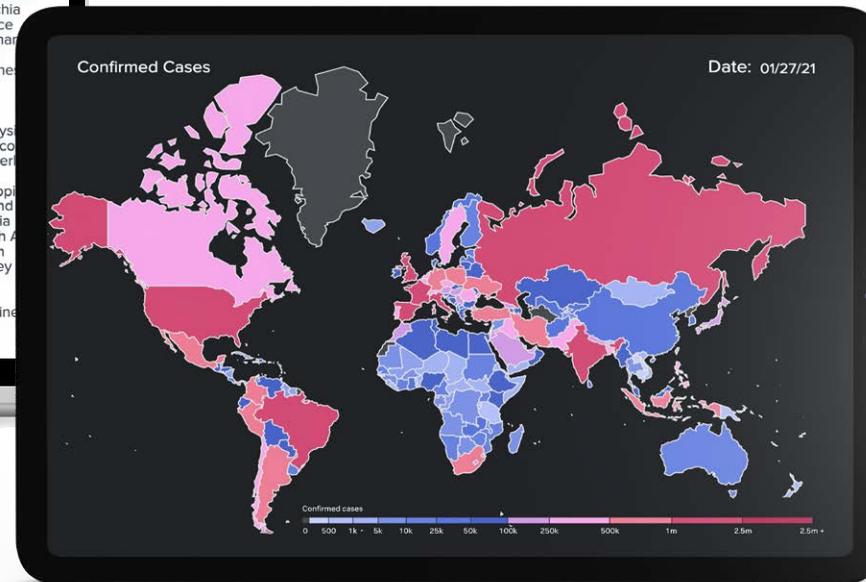


Top: Splunk Global COVID-19 Pandemic Data Overview

Right: Splunk interactive time-lapse dashboard of the progression of COVID-19

## How We Are Using Splunk to Bring Data to Addressing the Ongoing COVID-19 Pandemic:

- Working in partnership with COVID-19 healthcare coalitions and alliances to contribute Splunk technology and expertise in support of the fight against COVID-19.
- Establishing partnerships within the tech sector to deliver a real-time COVID-19 screening and testing solution for a U.S. county that is home to more than 2 million residents.
- Supporting a major U.S. university's usage of a Splunk Cloud dashboard to help safely administer and track over 1.5 million COVID-19 test results and perform on-campus contact tracing.



## Splunk and Splunkers Sharing Their Time and Resources for COVID-19 Relief

**\$600K**

in donations to leading nonprofit partners such as WHO, the UN Foundation, Feeding America and the Silicon Valley Community Foundation.

**\$240K**

raised through Global Giving Challenge dollar matching for causes that include direct COVID-19 relief.

This dashboard is an informational tool provided by Splunk without charge to all those who are working to understand and combat COVID-19. The dashboard is intended for informational purposes only and relies entirely on data provided by various third parties, including inter alia, Johns Hopkins University, the City of New York, the County of Santa Clara, the Washington State Department of Health, the GDELT Project, and any information entered by the user (<https://coronavirus.jhu.edu/map.html>, <https://www1.nyc.gov/assets/doh/downloads/pdf/imm/COVID-19-daily-data-summary.pdf>, <https://www.sccgov.org/sites/phd/DiseaseInformation/novel-coronavirus/Pages/dashboard.aspx>, <https://www.doh.wa.gov/Emergencies/Coronavirus>, <https://blog.gdeltproject.org/gdelt-2-0-our-global-world-in-realtime/>). This dashboard is not for commercial use and is intended and should be used to provide background and context on the evolving COVID-19 situation. Splunk disclaims any and all representations and warranties with respect to the dashboard, including accuracy, fitness for use and merchantability.

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**Vision**

A world where data provides clarity, elevates discussion and accelerates progress.

**Mission**

Remove the barriers between data and action so that everyone thrives in the data age.

# About Splunk

## Turning data into doing

Splunk provides a platform that allows customers to investigate, monitor, analyze and act upon their data, regardless of structure, source and timescale.

Splunk became a public company in 2012 and has rapidly expanded into a data platform leader for security and observability. With over 2,000 available Splunk apps and add-ons and a thriving community of more than 13,000 active members, Splunk has a wide base of enthusiastic users. More than 90 of the Fortune 100 companies confidently use Splunk to accelerate their move to digitization, innovate with agility, and build more secure, resilient enterprises.

Headquartered in San Francisco, California, Splunk is a publicly traded (NASDAQ: SPLK) corporation with a global presence. More than 35 global offices across our operating regions in the Americas, Europe and the Middle East, and Asia-Pacific keep Splunkers connected to our customers wherever they are. We serve a wide range of customers from the private and public sectors as well as from nonprofits and academia.

Our growth strategy focuses on providing the right capabilities through our products and services to remove the barriers between data and action. Our growth strategy rests on three tenets: offering a cloud-first platform and solutions; expanding the Splunk value proposition with broader and deeper capabilities; and extending our reach through global expansion. Reference page 94 of our [FY21 Annual Report and Proxy Statement](#) for more details. For the latest information on our financial performance, visit our [Investor Relations](#) site, which shares Splunk annual financial reports, quarterly results, SEC filings and financial performance metrics.

As of the end of fiscal 2021, Splunk employed over 6,500 talented and passionate professionals focused on delivering excellence. For details on our workforce representation, see our [Splunk 2020 Diversity, Equity and Inclusion Annual Report](#).

Our culture of integrity and our ethical expectations are outlined in our [Splunk Code of Business Conduct and Ethics](#) (the “Code”), which sets expectations for all Splunkers for being transparent and forthright in all of their interactions. The Splunk ethics and compliance hotline, managed by an independent third party, is available for anyone asking questions and reporting any concerns about potential issues related to the Code, our ethical standards or the law. All calls and reports to the hotline are kept confidential to the extent possible, consistent with applicable laws and business needs, and may be made anonymously.

Since our ESG Update (covering FY20 and published in November 2020), no significant acquisitions have occurred. Changes in senior leadership are detailed in Splunk’s Form 8-K filings, available on the Splunk [Investor Relations](#) site.



**LEARN MORE**

- [Splunk FY21 Annual Report and Proxy Statement >](#)
- [Splunk Code of Business Conduct and Ethics >](#)
- [Splunk 2020 Diversity, Equity and Inclusion Annual Report >](#)
- [Splunk Investor Relations >](#)
- [Splunk Newsroom >](#)
- [Splunk’s Public Policy Positions >](#)
- [Where We Work: Global, Diverse, Connected >](#)

# Corporate Governance and ESG

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Splunk is committed to sound corporate governance rooted in high standards of honest, ethical and transparent business conduct and compliance with applicable laws, rules and regulations.

We believe strong governance and oversight of the environmental, social and governance (ESG) issues that matter most to our business and to our stakeholders contribute both to the long-term success of our business and to the positive impacts Splunk can make in society.

Our Board works closely with management to oversee ESG at Splunk, with each of our three Board committees dedicated to areas of the program associated with their respective areas of responsibility.

Our Nominating and Corporate Governance Committee provides oversight of Splunk’s ESG activities, programs and public disclosure, and factors in any feedback received from stockholders. Our Audit Committee provides oversight of Splunk’s enterprise risk management framework, cybersecurity and other information technology risks, as well as our disclosure controls and procedures. Our Compensation Committee oversees a range of human capital management activities, including matters relating to talent acquisition, talent management and development, and employee engagement, as well as employee diversity, equity and inclusion.

## Board Oversight and Business Functions Related to ESG

Splunk’s Board – as a whole and through its three standing committees – works with executive management to oversee ESG governance. Our business functions drive management accountability for a range of ESG issues and programs designed to maximize our impacts, drive better business performance and create long-term value for our stakeholders.

### ESG at Splunk

#### BOARD OVERSIGHT

Splunk Board of Directors		
 <p><b>Nominating and Corporate Governance Committee</b> General oversight of ESG strategy and reporting</p>	 <p><b>Audit Committee</b> Oversight of Splunk’s enterprise risk management framework, cybersecurity and other information technology risks, as well as disclosure controls and procedures</p>	 <p><b>Compensation Committee</b> Oversight of a range of human management activities, including: talent management and development; talent acquisition and retention; employee engagement; and diversity, equity and inclusion</p>

#### MANAGEMENT RESPONSIBILITIES

 <p><b>Legal and Global Affairs</b></p> <ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• Global impact and ESG</li> <li>• Ethics and compliance</li> <li>• Data privacy and security</li> </ul>	 <p><b>Splunk Assurance, Advisory, Risk and Compliance (SpAARC) Group</b></p> <ul style="list-style-type: none"> <li>• Enterprise risk management</li> <li>• Internal audit</li> <li>• Governance processes, including disclosure controls and procedures</li> </ul>	 <p><b>People Organization</b></p> <ul style="list-style-type: none"> <li>• Talent attraction and retention</li> <li>• Workforce culture</li> <li>• Diversity, equity and inclusion</li> </ul>
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## Operationalizing ESG at Splunk

ESG (and its components) is a priority for our company. As we work to extend ESG within and outside of the organization, three high-level objectives help turn our ideas into action. These objectives – advancing our Global Impact Strategy; integrating ESG across the business; and innovating through our climate strategy – form the tactics for maturing and extending our ESG work at Splunk.

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**LEARN MORE**

[Corporate Governance at Splunk >](#)

[Splunk ESG Position Statement >](#)



# Introducing Our New Chief Social Impact Officer

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## Data to overcome humanity's greatest challenges

Hired in July 2020, Kriss Deiglmeier is known as a visionary leader who has scaled multiple organizations and innovative ideas that have transformed the social impact field. Kriss is a bridge builder who finds solutions to society's toughest problems at the nexus of business, civil society and government.

Kriss' first year was spent collaboratively evaluating and designing the mission and strategy for Global Impact. The strategy prioritizes those areas where Splunk can have the biggest potential to accelerate social and environmental impacts. As we launch Splunk's first Global Impact Report, we are excited to also launch our Global Impact mission: "We bridge the data divide to find actionable solutions for humanity's greatest challenges."

The term "digital divide," coined in the 1990s, refers to the gap between those who have access to the internet, skills and services in the digital age, and those who do not. Since then, technology has dramatically changed, with data emerging as the new powerhouse currency driving insights, decisionmaking and, ultimately, a knowledge advantage.

Now, at the dawn of the data age, adding on top of the digital divide, we have the emergence of the data divide. Today, mountains of data are being leveraged at breakneck speed commensurate with the growth of data. Precision marketing is commonplace, non-fungible tokens (NFTs) are selling for significant amounts of money, and wearables are being touted as the future of healthcare. In contrast, the UN and the World Economic Forum warn of the global risks posed by the concentration of digital power as developing countries and poorly funded nonprofit and government sectors miss out on the benefits of building, optimizing and uncovering solutions with the help of data.

This emerging rift is the next iteration of the stark divide between the "haves" and "have-nots." The data divide is defined as the expanding use of data to create commercial value and the comparatively weak use of data to solve social and environmental challenges. Current barriers fueling the growing data divide include lack of access to data, the inability to use data when it's available, underinvestment, and a dearth of actionable solutions that can scale and demonstrate the power of data for social benefit.

The power of data is an asset that unlocks knowledge and makes us smarter. That knowledge translates into the power to uncover solutions, make better decisions and drive meaningful outcomes. Therefore, we must empower everyone – from nonprofits to governments to business – to harness the power of data for positive social and environmental impact. It's about real-world solutions that can be reliably replicated and fuel growth and innovation for the betterment of humanity. Ultimately, data is only as meaningful as the positive change it can help enact.

In this light, we are building on Splunk's \$100 million Pledge and \$50 million Social Impact Fund as we embark on our next chapter in our Global Impact journey. Splunk is committed to leading the field in research and building an ecosystem of partners. We will invest our finances, technology and talent to arm global problem solvers with the tools to find actionable solutions. Join us so that everyone can thrive in the data age.



**LEARN MORE**

[Bridging the Data Divide White Paper >](#)



We must empower everyone – from nonprofits to governments to business – to harness the power of data for positive social and environmental impact.

**Kriss Deiglmeier**

Chief Social Impact Officer



# Global Impact Strategy

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Splunk’s Global Impact Strategy embodies Splunk’s vision and mission through bold and innovative programs, actions and collaborative partnerships. Ultimately, the goal of this work is to bring our corporate mission – to remove the barriers between data and action so that everyone thrives in the data age – to life. As we launch Splunk’s first Global Impact Report, we are excited to also launch our new Global Impact mission.

## Mission

We bridge the data divide to find actionable solutions for humanity’s greatest challenges.

## Guiding Principles

**Add Unique Value:** We focus where Splunk can add unique value and provide the technology and expertise for impact organizations to be successful.

**Drive Collaboration:** We collaborate across civil society, business and government so that those with the expertise and knowledge of global challenges are better equipped to identify, launch and scale solutions.

**Innovate for Impact:** We work to find innovative solutions to meet the most urgent needs of nonprofits, academics and social purpose companies.

**Embrace Our Stakeholders:** We consider our impacts on our stakeholders and incorporate those considerations into our work.

## Global Impact Strategy Pillars

Our Global Impact mission and guiding principles provide focus and direction for a range of impact initiatives across the following four Global Impact Strategy pillars, developed through dialogue identifying the material issues that matter most to our internal and external stakeholders. Each of these pillars reflects our values as a company and reflects an understanding of the accountability required at all levels to ensure the success of our business.

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- Environmental Sustainability

**LEARN MORE**  
[Bridging the Data Divide White Paper >](#)

## Global Impact Pillars and Programs

### MISSION

We bridge the data divide to find actionable solutions for humanity’s greatest challenges.

### GLOBAL IMPACT

Thought leadership, governance, ESG business integration, and ESG ratings, rankings and reporting

### PILLARS AND PROGRAMS

<p><b>Social Impact</b>              Charitable Giving              Employee Engagement              Innovation Technology              Pledge Product Donations              Social Impact Fund              Workforce Development</p>	<p><b>Ethical and Inclusive Growth</b>              Diversity, Equity and Inclusion              Supplier Diversity              Talent and Careers</p>
<p><b>Data Responsibility</b>              AI Ethics              Data Ethics              Data Privacy              Data Security</p>	<p><b>Environmental Sustainability</b>              Climate Resilience and Innovation              Operational Eco-Efficiency              Sustainable Sourcing and Procurement</p>

# Engaging Our Stakeholders

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We strive for continual engagement with internal and external stakeholders through a range of ongoing mechanisms. This engagement creates a two-way dialogue about the issues that matter most to our key constituents and our business. We define Splunk stakeholders as those groups that have the ability to influence and be influenced by Splunk’s business, products and services, and its presence.

The following table presents a representative overview of our primary Global Impact and ESG stakeholder groups, the issues that matter most to them and the means by which we engage with them.

## Our Approach to Stakeholder Engagement

Stakeholder Groups	Topics of Interest Related to ESG	Engagement Mechanisms
 <b>Academia</b>	Topics include bridging the data divide, public health and COVID-19 data and decision support tools and resources, and DEI recruiting and early talent development.	We engage by teaming up with academic institutions as knowledge partners and through mechanisms such as multi-partnership initiatives to develop COVID-19 data dashboards, Splunk University talent recruiters, Splunk Pledge product donations and free Splunk training.
 <b>Communities and NGOs</b>	Social and environmental issues include health, education, homelessness, workforce development, poverty alleviation, racial equity and climate change.	We engage with communities and NGOs through our social impact programs and initiatives that include corporate strategic giving, Splunk matching funds, volunteer time off, Splunk impact technology development, Splunk product donations and Splunk Workforce Development training.
 <b>COVID-19 multi-partner initiatives and stakeholders</b>	COVID-19-related topics include COVID-19 mobilization and response through pro-bono technology, dashboard development, corporate philanthropy, and employee giving and volunteerism.	Our COVID-19 initiatives include private–public sector partnerships and initiatives, corporate giving, and employee engagement and volunteer programs (referenced throughout this report).
 <b>Customers</b>	Topics most important to customers include Splunk’s ESG performance, including climate change, human rights and anti-slavery positions, ethics and codes of conduct, DEI, and data privacy and cybersecurity.	We engage with customers through Requests for Proposal (RFPs), legal contract reviews, CDP Climate and EcoVadis ESG response requests, direct engagement, and Splunk Protects and security programs and certifications.
 <b>Employees (“Splunkers”)</b>	Splunkers care most about our customers’ success, business strategy and performance; leadership updates; COVID-19-related updates including workforce wellbeing, benefits and time off, work-from-home guidance, vaccination information and updates, office openings and closures, and return-to-work safety protocols; DEI education; Employee Resource Groups (ERGs); and global and social impact.	We engage with Splunkers through annual Employee Kick-Offs, strategy and operational plan and performance meetings and documents, quarterly global town hall meetings, business function “all hands” quarterly updates, the Pwny Portal intranet site, manager one-on-ones, Slack channels, ERGs, our monthly education series, and employee engagement surveys.

**Stakeholder Groups**

**Topics of Interest Related to ESG**

**Engagement Mechanisms**



**Government entities**

Splunk engages with governments and regulatory bodies on issues that include cybersecurity, digital trade, government procurement, the adoption of cloud solutions by government organizations and the private sector, data privacy and artificial intelligence.

We engage with government and regulatory bodies in the countries in which we operate through direct engagement and collaborative initiatives, as well as through industry associations.



**Investors**

Through regular engagement with our stockholders, we receive valuable insights and feedback on an array of governance and business topics, including business strategy and execution, Board refreshment, executive compensation practices, risk oversight, human capital management, climate action, and ESG disclosures, reporting and strategy.

We engage with investors through earnings calls, one-on-one engagement with portfolio managers and investment stewardship teams, and our annual stockholder meeting. In fiscal 2021, we reached out to stockholders representing approximately 73% of our shares and engaged in substantive discussions with stockholders representing approximately 25% of our shares.

# Voluntary Commitments, Initiatives and Affiliations

Splunk engages with a range of voluntary commitments and initiatives, and with impact-led organizations, to amplify our impact related to ESG. Our affiliations with, or endorsements of, externally developed economic, environmental and social charters, principles and initiatives, along with key memberships in industry associations, and national or international advocacy organizations, include:

- [BSA | The Software Alliance](#)
- [National Minority Supplier Development Council Inc.®](#)
- [Science Based Targets initiative \(SBTi\)](#)
- [SBTi Business Ambition for 1.5°C](#)
- [Sustainability Accounting Standards Board \(SASB\) Standards Advisory Group](#)
- [TCFD Supporter](#)
- [Women's Business Enterprise National Council](#)
- [World Economic Forum](#)



**LEARN MORE**

- [Our Climate Commitments and Targets >](#)
- [Supplier Diversity >](#)
- [Unlocking Public Sector AI >](#)



# Our Priorities

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ESG is a priority at Splunk. We are continuing to develop our ESG reporting and processes to their full maturity, aligning our disclosures with leading industry-wide standards and ensuring comprehensive coverage of both society’s most pressing challenges and the areas that matter most to our stakeholders. We refer to these issues as “impact materiality” priorities.

In late 2019 to early 2020 (pre-COVID-19), we conducted our first impact materiality assessment and released our inaugural 2020 ESG Update in fiscal 2021 to provide increased ESG disclosure aligned with leading disclosure standards and guidelines, including our priority topics and issues based on our most recent impact materiality assessment.

Since we published the 2020 ESG Update, we have added an additional impact materiality priority – Environmental Sustainability – to expand our priority focus areas of Climate Resilience and Innovation, Sustainable Sourcing and Procurement, and Operational Eco-Efficiency.

## What’s Next

We plan to conduct a new impact materiality assessment to refresh our understanding of the most important issues to our stakeholders and business, and guide our ESG program into the future. We expect that this assessment will adhere to the GRI Materiality Principle, and the SASB Materiality Map® for the technology sector. We will continue to consult the expertise of investors, customers, employees, regulators, academia, NGOs and other key constituents. The results of the assessment will be featured in next year’s Global Impact Report.

## Material Topics Covered in This Report



 **Social Impact**

- Charitable Giving
- Employee Engagement
- Innovation Technology
- Pledge Product Donations
- Social Impact Fund
- Workforce Development



 **Ethical and Inclusive Growth**

- Diversity, Equity and Inclusion
- Supplier Diversity
- Talent and Careers



 **Data Responsibility**

- AI Ethics
- Data Ethics
- Data Privacy
- Data Security



 **Environmental Sustainability**

- Climate Resilience and Innovation
- Operational Eco-Efficiency
- Sustainable Sourcing and Procurement



# Social Impact

A key ingredient to the world's most pressing issues – climate, health equity, poverty, racial justice, education – is to have the right data to know what is working and what is not. We're committed to ensuring equitable access to data and to solving global challenges through strategic giving, impact investing, product donation, workforce development and technical talent.

## PILLAR TOPICS

- Charitable Giving
- Employee Engagement
- Innovation Technology
- Pledge Product Donations
- Social Impact Fund
- Workforce Development



# Social Impact

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**Social Impact**

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## Bridging the Data Divide: Mobilizing Data and the Tech Ecosystem for Everything and Everyone

Splunk's mission to have everyone thrive in the data age is a testament to Splunk's determination to have a positive role in society by making it possible for all stakeholders to benefit from the data age. Our Social Impact pillar encompasses programs, commitments and initiatives that help us engage communities, employees, businesses, nonprofits and academia, and empower traditionally underrepresented members of society, providing pathways to thrive in the data age. We are building on the \$100 million Splunk Pledge (the "Pledge") and the \$50 million Social Impact Fund as we embark on our next chapter in growing and deepening our work in the Social Impact field. In FY21, Splunk embarked on a comprehensive Social Impact Strategy modernization, and over the next five years we aim to harness the power of data and people to shift our Social Impact initiatives towards our new strategic focus on bridging the data divide.

### Our Shift to Bridge the Data Divide

Splunk's founders understood the importance of identifying hidden problems that everyone had and building breakthrough solutions. Society is at a similar stage with the emergence of the data divide, which is impacting its capacity to solve social and environmental challenges.

Across the nonprofit, government and business sectors, we can find scalable impact solutions if we know what is working and what is not. Data is a key ingredient to finding the insights into what solutions are working. However, to



benefit from the power of data, we must 1) have usable and reliable data; 2) ensure that this data is secure; 3) have access to analytical tools to understand the data; and 4) have the means to share our findings. Therefore, we must empower everyone equitably to harness the power of data to tackle our global challenges.

Just as our founders led the way in finding solutions to customer data problems, we are committed to ensuring that

we tackle the data divide. We aspire to play a key role in finding solutions to the climate crisis, rising inequality and lack of equitable education by making certain that data can be accessed and utilized by all to find and scale solutions.

### Our Approach to Social Impact

Two commitments – the Splunk Pledge and the Splunk Social Impact Fund – form the basis of our work.

## Social Impact at Splunk

### STRATEGY

Social Impact Pillar of the Global Impact Strategy

### COMMITMENTS AND FUNDING



#### \$100M Splunk Pledge

Created in FY17, the Pledge is our commitment to donating a minimum of \$100 million over a 10-year period in software licenses, training, support, education and volunteer time to generate social impact.



#### \$50M Splunk Social Impact Fund

The \$50 million Social Impact Fund is focused on accelerating the growth of for-profit social purpose companies that use data to drive positive social impact, workforce development, equality and sustainability.

### GOVERNANCE AND OVERSIGHT

#### Splunk Pledge

The Pledge programs are managed within the Social Impact team, part of the broader Global Impact group situated within the Legal and Global Affairs function at Splunk. The Board's Nominating and Corporate Governance Committee oversees our ESG strategy and disclosures.

#### Splunk Ventures Social Impact Fund

Splunk Ventures is Splunk's corporate venture investing arm, which operates out of the Corporate Development team and oversees the \$50 million Social Impact Fund. The Board's Audit Committee oversees the Splunk Ventures portfolio of investments, including those of the Social Impact Fund.

The Pledge represents an integrated approach to social impact, marshaling all our resources to support our communities.

Splunk programs include:

- **Charitable Giving:** We support nonprofit partners with unrestricted grants, augmented with product donations and services through the Pledge. We also support the causes Splunkers are most passionate about through matching gifts.
- **Product Donations:** To broaden access to technology, we provide a one-year, 10GB license for Splunk Enterprise to all qualifying nonprofits at no cost.
- **Workforce Development:** We invest in building the skills that workers, employers and community partners need to thrive in the data age. We partner across the nonprofit and education sectors to provide students with free training for in-demand Splunk skills to increase their employability, with a focus on students from underrepresented and underserved communities.
- **Impact Innovation Technology:** We help nonprofits use Splunk technology in new and innovative ways – helping them harness the power of data to deepen and scale their impact.
- **Employee Engagement:** From matching gifts to providing five days of paid volunteer time off (VTO) annually, we make it easy for Splunkers to give back to our communities.

## Data Heroes Among Us: Jason Schogel

As a Staff Sales Engineer and a Splunker for six years, Jason Schogel knows how Splunk can turn data into doing in countless ways. When the world and the workplace changed with COVID-19, he was eager to use his skills to help out in a meaningful way. Jason, along with Splunker Ryan O'Connor, represented Splunk in a coalition of tech companies and other organizations that built and deployed a public COVID-19 testing and screening platform.

Finding a solution required many hours of work (100% volunteer time) and cooperation among the organizations working on it. The effort was a complex and challenging undertaking for all involved – from the urgent nature of the challenge to the needed requirements, including being HIPAA compliant, to producing real-time analytics and report results in a public-facing dashboard. The implemented testing and screening solution was activated in Tarrant County, Texas, and was used to screen and test approximately 185,000 people and 80,000 people, respectively.

Jason regularly shares volunteer time with organizations that help to combat homelessness and hunger. Taking advantage of Splunk's 40 hours of paid volunteer time off (VTO), he gives time to help feed the homeless in New York City with meal distributions through the Bowery Mission. Jason has also participated in Splunk's CANstruction initiatives, inspiring people all over the world to build creative and inspiring sculptures made of canned and boxed food that is then donated to local food banks. Jason also assists at his son's school and is a big believer in using his volunteer time off to support the causes that are most important to him.



I use my VTO (volunteer time off) regularly to support nonprofit causes that help combat homelessness and hunger; food drives and meal distributions provide the opportunity to directly meet and learn more about people in my area experiencing these hardships. With the onset of COVID-19 and the changes in the world, I wasn't able to get out into the community the same way as before but was happy to redirect my VTO and engineering talent to help build a COVID-19 screening and testing solution more than halfway across the country in Texas.

*Jason Schogel, Staff Sales Engineer*



## Our Work and Impact

We are proud of our work and our impact. In FY21, Splunk and Splunkers gave more than \$1.79 million to support approximately 1,300 nonprofit organizations. We directed 54% of our corporate giving to COVID-19 relief and other disaster response efforts, some of which are highlighted in the [COVID-19 Response](#) section of this report.

### More Employees Donated to Nonprofits, Giving More Generously Than Ever Before

In spite of the pandemic-related safety precautions and global health mandates that inhibited in-person employee volunteerism in fiscal year 2021, the number of Splunkers who made monetary donations to their favorite causes increased by more than 160% over the previous year. Not only did the number of individual employee donors increase, but the total dollar amount of Splunker donations grew by nearly 180% over the prior year.

### To Bridge the Data Divide, We Expanded Access to Technology and Technical Talent

Splunk donated Splunk Enterprise licenses and services to accelerate the missions of 384 nonprofit and academic organizations globally. We provided tuition-free training to more than 4,000 people, helping them leverage Splunk technology and harness the power of data.

## Our Social Impact Fund Investments

Splunk's \$50 million Social Impact Fund provides financial investment and strategic support to for-profit social impact, beneficial purpose firms that seek to harness the power of business and data to drive positive changes. One such company is Aclima, a purpose-driven technology company dedicated to catalyzing bold climate action that protects public health, reduces emissions and advances environmental justice.

Aclima has pioneered an entirely new way to measure and analyze air pollution and greenhouse gases, block by block and around the world. The Aclima hardware and software technology platform translates billions of scientific measurements from its network of stationary and roving sensors into Aclima Environmental Intelligence™ for governments, businesses and communities. A public benefit corporation, Aclima is dedicated to catalyzing bold action via data to protect public health, reduce climate-changing emissions and advance environmental justice.

## What's Next

With Splunk's new Global Impact mission "to bridge the data divide to find actionable solutions for humanity's greatest challenges," we are pivoting our charitable giving, volunteer time, product donations, workforce development and company voice to lead the field in working to help address the data divide.

The data divide is a long-term problem that requires a long-term commitment and global collaboration across business, civil society and government. As a society, we are still in the early days of our relationship with data and our understanding of the data divide. Therefore, it is imperative

to start this journey now and invest in research that deepens our analysis of the data divide, informs the understanding of the root causes, uncovers viable approaches to solve the divide and provides pathways for implementing solutions.

As a data company, Splunk is committed to research and dissemination toward building an ecosystem of partners and collaborators to solve this critical problem and fostering a more just, sustainable and healthy world.

We look forward to sharing more exciting updates and progress in our next report.





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## Data for Good the Splunk Way

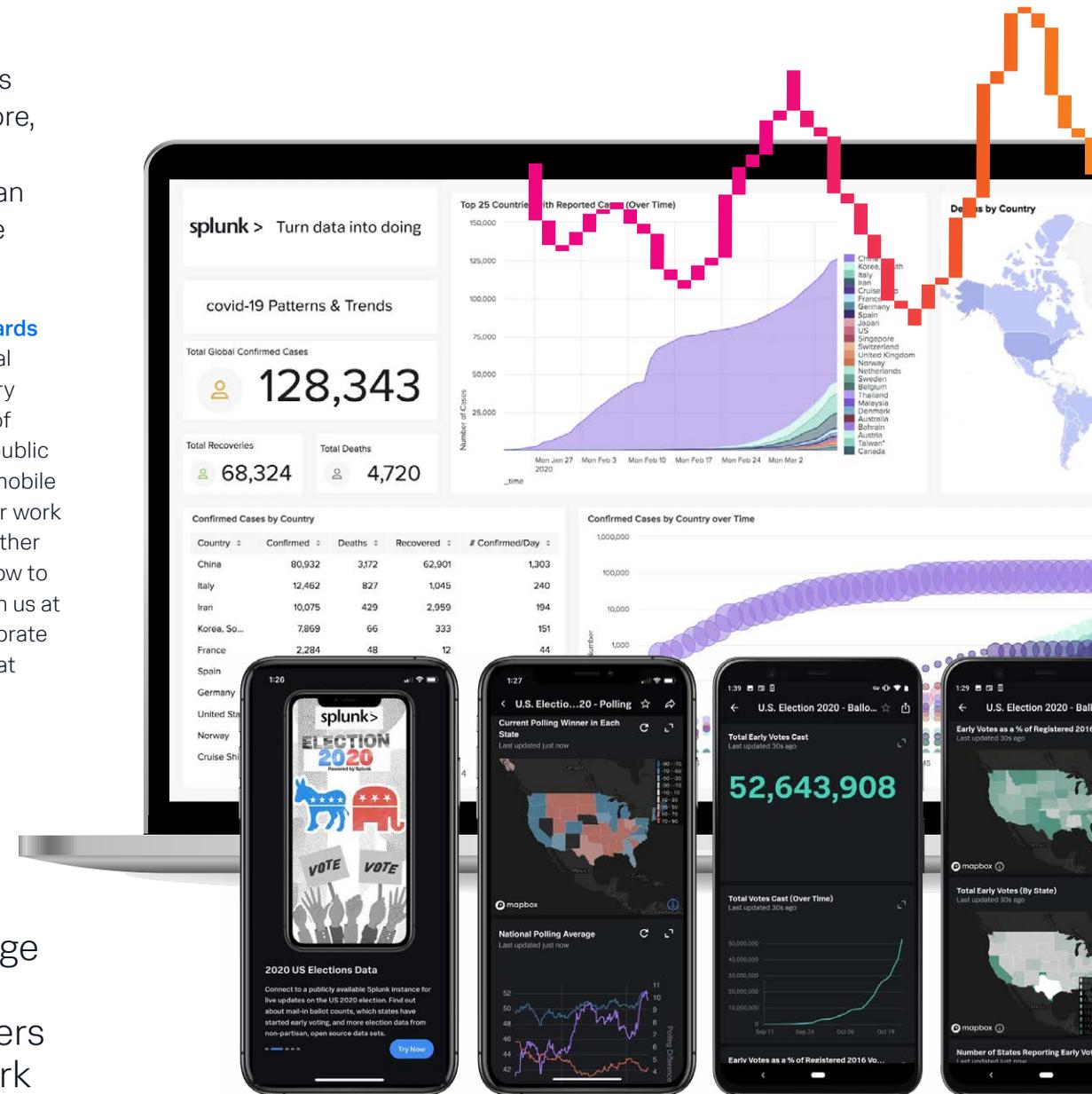
At Splunk, we love data, and over the years our employees, customers and partners have created some incredible and unique ways to explore, visualize and **act on information**. We've devised ways of monitoring, searching, analyzing and visualizing real-time data and of producing an output that is easy to understand and observe. So why not test these methods on topics and experiences relevant to almost everyone?

When the **COVID-19 global pandemic** arose, we knew that data would be essential to both containing the spread of the novel coronavirus and finding an eventual vaccine. Our **Social Impact** team jumped in and created a set of publicly available interactive COVID-19 dashboards that anyone can view without any installation necessary.

In 2020, the **U.S. presidential election** had the attention of most citizens. Encouraging people to vote is important, and so is keeping people informed, so our team did it again – this time by creating public-facing dashboards that provided up-to-date election data from a variety of public sources to bring transparency to the election.

Creating all of these data experiences involved a large group of passionate Splunkers from several teams around the globe. We are so very thankful to members of multiple teams for their talent, input and teamwork in making these dashboards come to life.

Our teams have also created **dashboards** around other social and environmental issues, including helping an elementary school visualize a net zero future. All of these dashboards were released for public use, viewable on a web browser or a mobile device. We will continue to expand our work and add features, and we know that other data lovers have their own ideas on how to visualize data. Please get in touch with us at [globalimpact@splunk.com](mailto:globalimpact@splunk.com) to collaborate and submit data and visualizations that you think others may find useful in similar use cases.





# Ethical and Inclusive Growth

Data is key in navigating global challenges, expanding inclusivity and achieving our goals so that everyone can thrive in the digital age.

**PILLAR TOPICS**

Diversity, Equity and Inclusion

Supplier Diversity

Talent and Careers



# Diversity, Equity and Inclusion

As Splunk grows, with it grows our vision to deliver actionable insights, accelerate positive change, strengthen and lift up communities, and create a more just world. Workforce diversity is an indispensable component of this vision, and our diversity, equity and inclusion (DEI) initiatives are central to fulfilling it.

## Fostering DEI at All Levels of the Company

We prioritize diversity at all levels of the company and believe it is essential for our success, innovation and competitive advantage. As of the end of FY21, 20% of board members self-identify as members of an underrepresented community as defined by California AB 979 (any individual who self-identifies as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, or Alaska Native, or who self-identifies as gay, lesbian, bisexual or transgender). Thirty percent of board members self-identify as women. We are working to continue diversifying our representation in this major oversight body through our ongoing refreshment efforts, which we believe will help drive DEI throughout Splunk.

To oversee the impact DEI has within Splunk, we have a dedicated DEI at Splunk Council (DISCO) composed of leaders from

each function. This team is focused on influencing our DEI strategy, with specific areas of focus around hiring, promotion, retention and attrition, as well as connecting DEI activities to a broader business-driven, results-oriented strategy. The Chief People Officer provides periodic updates to the Compensation Committee on DEI initiatives.

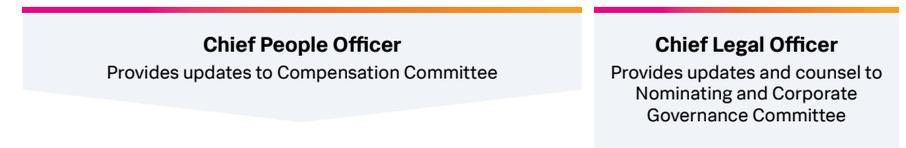
Our Inclusion Council plays a pivotal role in embedding engagement, equity, inclusion and belonging within everyday practices, as well as in sharing best and next practices across the enterprise. For example, the Inclusion Council consists of culture and inclusion champions within each function: members promote company-wide communication and strengthen awareness, broadly collaborate, build and share knowledge on DEI successes and impacts, and provide support to our employee resource groups (ERGs).

## DEI Governance and Strategy

### BOARD OVERSIGHT



### EXECUTIVE ACCOUNTABILITY



### MANAGEMENT OVERSIGHT



### MISSION

**DEI Core Mission:** Continue to improve our diversity and strengthen our “million data points” culture of inclusion to drive amazing outcomes for our Splunkers, customers, partners and the world.

### STRATEGY



### Nurturing Our “Million Data Points” Culture

It’s important for Splunkers to be able to bring their whole selves to work. We make a point of celebrating the “million data points” that make up who we are, and we’re committed to building communities that help Splunkers feel respected, supported and connected. Central to these community-building efforts are our nine ERGs, which promote belonging by providing opportunities for professional development and leadership, mentorship and career sponsorship, and a means to network and connect across the organization. As of the end of fiscal 2021, over 33% of Splunkers are members or aspiring allies of one or more of our ERGs, working together to nurture community, advocacy and positive social change. ERGs are sponsored by executive leadership, who champion their missions and provide visibility and support for activities and initiatives.



**28.7%**  
 of our workforce in FY21 was made up of women.  
 This is up 1.0% from FY20.



**12.1%**  
 of our workforce in FY21 was made up of underrepresented groups.  
 This is up 0.8% from FY20.



### Code of Business Conduct and Ethics

At Splunk, we recognize that by fostering a safe, diverse and inclusive workforce, we can make room for all the voices and perspectives that will help our business grow and thrive.

This commitment to ethical and inclusive growth is grounded in our [Code of Business Conduct and Ethics](#) (the “Code”), related policies and compliance programs. We regularly review our Code, launch annual company-wide refresher trainings, and require all new employees to complete training on the Code and the values that underpin it.

### Splunk Is Proud of Our Employee Resource Groups



## Measuring DEI Impact and Outcomes

Data illuminates the path to achieving our goals so that all Splunkers can feel safe and thrive. To share our progress, we publish our Splunk [Diversity, Equity and Inclusion Annual Report](#), holding ourselves accountable to our commitments to people who identify with a marginalized gender or racial group. Our annual DEI report includes key metrics of workforce composition, which we have also included in the [ESG Data Tables](#) section of this report for further transparency.



One of the things that most impressed me about Splunk before I joined the company (other than the technology) was Splunk’s culture. Even as we’ve grown, we’ve maintained an atmosphere where people are encouraged to be their true, genuine selves.

To be successful in business as an immigrant in America used to require assimilation: taking an American first name, learning to play golf, downplaying your cultural history. My Splunk colleagues know I grew up speaking Tamil on my grandfather’s farm in India. I like science fiction and gardening. And I don’t play golf – I study Muay Thai boxing. And besides, I’d rather spend Saturdays with my wife and two kids.

**Sendur Sellakumar**, Senior Vice President and Chief Cloud Officer

## Uncovering Unconscious Bias in Our Language and Our Product

In the past few years, the software community-at-large has seen a reckoning around the harmful impact of biased terms such as “master/slave,” “whitelist,” and “blacklist.” As we reported in our 2020 ESG Update, we established a working group to develop guidelines for identifying and replacing this language in our products. Since the group’s inception in FY21, we have established a number of initiatives working to eliminate biased language from our products and our workplace:

- We launched a 60-minute precise language workshop to help Splunkers understand the power of the language choices they make and practice, starting important conversations about racial equity.
- We published a [new topic](#) in our public Splunk Style Guide that sets an example for how to write unbiased product documentation and provides a comprehensive list of alternatives to common biased words and phrases.
- We implemented a [biased language code linter](#), which engineering teams can install in their production pipelines to programmatically check and eliminate biased language in their code repositories. As of December 2021, 223 of our engineering teams’ GitLab code repositories use this linter to eliminate biased language in their code bases. It is now available as an open source code repository on GitHub.





## Full of Pride and Data, All Around the World

Splunk is an official partner of the Victorian Pride Centre in Melbourne, Australia, the first purpose-built center for LGBTQ+ people in the country.

The Centre, which opened in July 2021, serves as a place of belonging, support and pride for the state's diverse LGBTQ+ community. The building houses resident organizations and also provides flexible and multi-use spaces, a health service, a training room, meeting rooms, a reflection room, a café/bar, a theatrette and a gallery for use by smaller groups. The space also serves as a hub for LGBTQ+ groups and organizations to share ideas and resources and to further their work in supporting equality, diversity and inclusion across the state.

Splunk plans to provide technology and training to nonprofits within the Centre via the Splunk Pledge to help them turn data into doing. Splunk will host LGBTQ+ employee and community education events and workshops to help celebrate, bolster and protect equality, diversity and inclusion. We intend to help the Centre utilize data across its facilities for physical security, member satisfaction, membership data and booking systems, while helping member organizations use data to understand the specific needs of their unique audiences.



We are thrilled to support this fantastic centre for the LGBTQ+ here in Australia. The Victorian Pride Centre is a place where the community can feel safe and supported. It means a lot to me personally to work for an organisation who takes diversity and inclusion seriously. I look forward to joining forces with the Centre, helping the LGBTQ+ community to learn and do more – from education and careers to social impact projects.

*Simon Davies, Vice President, Sales, APAC*

# Supplier Diversity

- Introduction
- Social Impact
- Ethical and Inclusive Growth**
- Data Responsibility
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As we strive to maintain the diversity of our own workforce, it is just as important that the suppliers we work with do the same. The tech industry has ample room for growth in the realm of supplier diversity, and Splunk has a meaningful opportunity to be a leader in this space.

We are committed to sourcing from a diverse range of suppliers, including small businesses, minority-owned businesses, women-owned businesses, disabled-owned businesses, veteran-owned businesses and LGBTQ+-owned businesses.

These commitments to supplier diversity fit within a larger ESG Sourcing and Procurement program, which aligns with the broader aims of the Global Impact Strategy, program and goals. The Sourcing and Procurement organization's Head of ESG Sourcing oversees the day-to-day implementation of our supplier diversity program, partnering with the Director of ESG and Climate to ensure alignment. These roles report to the Chief Procurement Officer and Chief Social Impact Officer, respectively, who have taken an integrated approach to establishing the Ethical and Inclusive Growth pillar of the Global Impact Strategy.

## Measuring Performance

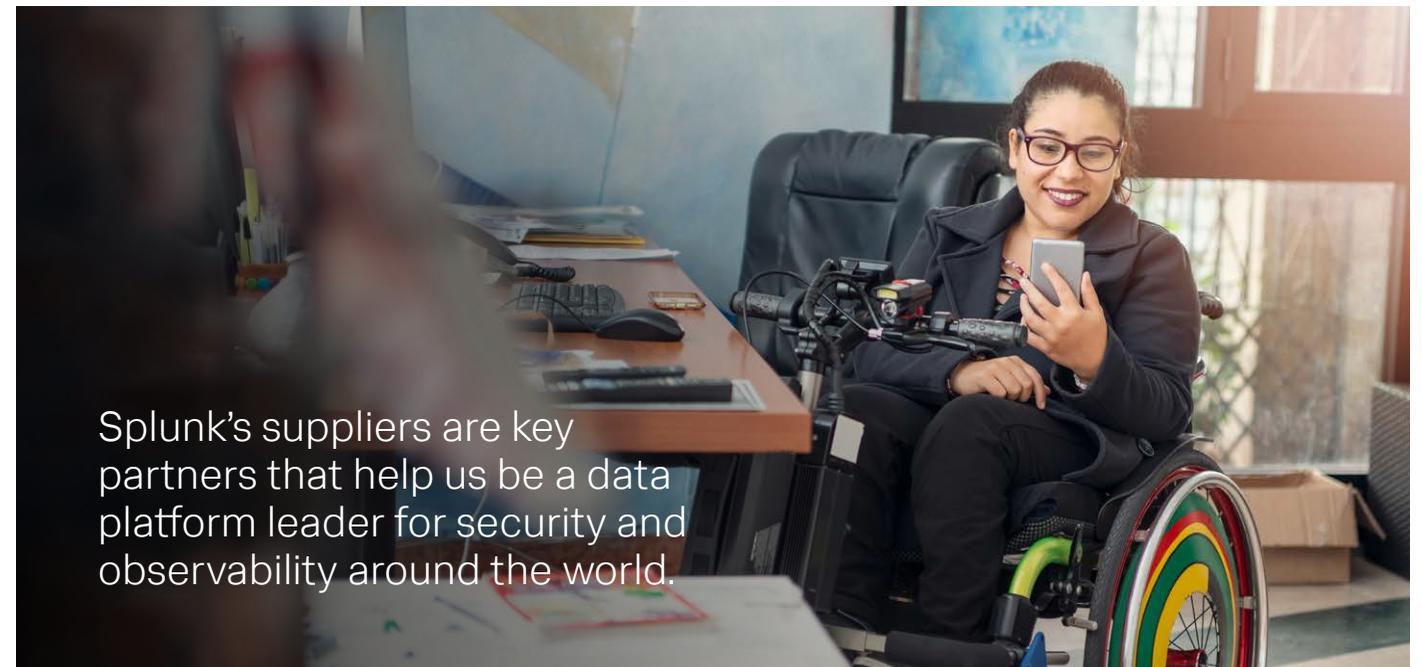
We have identified near- and long-term internal supplier diversity metrics to measure the success of our program and have set a near-term target to increase the percentage of spending with qualified, certified diverse businesses. We will share more about this target, our progress and our learnings in next year's report.

To support our targeted expansion in our number of, and spending with, diverse suppliers, we are working with leading diversity organizations that can help Splunk identify and partner with qualified suppliers. These organizations include:

- The Women's Business Enterprise National Council ([WBENC](#))
- The National Minority Supplier Development Council ([NMSDC](#))

## What's Next

To give everyone a seat at the table and an opportunity to compete for our business, we are making concerted efforts to invite diverse suppliers into our sourcing events, both directly and through diversity organizations. We also plan to establish a formal supplier development program designed to foster business growth and mentorship for these suppliers in the future, and we'll share more about these efforts in our next report.



Splunk's suppliers are key partners that help us be a data platform leader for security and observability around the world.

# Nurturing Talent and Careers

Core to our growth and prosperity as a business is our ability to attract, retain and develop top talent. We can attribute much of our success to our strong culture of growth, innovation and inclusion. However, we operate in a dynamic sector that is continually evolving and competing for world class talent. This, coupled with the global pandemic and a radical transformation of the nature of work, challenges us to be ever-responsive and agile in our approach to leadership, talent and career development at Splunk.

## Talent Attraction, Retention and Career Development at Splunk

Our approach anchors on the role of leaders in not just driving business outcomes but also investing in the development and wellbeing of our employees. Building on this focus, we are excited about the future, and about the innovative work we're doing to refresh our strategy and approach towards our greatest asset – our people.

This work reflects the evolving vision for the company, the growing expectations for purpose-driven corporations, and the changing nature of work in a post-COVID world. While we plan to share more details about our refreshed strategy and

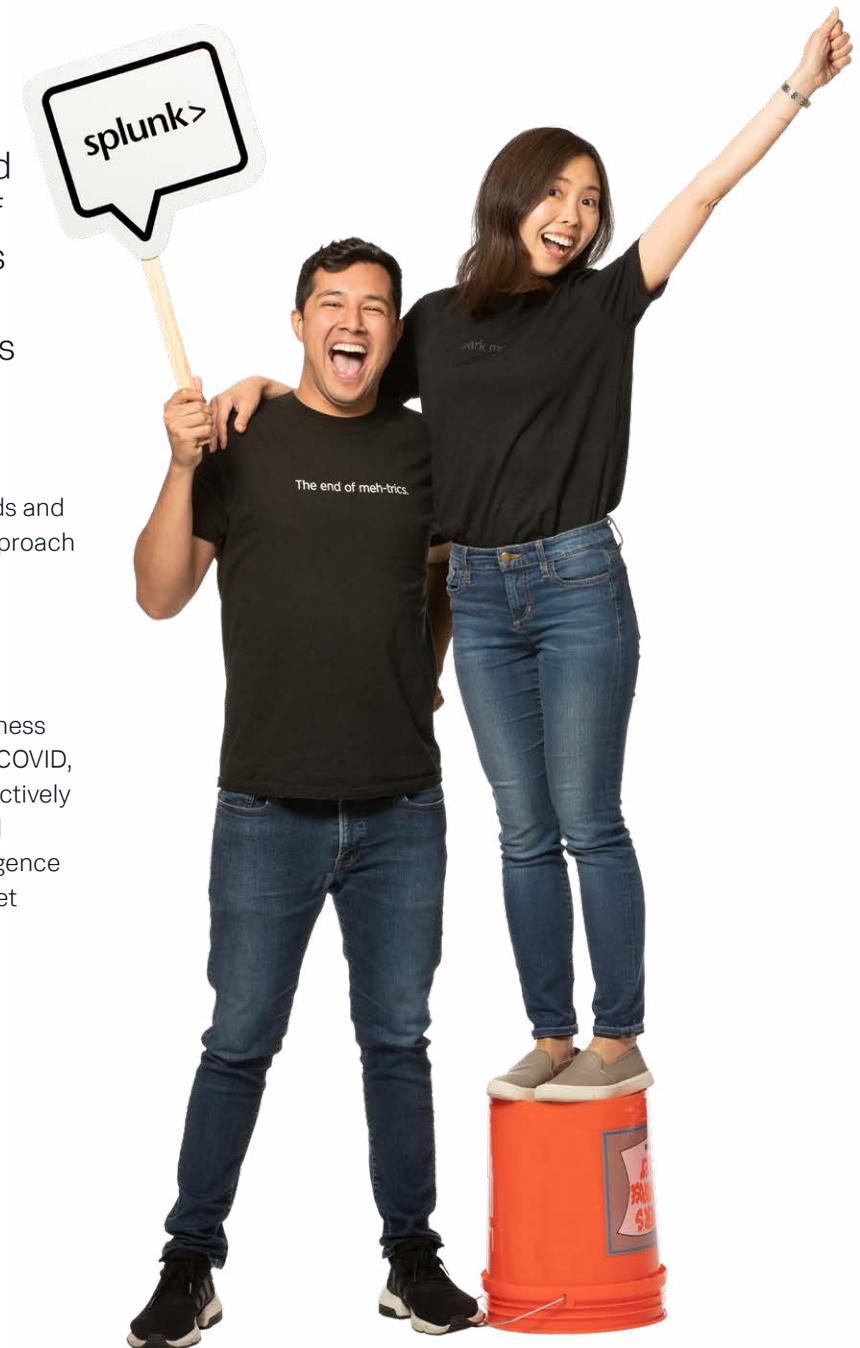
approach in next year's report, the driving macro trends and general framing for how we are shifting the way we approach talent and careers at Splunk are worth sharing today.

## Resetting Our Approach

Leaders set the stage for defining and establishing a workplace culture and supporting the health and wellness of their team members. Effective leadership in a post-COVID, inclusive and diverse world demands that leaders effectively balance the intellectual ability of running complex and heavily matrixed businesses with the emotional intelligence required to lead teams of people with a growth mindset and empathy.

Recent research shows that post-pandemic management practices will continue to lean more on empathy, trust, resilience and growth.

*Research citation: The Evolution of Management Models by Josh Bersin Research, 2021*



Three global macro trends are influencing how we look at leadership:

**Hybrid work and employee wellbeing:** The hybrid work model is not just about where and when one works. It requires leaders to understand their role in the wellbeing of their team members, including the importance of being empathetic and in creating environments where team members feel psychologically safe. It also requires deep and active listening skills and expects leaders to create positive relationships through difficult circumstances.

**Networked, collaborative cross-functional work:** Like the shift to hybrid, this need for networked cross-functional work requires leaders to focus on agility, partnerships to fill gaps, customer-centricity and global thinking and then apply these capabilities to the work and the available talent.

**Shifting from “managing” work to coaching people and focusing on the work that matters most:** Tomorrow’s leaders require a learning-centric growth mindset that enables people leaders to build and maintain relationships at all functions and levels of the organization. These relationships create spaces and opportunities for talent to learn, develop and grow while meeting the critical needs of the company.

Maintaining an effective and engaged workforce involves defining the work that needs to be done to execute on the strategy, organizing people and resources to complete the work, investing in the capabilities of the workforce and creating a culture and practice that enhances individual potential to establish a high-performing organization. In other words, people leaders create the conditions for success – everything from operational practices to social and psychological safety.

## What’s Next

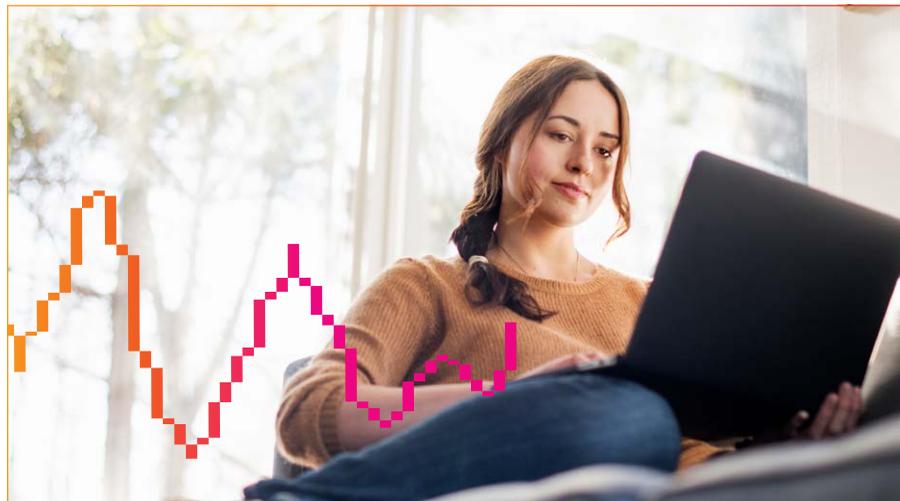
Our vision is to further enhance our talent practices and leadership behaviors in order to empower more autonomous decisionmaking, leverage data insights, reinforce open communication and feedback, and set clear rules of engagement to systemically foster increased trust and transparency. We are strongly committed to our responsibility of providing development and growth opportunities to our Splunkers through greater emphasis on internal mobility and fair and equitable talent practices.

We look forward to sharing more about our updated aims in our next report.



**LEARN MORE**

- [Careers at Splunk >](#)
- [Working at Splunk >](#)



## Macro Trends Impacting the Role of Leaders

Current research has identified three global macro trends impacting the role of leaders: shifting to hybrid as a sustained working model; increasing the requirement for organizations to work cross-functionally and networked; and addressing the talent and critical skill shortage<sup>1</sup>.

All three of these trends need to be addressed by organizations attempting to scale and focus on emotional and behavioral capabilities, which are often written off as “soft” and are misunderstood as subjective.

<sup>1</sup> *Nine Trends That Will Shape Work in 2021 and Beyond*, Brian Kropp, *Harvard Business Review*, January 14, 2021; and *Leadership Redefined – 4 Key Actions for Systemic Change*, Kari Naimon, *iACP*, March 3, 2021

## Transforming and Expanding Our Talent Pipeline

In an effort to diversify our channels of talent, Splunk created a partnership with Year Up, a program committed to closing the opportunity divide by ensuring equitable access to economic opportunity, education and justice for all young adults – no matter their background, income or location.

Employers face a growing need for talent while millions are left disconnected from the economic mainstream. These inequities only further perpetuate the Opportunity Divide that exists in the U.S. – a divide that Year Up is determined and positioned to close.

The rigorous program begins with a training period led by Year Up where students learn professional skills, technical skills, life skills and more. Each student is then assigned to a corporate internship for six months where they meet

with their supervisors, other interns and career advisors weekly to receive feedback, review their progress and go over any additional training or support needed.

Over the last eight years, Splunk has hosted more than 80 Year Up interns on various teams including Quality Assurance, Cloud Sales, Release Engineering, HR, Legal and the IT Service Desk. Many of those former interns are now full-time Splunkers.



I have found no better source for identifying talent with grit, resilience, and a growth mindset than Year Up. These young adults bring an important diversity of thought, perspective and experience, which adds value to our teams and drives innovation at our company. Over the last three years, I've hosted 11 Year Up interns on my team, and I've personally observed this determination and grit in action. Of those 11 interns, six are currently full-time Splunkers on our team.

**Andy Hershey**, Global Vice President, Global Cloud Sales & GTM Transformation





# Data Responsibility

Splunk's customers trust us to manage their most critical data. With great trust comes great responsibility. We honor that trust by responsibly investing in the governance and technology required to protect data in an increasingly complex, global environment.

**PILLAR TOPICS**

AI Ethics

Data Ethics

Data Privacy

Data Security

# Data Responsibility

As a data company, Splunk understands the importance of data privacy and security. Privacy and Security by Design is top of mind throughout our development process, and Splunk complies with industry and international security standards.

## Governance and Accountability

Splunk's Audit Committee has oversight responsibility for reviewing Splunk's cybersecurity and other information technology risks, controls and procedures.

Reporting to the President of Products and Technology, Splunk's Chief Information Security Officer (CISO) leads Splunk's Global Security team and oversees Splunk's information security practices and programs, including cloud and product security, cyber incident response, threat detection and monitoring, cyber risk management, and threat and vulnerability management.

The Splunk Assurance, Advisory, Risk and Compliance (SpAARC) group oversees enterprise risk management, assurance and internal controls to safeguard, evaluate and mitigate data risk. The Data Protection team operates Splunk's global privacy program and supports the security and compliance programs managed by SpAARC and the CISO.

The Splunk Global Security, SpAARC and Data Protection teams work together to help keep Splunk customer data private and secure.

## Data Responsibility at Splunk

### BOARD OVERSIGHT

**Audit Committee:**  
 Oversight of the Company's cybersecurity and other information technology risks, controls and procedures

### EXECUTIVE ACCOUNTABILITY

<b>President of Products and Technology, Chief Information Security Officer</b>	<b>Chief Financial Officer</b>	<b>Senior Vice President, Chief Legal Officer, Global Affairs and Secretary</b>
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### BUSINESS FUNCTIONS

<b>Splunk Global Security</b>	<b>Splunk Assurance, Advisory, Risk and Compliance (SpAARC)</b>	<b>Splunk Data Protection</b>
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### GUIDING PRINCIPLES

 <p><b>Security</b>                  Our products and services are designed to meet customer data security needs, including access controls, monitoring and encryption.</p>	 <p><b>Compliance</b>                  Splunk complies with industry and international security standards. This includes participating in third-party audits that verify security controls for our Cloud services.</p>	 <p><b>Data Privacy</b>                  Our programs, products and services are structured to provide effective data privacy protections for Splunk, its customers, partners and employees.</p>
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## Data and AI Ethics

As a company focused on removing barriers between data and action, Splunk is committed to helping develop best practices for the ethical use of data in the enterprise software space. While the conversation today is often centered on the individual consumer, we believe that ethical use is equally relevant at the enterprise level. Splunk works closely with industry thought leaders, such as the Future of Privacy Forum, the World Economic Forum and others, to develop industry guidelines for software vendors on the use of customer data.

In addition, we have begun to examine the role of advanced, automated processes, such as artificial intelligence (AI) and machine learning, on ethical software and cloud computing processes. Alongside the significant potential for AI to improve business processes and services for citizens are a myriad of complex issues associated with its adoption and equitable outcomes.

From a policy perspective, Splunk supports a flexible policy framework that builds confidence and trust in AI systems, encourages investment in research and development,

strengthens cybersecurity and privacy protections, allows the workforce to transition successfully to the new job environment, and takes into account different types of AI and machine learning to avoid hampering innovation unnecessarily.

Splunk played an important role on the World Economic Forum (WEF) Artificial Intelligence and Machine Learning team to produce a tool kit for governments looking to procure ethical artificial intelligence solutions. Learn more about this on [page 37](#).



## Splunk Protects

Splunk's global privacy, security and compliance programs are designed to meet our customers' needs internationally and comply with global standards. **Splunk Protects** offers a look at how and why we protect data at Splunk – our customers, employees, vendors and partners count on us to keep their data secure. Splunk understands the importance of data protection – from cloud, corporate and product security to data privacy and security certifications.

# Fostering Good Stewardship of Customer Data

Proactive, preventive investments including world class talent and technology with deep expertise in cyber and information security

Splunk is committed to enterprise-wide cyber and information security awareness and training. Those with access to customer and other sensitive data at Splunk engage in rapid response training, such as tabletop exercises, and business continuity planning and testing.

We have an enterprise-wide program to respond to, contain and remediate events as they occur and leverage our technologies to monitor systems and assets to preemptively avoid them. Splunk's Cyber Incident Response Team (CIRT) and Detection and Monitoring Team deploy our technologies to monitor and detect anomalies. Events are tracked and reported through resolution and remediation, and lessons learned are captured for continuous improvement.

## What's Next: Measuring Performance

Identifying key performance metrics for data is an industry-wide challenge that involves balancing the privacy and confidentiality of individuals and customers against the need to report meaningful statistics to measure program performance. Splunk is helping address this challenge by participating in the Sustainability Accounting Standards Board (SASB) Technical Working Group for Data Security Metrics for the Software and IT Services sector and other forums. We look forward to sharing more about this work and outcomes in our next report.



### LEARN MORE

- [Splunk Audit Committee Board Charter >](#)
- [Splunk Privacy Policy >](#)
- [Splunk Protects >](#)
- [Splunk Public Policy Positions >](#)
- [Security Certifications and Attestations >](#)



## Leading Cloud Security Frameworks

Splunk has been certified to various international security certifications and standards and otherwise adopts as appropriate best practices from industry-leading frameworks and standard bearers for cloud computing, such as:

- DISA IL5 Provisionally Authorized (IL5)
- European Union Agency for Cybersecurity (ENISA) Framework
- Federal Information Processing Standard 140-2 Certification
- Federal Risk and Authorization Management Program (FedRAMP)
- Health Insurance Portability and Accountability Act (HIPAA)
- The Information Security Registered Assessors Program (IRAP) (Australia)
- ISO 27001: Information Security Management
- Payment Card Industry Data Security Standard (PCI-DSS)
- System and Organization Controls (SOC 2, Type II)
- U.S. NIST Cybersecurity Framework



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## Unlocking Public Sector AI

Partnering with the World Economic Forum to enable ethical and transformational AI opportunities worldwide

As a lead author, Splunk worked with the World Economic Forum (WEF) – Artificial Intelligence and Machine Learning team to produce a tool kit for governments looking to procure ethical artificial intelligence solutions.

The World Economic Forum formed a team made up of Splunk, Deloitte, Salesforce and the United Kingdom's Office for AI (part of the Department for Digital, Culture, Media and Sport). During the one-year development process, the team engaged with 15 other countries and more than 150 members of government, academia, civil society and the private sector.

The outcome – the [procurement in a box tool kit](#) – provides guidelines for purchasing, risk assessments, proposal drafting, and bid evaluation for governments worldwide. The guidelines were user-tested with the U.K. Department of Transport, the Defence Science and Technology Laboratory (DSTL), and the Dubai Water and Electricity Authority (DEWA).

We believe the guidance will help enable governments worldwide to transform citizen services and deliver ethically sound and beneficial AI-based solutions. In addition, the guidance will help deliver fairer outcomes, more inclusive approaches, and the transformational opportunities of the data age.





# Environmental Sustainability

Our position as the data platform leader for security and observability gives us the ability to be “all in” on sustainability and leverage our technology, expertise and talent to help build a safe, sustainable world that inspires and nourishes generations to come.

## PILLAR TOPICS

- Climate Resilience and Innovation
- Operational Eco-Efficiency
- Sustainable Sourcing and Procurement

# Climate Resilience and Innovation

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As a fact-based, data-driven technology company, we know that the impacts of humanity’s interventions on the planet’s natural ability to sustain life are irrefutable. Climate change is seen and felt worldwide. Many of our business meetings over the past year have opened with anecdotal updates from Splunkers from around the globe, sharing their experiences with flooding, wildfires and drought in their respective locations. It’s personal, it’s real and we are all feeling it.

Yet Splunkers are by nature resilient, innovative and passionate – qualities that are urgently necessary as we rise to the occasion of the climate crisis. We are excited about the ways that Splunk can contribute to the global solutions that are needed over the next decade as humanity sets out along the “critical path” toward mitigating worst-case scenarios and transitions to new technologies and solutions as yet unimagined.

Together, we can harness the power of data to help solve climate change, perhaps humanity’s biggest and most pressing collective challenge to date.

## Governance

Splunk’s Board – as a whole and through the Audit Committee and the Nominating and Corporate Governance Committee – works with executive management to oversee climate-related issues.

**Audit Committee:** This committee oversees the Splunk Assurance, Advisory, Risk and Compliance (SpAARC) group’s deployment of Splunk’s enterprise risk management framework and disclosures controls

and procedures, as well as the Finance and Facilities function headed by Splunk’s Chief Financial Officer. Our SEC reporting team incorporates required disclosures of business risks into our SEC filings, which include climate-related risks such as extreme weather events and threats to business continuity. Our Facilities team provides the data we need to develop our energy and greenhouse gas inventory, including accounts of our IT assets, electricity consumption and facilities usage.

**Nominating and Corporate Governance Committee:** This committee oversees ESG strategy and disclosures. Strong collaboration between Legal, Finance, ESG, Facilities and SpAARC colleagues ensures the credibility, accuracy and transparency of Splunk’s climate-related data and disclosures.

Pending the outcomes of the climate strategy planning that we aim to undertake in FY23, we expect that our current governance structure may shift to incorporate more focused, cross-functional working groups and councils.

## Governance and Management Oversight for Climate Change

### BOARD OVERSIGHT



#### Nominating and Corporate Governance Committee

General oversight of ESG strategy and reporting, including climate change and impact disclosures



#### Audit Committee

Oversight of Splunk’s enterprise risk management framework and disclosure controls and procedures, including physical and transitional climate risk

### MANAGEMENT OVERSIGHT



#### Legal and Global Affairs

Global Impact and ESG function responsible for cross-functional climate strategy development, impact materiality assessments, voluntary climate disclosures (TCFD, SASB), climate programs and performance tracking



#### SpAARC

Enterprise risk management, including climate-related risks

Internal audit of climate-related disclosure controls and procedures



#### Finance and Facilities

Financial reporting and disclosures

Facilities, IT assets and energy data provision for metrics tracking

Sourcing group evaluates suppliers’ sustainability performance and metrics



## Splunk Climate Hero: Clara Lemaire

The science is clear – to prevent more disasters in our rapidly changing climate, action needs to be taken. At Splunk, we remain more convinced than ever that data is a key component of addressing the world’s most complex and pressing social and environmental challenges, including climate.

Clara Lemaire, European Government Affairs Manager in Brussels, Belgium, is passionate about the environment and a global climate hero. Clara is a key contributor on climate and works on multiple initiatives. Alongside Gordon Morrison, our Senior Government Affairs Director in EMEA, Clara is our eyes and ears on all things climate in Europe, monitoring climate policy legislation and regulation impacting Splunk.

Before joining Splunk, Clara worked in the energy sector as a government affairs specialist for 10 years, first for various oil and gas companies and then for Centrica, the leading energy utility in the U.K. As such, she built expertise in European energy and climate change policy and in international climate change negotiations. Clara attended **COP21** in Paris in 2015, where the international climate accord was signed – a very exciting moment!

Clara is a member of the **Climate Strategy and Resilience Group** at **techUK**, the U.K.’s technology trade association. She also serves as Splunk’s representative in **Planet Tech’Care**, a climate initiative run by French tech body Numeum. Over the past decade, Clara has seen firsthand how climate change has become a mainstream corporate concern for companies across all sectors, including the technology sector, and she is thrilled to help Splunk navigate our climate journey while making a valuable contribution to the climate discussion and solutions.



Ten years ago, most people looked at renewables and electric vehicles with skepticism. Now those technologies are everywhere. Tech and data are key to helping the fight against climate change, as is greater public awareness, political commitment, and involvement from all sectors – it’s a global effort!

*Clara Lemaire, European Government Affairs Manager*

## Climate Risks and Opportunities

Splunk aims to perform a refreshed climate risk and opportunities assessment over the course of FY23 as part of its global Climate Resilience and Innovation Strategy planning work. The assessment will evaluate physical and transitional risks related to climate change. Results will be shared in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

At present, our high-level risks associated with climate change include the following:

Physical climate risks associated with office buildings and data centers:

- Acute climate-related risks due to single-event extreme weather issues include potential impacts from flooding, drought, wildfires, storm surges, hurricanes, power grid failures, and road and/or infrastructure disruptions that can impact supply routes and workforce connectivity.
- Systemic climate-related risks due to longer-term climatic changes can include increased sea level rise and physical mitigation interventions to protect coastal offices and data centers; increased duration and severity of high temperature days impacts heating and cooling costs.

Transition risks associated with the global transition to a net zero economy:

- Policy- and legal-related climate risks can include future increased carbon pricing and/or carbon taxes that can impact energy costs for Splunk and its customers; enhanced reporting obligations; potential future mandates; and regulations on products and services.
- Technology-related climate risk can include potential costs to substitute or transition to lower energy-intensive products and services, whether they are Splunk's or are upstream or downstream from Splunk.
- Reputational risks can include increased investor, analyst, customer and employee expectations regarding the pace, progress and performance of Splunk's climate strategy and targets.

A 2019 [study by the World Economic Forum](#) found that digital technology can cut global emissions by 15% – more than the current carbon footprints of the EU and the U.S. combined.



## Using Metrics and Targets to Measure Progress

Splunk aims for accurate, transparent and comparable energy and climate disclosures that provide decision-useful information for our stockholders, customers, employees and other key stakeholders.

### Metrics

We completed our first energy and greenhouse gas inventory for the baseline year FY20 and published it in our [November 2020 ESG Update](#). The inventory uses a market- and location-based approach and follows the Greenhouse Gas Protocol. We are sharing our second year of energy and greenhouse gas emissions data (for FY21) in the [ESG Data Tables](#) section of this report.

Reporting emissions across almost a year of global pandemic conditions – which forced global office closures, reduced nearly all business travel and employee commuting, and necessitated a pivot to working from home – reduced our Scope 2 absolute and intensity-based emissions. These pandemic-driven factors shifted our estimated absolute and intensity-based Scope 2 GHG emissions normally associated with office work to our estimated Scope 3, Category 7 Teleworking (work from home) emissions, which are shown in the [ESG Data Tables](#) section of this report.

## Our Climate Commitments and Targets

We are thrilled to announce Splunk’s intent to achieve net zero greenhouse gas emissions by 2050 and a commitment to set a suite of shorter-term five-, 10- and 15-year science-based targets by the end of FY23. All targets will be submitted to the Science Based Target initiative (SBTi) and will be consistent with a 1.5°C ambition level. These actions reflect our early steps in our climate journey and lay the foundation for measuring progress towards implementing our Climate Resilience and Innovation Strategy over time.

Splunk climate targets and commitments:

- Intent to achieve net zero emissions by 2050 Science Based Target consistent with a 1.5°C ambition level
- Commitment to register a suite of shorter-term five-, 10- and 15-year targets with the Science Based Targets initiative (SBTi) by the end of FY23

We believe that the SBTi is the most rigorous and respected climate target organization, which independently assesses corporate emissions reduction targets to ensure that they are in line with what climate science says is needed to meet the goals of the Paris Agreement.

Global climate campaigns and initiatives:

### BUSINESS AMBITION FOR 1.5°C

**Business Ambition for 1.5°C:** Splunk is a proud signatory to the Business Ambition for 1.5°C campaign, the world’s largest and fastest-growing group of companies taking urgent action for a 1.5°C future and setting targets at the pace and scale required by climate science.

**UN Climate Champions’ Race to Zero and We Mean Business Coalition:** Through our Business Ambition for 1.5°C, we are also part of the UN Climate Champions’ Race to Zero campaign and the We Mean Business coalition.



**TCFD Supporter:** Splunk joins over 2,500 worldwide organizations in declaring its support for the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (TCFD), a global set of reporting guidelines that foster transparent and comparable climate reporting. The TCFD, chaired by Michael R. Bloomberg, founder of Bloomberg LP and Bloomberg Philanthropies, provides market participants with recommendations to address the financial impact of climate change on their business.

100%

of our IT facilities located at third-party-operated data centers are third-party verified to be powered by renewable energy, using certified Renewable Energy Credits (RECs) and International RECs (IRECs).

1/3

Approximately one-third of our purchased electricity is sourced from renewables.



## Disclosures

This report, our first annual Global Impact Report, is generally aligned with the TCFD recommendations for leading practices in climate disclosures. As our climate strategy planning and implementation progresses, we aim for full alignment with TCFD over the next three years. In addition, we have completed our first CDP Climate investor questionnaire (publicly available on [CDP.net](#)), which aligns with the general structure and disclosure areas of TCFD. We also align our disclosures to the Sustainability Accounting Standards Board (SASB) framework and the GRI Standards. The [Appendix](#) of this report provides a fully indexed reference to all of these standards.

## What's Next

### Developing Our Climate Strategy

Splunk is in the early stages of planning and developing our global climate strategy. Key components of this strategy will include a detailed physical and transitional risk assessment, as well as an evaluation of the opportunities for Splunk to move the needle on climate change by harnessing data to accelerate the solutions we need to transition to a low-carbon economy.

We also plan to evaluate transition pathways for 2030, 2040 and 2050 that align with the Paris Agreement aim of limiting global temperature increases to 1.5°C, using a range of multi-factor scenarios that include “business as usual,” “orderly transition” and “abrupt transition” projections in

accordance with leading practices. This work will inform the strategic focus, programs and targets we need to drive our business towards our aspiration of net zero emissions by 2050. We aim to share the outcomes of our climate risk and opportunities assessment and scenario planning in future disclosures.

And we are excited to share more about our overall climate strategy in future reports.



#### LEARN MORE

[CDP Climate Response >](#)

[ESG Position Statement >](#)

[Splunk Nov. 2021 Climate Announcement >](#)



# Sustainable Sourcing and Procurement

The Sustainable Sourcing and Procurement program is focused on encouraging our suppliers to adopt environmentally sustainable practices within their internal operations, facilities and distribution processes. For us to be successful in contributing to sustainable solutions, it is important that we hold our suppliers to the standard we set for ourselves.

## Our Approach

In building a foundation for Splunk's Sustainable Sourcing and Procurement program, we are aligning with the aims of the Global Impact Strategy, program and goals. The Sourcing and Procurement organization's Head of Facilities and ESG Sourcing oversees the day-to-day implementation of our Sustainable Sourcing and Procurement program, partnering with Splunk's Director of ESG and Climate to ensure alignment. The Chief Procurement Officer and the Chief Social Impact Officer adopt a collaborative approach to building out the Environmental Sustainability pillar of the Global Impact Strategy.

To support this work, we plan to release our first Supplier Code of Conduct in early 2022, which is expected to include guidance and minimum requirements for suppliers related to environmental laws and regulations, permits and reporting, and resource consumption, pollution prevention and waste minimization.

## Measuring Success

We aim to work with as many suppliers as possible who are committed to having suitable environmental policies, standards and management systems such as ISO14001 and EMAS. We encourage our suppliers to utilize environmentally friendly approaches to processes such as shipping, packaging and logistics; to practice waste reduction, recycling and reuse where possible; and to adopt other related methods of operational eco-efficiency. Generally recognized certifications, such as the U.S. Green Building Council Leadership in Energy and Environmental Design (LEED®) and Green America's Certified Green Business recognition, provide comparability across our different suppliers and set the bar for evaluating and measuring sustainable business practices.

To help achieve these aims, we have partnered with EcoVadis, a global provider of supplier sustainability health scores, to assess and strengthen our sustainable sourcing and procurement practices. EcoVadis provides the means for quantifying our own performance and that of our supply base against crucial environmental considerations.

## What's Next

In addition to publishing our first Supplier Code of Conduct, we are evaluating a range of potential metrics that can be incorporated into future targets. We're also working to improve the evaluative criteria, policies and standards that provide guidelines and expectations for our suppliers.



We see taking care of our planet as one of humanity's most pressing concerns and expect all suppliers to prioritize environmental protections accordingly.

*Sean Park, Vice President, Chief Procurement Officer*

# Operational Eco-Efficiency

Operational eco-efficiency is a commitment to being efficient with the natural resources we use to run the day-to-day aspects of our business. In addition to energy consumption, these resources include the water we use in our offices and the inbound materials we purchase, such as electronics and IT equipment, furniture, paper goods and cafeteria foods. Operational eco-efficiency also extends to the end-of-life disposal of those materials once we have used them, whether they are repurposed, recycled or disposed of.

While our immediate focus is on quantifying our footprint and disclosing our energy and greenhouse gas emissions, in FY23 we aim to establish the tracking and reporting mechanisms needed to identify and baseline how we use these resources in our daily operations.

These efforts are critical to laying the foundation for a fuller understanding of Splunk's environmental footprint and identifying approaches to reduce the environmental impacts of our operations. We look forward to sharing our efforts and impacts in future reports.



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# Appendix



# About This Report

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Building on our ESG Update released in November 2020, this report is our first full annual Global Impact Report, which may cover material from February 1, 2020 through October 31, 2021, extending beyond the prior fiscal year.

To inform our disclosure, we followed the Sustainability Accounting Standards Board (SASB) standards, the GRI Standards (formerly Global Reporting Initiative), and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations where applicable. The GRI, SASB and TCFD indices on the following pages provide a useful cross-reference that maps our content and data to these specific frameworks.

Although this year's report has not been independently assured by a third party, Splunk aims to secure the services of an external assurance provider for its global impact reporting within one to three years. The environmental sustainability data and the workforce data covered in the [ESG Data Tables](#) section have been internally audited. The scope of the internal audit team's review of the GHG and electricity/energy data includes multiple methodology report and source data reviews to check source data, calculations, links and formulas. The internal audit team attended multiple meetings with the internal ESG and Climate team and the external GHG inventory consultancy to understand the inventory, approach, methodology and source data used to develop the inventory in support of the

internal audit. This level of engagement enabled the internal audit team to perform a reasonable-level review and audit of the Splunk 2021 Global Impact Report GHG and electricity/energy data disclosed in this report to ensure accuracy and completeness of the data.

The scope of the internal audit team's review of the workforce demographics data includes confirming that the previously audited and published data from the Splunk 2020 Diversity, Equity and Inclusion Annual Report had been accurately transposed to the Global Impact Report's ESG Data Tables section, and that the data is free of errors.

We developed this report in alignment with the following reporting standards and frameworks, which are indexed in the tables that follow by reporting framework and/or guidelines:

- The revised GRI Universal Standards, which focus on the key risks and opportunities significant to our business and stakeholders
- The SASB Software and IT Services Sustainability Accounting Standard, Version 2018-10
- The TCFD recommendations



# GRI Content Index

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Splunk has reported the information cited in this GRI content index for the period of February 1, 2020 to January 31, 2021 with reference to the GRI Standards. Narrative disclosures on progress, programs and aspirations found in the Global Impact Report (GIR) may additionally cover material from February 1, 2021 through October 31, 2021, extending beyond the fiscal year.

The following GRI Standards were used in developing the content index: GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics, GRI 201: Economic Performance 2016, GRI 302: Energy 2016, GRI 305: Emissions 2016, and GRI 405: Diversity and Equal Opportunity 2016. References to “it” and “its” in the GRI Index refer to Splunk.

## General Disclosures

## References and Responses

### 2-1 Organizational Details

2-1-a	Report its legal name	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 86/205
2-1-b	Report its nature of ownership and legal form	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 86/205
2-1-c	Report the location of its headquarters	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 86/205
2-1-d	Report its countries of operation	<a href="#">Where We Work</a>	

### 2-3 Reporting Period, Frequency and Contact Point

2-3-a	Specify the reporting period for, and the frequency of, its sustainability reporting	GIR21, Reporting Period	pg. 2/73
2-3-b	Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this	<a href="#">FY21 Annual Report and Proxy Statement</a> GIR21, Reporting Period	pg. 86/205 pg. 2/73
2-3-c	Report the publication date of the report or reported information	GIR21, Forward-Looking Statements	pg. 72/73
2-3-d	Specify the contact point for questions about the report or reported information	GIR21, Back Cover	pg. 73/73

### 2-4 Restatements of Information

2-4-a	Report restatements of information made from previous reporting periods and explain the i) reason for restatement and ii) the effect of the restatements	GIR21, ESG Data Tables	pg. 58, 67–72/73
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### 2-5 External Assurance

2-5-a	Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	GIR21, Corporate Governance and ESG; About This Report	pg. 10, 47/73
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**General Disclosures**

**References and Responses**

**2-6 Activities, Value Chain and Other Business Relationships**

2-6-a	Report the sector(s) in which it is active	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 90–91/205
2-6-b	Describe its value chain, including i) activities, products, services, and markets served; ii) supply chain; and iii) entities downstream from the organizations and their activities	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 90–98/205

**2-7 Employees**

2-7-a	Report the total number of employees, and a breakdown of this total by gender and by region	GIR21, ESG Data Tables	pg. 59–66/73
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**2-9 Governance Structure and Composition**

2-9-a	Describe its governance structure, including committees of the highest governance body	<a href="#">FY21 Annual Report and Proxy Statement</a> GIR21, Corporate Governance and ESG	pg. 27–28/205 pg. 10/73
2-9-b	List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, the environment and people	<a href="#">FY21 Annual Report and Proxy Statement</a> GIR21, Corporate Governance and ESG	pg. 27–28/205 pg. 10/73
2-9-c	Describe the composition of the highest governance body and its committees	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 11, 16–18, 20–24/205

**2-10 Nomination and Selection of the Highest Governance Body**

2-10-a	Describe the nomination and selection processes for the highest governance body and its committees	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 17–18/205
2-10-b	Describe the criteria used for nominating and selecting highest governance body members	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 17–18/205

**2-11 Chair of the Highest Governance Body**

2-11-a	Report whether the chair of the highest governance body is also a senior executive in the organization	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 21/205
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**General Disclosures**

**References and Responses**

**2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts**

2-12-a	Describe the role of the highest governance body and of senior executives in developing, approving and updating the organization's purpose, value or mission statements, strategies, policies and goals related to sustainable development	GIR21, Corporate Governance and ESG	pg. 10–11/73
2-12-b	Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, the environment and people	GIR21, Corporate Governance and ESG	pg. 10–11/73

**2-13 Delegation of Responsibility for Managing Impacts**

2-13-a	Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, the environment and people	GIR21, Corporate Governance and ESG	pg. 10–11/73
2-13-b	Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, the environment and people	GIR21, Various topic-specific locations	pg. 10, 20, 25, 34, 39/73

**2-14 Role of the Highest Governance Body in Sustainability Reporting**

2-14-a	Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	GIR21, Corporate Governance and ESG	pg. 10–11/73
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**2-15 Conflicts of Interest**

2-15-a	Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	<a href="#">Corporate Governance Guidelines</a>	Section H
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**2-18 Evaluation of the Performance of the Highest Governance Body**

2-18-b	Report whether the evaluations are independent or not, and the frequency of the evaluations	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg.16–17/205
2-18-c	Describe actions taken in response to evaluations, including changes to the composition of the highest governance body and organizational practices	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg.16–17/205

**General Disclosures**

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**2-19 Remuneration Policies**

2-19-a	Describe the remuneration policies for members of the highest governance body and senior executives	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 48, 50, 53, 67/205
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**2-20 Process to Determine Remuneration**

2-20-a	Describe the process for designing its remuneration policies and for determining remuneration	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 33–36, 48, 51/205
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2-20-b	Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 48–49/205
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**2-21 Annual Total Compensation Ratio**

2-21-a	Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 76/205
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2-21-c	Report contextual information necessary to understand the data and how the data has been compiled	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 76/205
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**2-22 Statement on Sustainable Development Strategy**

2-22-a	Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	GIR21, A Note from the Board Chair	pg. 2/73
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**2-23 Policy Commitments**

2-23-a	Describe its policy commitments for responsible business conduct	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Splunk ESG Position Statement</a>	pg. 6–7/30 Ethical Business Conduct section
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2-23-b	Describe its specific policy commitment to respect human rights	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Modern Slavery Act Transparency Statement</a> <a href="#">Splunk ESG Position Statement</a>	pg. 6–7/30 Human Rights section
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2-23-c	Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	Splunk's <a href="#">ESG Position Statement</a> describes our current practices, approaches, positions and commitments related to environmental, social and governance aspects of our business.	
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**General Disclosures**

**References and Responses**

2-23-d	Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	GIR21, ESG at Splunk	pg. 10/73
2-23-e	Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	Splunk's <a href="#">ESG Position Statement</a> describes our current practices, approaches, positions and commitments related to environmental, social and governance aspects of our business.	
2-23-f	Describe how the policy commitments are communicated to workers, business partners and other relevant parties	Splunk's <a href="#">ESG Position Statement</a> is made publicly available. As Splunk's ESG programs, practices, performance and commitments evolve and grow, we may modify the Statement by posting revised versions.	

**2-24 Embedding Policy Commitments**

2-24-a	Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships	Splunk's <a href="#">ESG Position Statement</a> describes our current practices, approaches, positions and commitments related to environmental, social and governance aspects of our business.	
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**2-25 Processes to Remediate Negative Impacts**

2-25-a	Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	GIR21, About Splunk In addition to the source, the Splunk ethics and compliance hotline, managed by an independent third party, is a means to address grievances.	pg. 9/73
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**2-26 Mechanisms for Seeking Advice and Raising Concerns**

2-26-a	Describe the mechanisms for individuals to seek advice and raise concerns	<a href="#">Code of Business Conduct and Ethics</a>	pg. 24/30
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**2-28 Membership Associations**

2-28-a	Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	GIR21, Voluntary Commitments, Initiatives and Affiliations	pg. 16/73
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**2-29 Approach to Stakeholder Engagement**

2-29-a	Describe its approach to engaging with stakeholders, including categories of (i) stakeholders it engages with, (ii) the purpose of the stakeholder engagement, and (iii) how the organization seeks to ensure meaningful engagement	GIR21, Engaging Our Stakeholders	pg. 14–15/73
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**Material Topics**

**References and Responses**

**3-1 Process to Determine Material Topics**

3-1-a	Describe the process it has followed to determine its material topics	GIR21, Our Priorities	pg. 17/73
3-1-b	Specify the stakeholders and experts whose views have informed the process of determining its material topics	GIR21, Our Priorities	pg. 17/73

**3-2 List of Material Topics**

3-2-a	List its material topics	GIR21, Our Priorities	pg. 17/73
3-2-b	Report changes to the list of material topics compared to the previous reporting period	GIR21, Our Priorities	pg. 17/73

**3-3 Management of Material Topics**

3-3-a	Describe the actual and potential, negative and positive impacts on the economy, the environment and people, including impacts on their human rights	GIR21, Social Impact GIR21, Ethical and Inclusive Growth GIR21, Data Responsibility GIR21, Environmental Sustainability	pg. 22/73 pg. 27/73 pg. 35–36/73 pg. 42, 45/73
3-3-b	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	GIR21, Social Impact GIR21, Ethical and Inclusive Growth GIR21, Data Responsibility GIR21, Environmental Sustainability	pg. 22/73 pg. 27/73 pg. 35–36/73 pg. 42, 45/73
3-3-c	Describe its policies or commitments regarding the material topic	Splunk's <a href="#">ESG Position Statement</a> describes our current practices, approaches, positions and commitments related to environmental, social and governance aspects of our business.	
3-3-d	Describe actions taken to manage the topic and related impacts	GIR21, Social Impact GIR21, Ethical and Inclusive Growth GIR21, Data Responsibility GIR21, Environmental Sustainability	pg. 19–20/73 pg. 25–26/73 pg. 34/73 pg. 39/73

3-3-e	Report information about tracking the effectiveness of the actions taken	GIR21, Social Impact GIR21, Ethical and Inclusive Growth GIR21, Data Responsibility GIR21, Environmental Sustainability	pg. 22/73 pg. 27, 29/73 pg. 36/73 pg. 42/73
3-3-f	Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)	GIR21, Engaging Our Stakeholders	pg. 14–15/73
<b>Topic-Specific</b>		<b>References and Responses</b>	
<b>201 Economic Performance</b>			
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">CDP Climate Response</a> GIR21, Climate Resilience and Innovation	C2.3a, C2.4a, C3.1, C3.2a, C3.3, C3.4, C3.4a pg. 41–43/73
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 73/205
<b>302 Energy</b>			
302-1	Energy consumption within the organization	GIR21, ESG Data Tables	pg. 68/73
302-2	Energy consumption outside the organization	GIR21, ESG Data Tables	pg. 68/73
302-3	Energy intensity	GIR21, ESG Data Tables	pg. 68/73
<b>305 Emissions</b>			
305-1	Direct (Scope 1) GHG emissions	GIR21, ESG Data Tables	pg. 67/73
305-2	Energy indirect (Scope 2) GHG emissions	GIR21, ESG Data Tables	pg. 67/73
305-3	Other indirect (Scope 3) GHG emissions	GIR21, ESG Data Tables	pg. 67/73
305-4	GHG emissions intensity	GIR21, ESG Data Tables	pg. 68/73
<b>405 Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	GIR21, ESG Data Tables	pg. 59–66/73

# SASB Index

Introduction

Social Impact

Ethical and Inclusive Growth

Data Responsibility

Environmental Sustainability

Appendix

## SASB Topic

## References and Responses

### Energy Management

TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	GIR21, ESG Data Tables	pg. 68-72/73
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	100% of our third-party-operated data centers are powered by renewable energy, using certified Renewable Energy Credits (RECs) and International RECs (IRECs).	

### Customer Privacy

TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	<a href="#">Splunk Privacy Policy</a>	
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### Employee Engagement, Diversity and Inclusion

TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	GIR21, ESG Data Tables	pg. 66/73
TC-SI-330a.2	Employee engagement as a percentage	As of May 2021, Splunk measured employee engagement via an employee-based survey at 79%	
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees	GIR21, ESG Data Tables	pg. 59-63/73

### Systemic Risk Management

TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	<a href="#">FY21 Annual Report and Proxy Statement</a>	pg. 116-117/205
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# TCFD Index

As a supporter of the TCFD and its recommendations, Splunk is excited to provide climate-related information that is aligned with leading practices in climate disclosure. As our climate strategy progresses, we aim to continue our alignment with the TCFD recommendations and provide transparent and comparable climate disclosures. The following table demonstrates how our current climate-related disclosures connect to the 11 TCFD recommendations.

- Introduction
- Social Impact
- Ethical and Inclusive Growth
- Data Responsibility
- Environmental Sustainability
- Appendix

Theme	Recommendation	Source	Reference
<b>Governance</b>	a) Describe the Board’s oversight of climate-related risks and opportunities	<a href="#">CDP Climate Response FY21 Annual Report and Proxy Statement</a> GIR21, Climate Resilience and Innovation	C1.1b pg. 38–39/205 pg. 39/73
	b) Describe management’s role in assessing and managing climate-related risks and opportunities	<a href="#">CDP Climate Response</a> GIR21, Climate Resilience and Innovation	C1.2, C1.2a pg. 39/73
<b>Strategy</b>	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	<a href="#">CDP Climate Response FY21 Annual Report and Proxy Statement</a> GIR21, Climate Resilience and Innovation	C2.1a, C2.3, C2.3a, C2.4, C2.4a pg. 126/205 pg. 41/73
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning	<a href="#">CDP Climate Response</a> GIR21, Climate Resilience and Innovation	C2.3a, C2.4a, C3.1, C3.2a, C3.3, C3.4, C3.4a pg. 43/73
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<a href="#">CDP Climate Response</a> GIR21, Climate Resilience and Innovation	C3.2, C3.2a pg. 43/73
<b>Risk Management</b>	a) Describe the organization’s processes for identifying and assessing climate-related risks	<a href="#">CDP Climate Response</a> GIR21, Climate Resilience and Innovation	C2.1, C2.2, C2.2a pg. 41/73
	b) Describe the organization’s processes for managing climate-related risks	<a href="#">CDP Climate Response</a>	C2.1, C2.2
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management	<a href="#">CDP Climate Response</a>	C2.1, C2.2
<b>Metrics and Targets</b>	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	<a href="#">CDP Climate Response</a>	C4.2, C4.2a, C4.2b
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 (GHG) emissions, and the related risks	<a href="#">CDP Climate Response</a> GIR21, ESG Data Tables	C6.1, C6.3, C6.5 pg. 67–68/73
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<a href="#">CDP Climate Response</a> GIR21, Climate Resilience and Innovation	C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b pg. 42/73

CDP to TCFD mapping was done using the official mapping document available online at this location: [TCFD–CDP mapping document, pg.17–21/22](#).

# ESG Data Tables

- Introduction
- Social Impact
- Ethical and Inclusive Growth
- Data Responsibility
- Environmental Sustainability
- Appendix**

## Performance Data

The performance data reflects the annual disclosure of our performance at operations wholly owned by Splunk. Any variances from these boundaries are noted directly in the data table where they occur. References to “Splunk,” “the Company,” “we” and “our” refer to Splunk Inc.

Data presented in this report covers our performance for the fiscal year 2021, which corresponds to February 1, 2020 through January 31, 2021.

Our Internal Audit and Legal teams reviewed the Environmental Sustainability and Workforce performance metrics to ensure the data can be traced to verifiable internal or external records, and that all assumptions and calculation methodologies used to derive performance measures are reasonable and clearly documented in the final report. An external consulting agency reviewed and confirmed the stated alignment to GRI, SASB and TCFD disclosure frameworks and guidelines. The data was not independently assured by a third party, but Splunk aims to have its material report data externally assured within the next one to three years.

## Performance Data Tables

The performance data tables in this section include:

- **Workforce demographics:** Workforce and intersectional representation, workforce and intersectional hiring, employee attrition rates and workforce size and geography
- **Climate data:** GHG and electricity/energy

## Amended Data Since Our Last ESG Update (November 2020)

This report amends certain figures published in the ESG Update (published November 2020) for Splunk’s FY20 electricity consumption attributable to offices, and Scope 3 greenhouse gas emissions related to business travel sourced from air travel, employee commuting and car rentals.

Summary explanation of amendments:

- **Electricity consumption:** During the development of the current year’s greenhouse gas inventory, Splunk chose to refine its approach to estimating office-based electricity consumption for the FY21 inventory and re-applied the current methodology and assumptions to previously reported data (“back-casting”) to ensure comparability of year-over-year data sets.
- **Business travel:** Splunk’s Scope 3 business travel emissions assumptions for employee commuting and car rentals were similarly refined for the FY21 inventory, and then “back cast” to apply to the previous year’s inventory for comparability purposes. In reviewing the prior year’s air travel calculations, it was determined that some regions’ emissions factors had erroneously been calculated based on kilometers, rather than miles traveled. These figures have been converted to miles and are restated in this report.

The details related to the assumptions and methodologies applied to the current and previously reported figures are provided in the relevant Greenhouse Gas Emissions and Energy data table footnotes.

## Splunk Workforce Demographics Data

These data tables contain Splunk’s own data – including, but not limited to, gender, ethnicity and race – which allows us to determine our progress and see where we want to improve. These data points cover our fiscal year of February 1, 2020 through January 31, 2021. Figures are based on self-identification data only, and we’ve rounded each data label to the nearest tenth of a point. Gender data is from Splunk employees around the world (0.2% of employees globally have declined to disclose their gender). All race and ethnicity data applies to U.S.-based employees only (13.9% of employees in the United States have declined to disclose their race/ethnicity). If employees who chose not to disclose their demographic information elect to do so in the future, this will change our historical representation figures.

Workforce Representation <sup>1</sup>	FY21	FY20	Change
<b>% Women</b>			
Overall	28.7%	27.7%	▲
Leadership <sup>2</sup>	28.5%	26.9%	▲
People Manager <sup>3</sup>	29.3%	28.6%	▲
Technical <sup>4</sup>	19.1%	19.6%	▼
Non-Technical <sup>5</sup>	33.0%	31.3%	▲
<b>% Men</b>			
Overall	71.3%	72.3%	▼
Leadership <sup>2</sup>	71.5%	73.1%	▼
People Manager <sup>3</sup>	70.7%	71.4%	▼
Technical <sup>4</sup>	80.9%	80.4%	▲
Non-Technical <sup>5</sup>	67.0%	68.7%	▼
<b>% Asian</b>			
Overall	27.7%	26.9%	▲
Leadership <sup>2</sup>	23.3%	27.1%	▼
People Manager <sup>3</sup>	22.6%	21.7%	▲
Technical <sup>4</sup>	48.8%	48.1%	▲
Non-Technical <sup>5</sup>	16.8%	16.3%	▲

<sup>1</sup> Underrepresented groups in the U.S. technology industry are defined as Black, Hispanic or Latinx, Native American and multiracial people. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

<sup>2</sup> We define leadership as director level or above, in line with industry definitions. When we report on leadership trends in this report, we’re comparing director and above, year-over-year.

<sup>3</sup> People manager is defined as employees who have at least one full-time direct report.

<sup>4</sup> Technical roles include engineering, design, product, QA, data analytics, information technology and some consulting roles.

<sup>5</sup> Non-technical is defined as all employees whose roles are not considered technical.

Workforce Representation <sup>1</sup>	FY21	FY20	Change
<b>% Black</b>			
Overall	4.2%	3.6%	▲
Leadership <sup>2</sup>	1.4%	1.6%	▼
People Manager <sup>3</sup>	2.3%	1.8%	▲
Technical <sup>4</sup>	1.8%	1.9%	▼
Non-Technical <sup>5</sup>	5.6%	4.4%	▲
<b>% Indigenous</b>			
Overall	0.6%	0.6%	—
Leadership <sup>2</sup>	0.8%	0.2%	▲
People Manager <sup>3</sup>	0.8%	0.3%	▲
Technical <sup>4</sup>	0.1%	0.2%	▼
Non-Technical <sup>5</sup>	1.0%	0.8%	▲
<b>% Latinx</b>			
Overall	4.6%	4.8%	▼
Leadership <sup>2</sup>	3.2%	3.8%	▼
People Manager <sup>3</sup>	4.0%	4.3%	▼
Technical <sup>4</sup>	3.1%	3.1%	—
Non-Technical <sup>5</sup>	5.4%	5.6%	▼

<sup>1</sup> Underrepresented groups in the U.S. technology industry are defined as Black, Hispanic or Latinx, Native American and multiracial people. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

<sup>2</sup> We define leadership as director level or above, in line with industry definitions. When we report on leadership trends in this report, we're comparing director and above, year-over-year.

<sup>3</sup> People manager is defined as employees who have at least one full-time direct report.

<sup>4</sup> Technical roles include engineering, design, product, QA, data analytics, information technology and some consulting roles.

<sup>5</sup> Non-technical is defined as all employees whose roles are not considered technical.

Workforce Representation <sup>1</sup>		FY21	FY20	Change
<b>% Multiracial</b>				
Overall		3.3%	3.2%	▲
Leadership <sup>2</sup>		3.6%	4.3%	▼
People Manager <sup>3</sup>		3.3%	4.0%	▼
Technical <sup>4</sup>		2.5%	2.5%	—
Non-Technical <sup>5</sup>		3.7%	3.5%	▲
<b>% White</b>				
Overall		59.4%	61.0%	▼
Leadership <sup>2</sup>		67.7%	63.0%	▲
People Manager <sup>3</sup>		66.9%	67.8%	▼
Technical <sup>4</sup>		43.8%	44.2%	▼
Non-Technical <sup>5</sup>		67.5%	69.3%	▼
GRI Metrics	GRI 2-7-a: Report the total number of employees, and a breakdown of this total by gender and by region GRI 405-1: Diversity of governance bodies and employees			
SASB Metrics	TC-SI-330a.3: Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees			

<sup>1</sup> Underrepresented groups in the U.S. technology industry are defined as Black, Hispanic or Latinx, Native American and multiracial people. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

<sup>2</sup> We define leadership as director level or above, in line with industry definitions. When we report on leadership trends in this report, we're comparing director and above, year-over-year.

<sup>3</sup> People manager is defined as employees who have at least one full-time direct report.

<sup>4</sup> Technical roles include engineering, design, product, QA, data analytics, information technology and some consulting roles.

<sup>5</sup> Non-technical is defined as all employees whose roles are not considered technical.

### Intersectional Representation FY21<sup>1</sup>

	% Women	% Men
<b>Asian</b>		
Overall	10.1%	17.6%
Leadership <sup>2</sup>	7.6%	15.7%
People Manager <sup>3</sup>	9.4%	13.2%
Technical <sup>4</sup>	13.5%	35.3%
Non-Technical <sup>5</sup>	8.4%	8.4%
<b>Black</b>		
Overall	1.4%	2.8%
Leadership <sup>2</sup>	1.4%	0.0%
People Manager <sup>3</sup>	0.9%	1.4%
Technical <sup>4</sup>	0.3%	1.5%
Non-Technical <sup>5</sup>	2.1%	3.5%
<b>Indigenous</b>		
Overall	0.3%	0.3%
Leadership <sup>2</sup>	0.0%	0.8%
People Manager <sup>3</sup>	0.3%	0.5%
Technical <sup>4</sup>	0.0%	0.1%
Non-Technical <sup>5</sup>	0.5%	0.5%

<sup>1</sup> Underrepresented groups in the U.S. technology industry are defined as Black, Hispanic or Latinx, Native American and multiracial people. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

<sup>2</sup> We define leadership as director level or above, in line with industry definitions. When we report on leadership trends in this report, we're comparing director and above, year-over-year.

<sup>3</sup> People manager is defined as employees who have at least one full-time direct report.

<sup>4</sup> Technical roles include engineering, design, product, QA, data analytics, information technology and some consulting roles.

<sup>5</sup> Non-technical is defined as all employees whose roles are not considered technical.

### Intersectional Representation FY21<sup>1</sup>

	% Women	% Men
<b>Latinx</b>		
Overall	1.9%	2.7%
Leadership <sup>2</sup>	2.0%	1.2%
People Manager <sup>3</sup>	2.2%	1.8%
Technical <sup>4</sup>	0.6%	2.5%
Non-Technical <sup>5</sup>	2.6%	2.8%
<b>Multiracial</b>		
Overall	1.1%	2.2%
Leadership <sup>2</sup>	1.2%	2.4%
People Manager <sup>3</sup>	0.8%	2.5%
Technical <sup>4</sup>	0.4%	2.1%
Non-Technical <sup>5</sup>	1.4%	2.3%
<b>White</b>		
Overall	16.6%	42.8%
Leadership <sup>2</sup>	20.1%	47.6%
People Manager <sup>3</sup>	20.1%	46.8%
Technical <sup>4</sup>	6.0%	37.8%
Non-Technical <sup>5</sup>	22.1%	45.4%

GRI Metrics GRI 405-1: Diversity of governance bodies and employees

SASB Metrics TC-SI-330a.3: Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees

<sup>1</sup> Underrepresented groups in the U.S. technology industry are defined as Black, Hispanic or Latinx, Native American and multiracial people. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

<sup>2</sup> We define leadership as director level or above, in line with industry definitions. When we report on leadership trends in this report, we're comparing director and above, year-over-year.

<sup>3</sup> People manager is defined as employees who have at least one full-time direct report.

<sup>4</sup> Technical roles include engineering, design, product, QA, data analytics, information technology and some consulting roles.

<sup>5</sup> Non-technical is defined as all employees whose roles are not considered technical.

Overall Hiring FY21 <sup>1</sup>	% Women	% Men	% Asian	% Black	% Indigenous	% Latinx	% Multiracial	% White
Overall	31.2%	68.8%	28.2%	6.5%	1.1%	4.2%	3.0%	56.9%
Leadership <sup>2</sup>	36.5%	63.5%	23.4%	1.1%	2.1%	3.2%	1.1%	69.1%
People Manager <sup>3</sup>	33.8%	66.2%	10.0%	2.5%	2.5%	2.5%	0.0%	82.5%
Technical <sup>4</sup>	18.3%	81.7%	48.1%	2.5%	0.3%	3.6%	2.2%	43.2%
Non-Technical <sup>5</sup>	36.5%	63.5%	18.4%	8.5%	1.6%	4.5%	3.4%	63.7%

<sup>1</sup> Underrepresented groups in the U.S. technology industry are defined as Black, Hispanic or Latinx, Native American and multiracial people. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

<sup>2</sup> We define leadership as director level or above, in line with industry definitions. When we report on leadership trends in this report, we're comparing director and above, year-over-year.

<sup>3</sup> People manager is defined as employees who have at least one full-time direct report.

<sup>4</sup> Technical roles include engineering, design, product, QA, data analytics, information technology and some consulting roles.

<sup>5</sup> Non-technical is defined as all employees whose roles are not considered technical.

**Intersectional Hiring FY21<sup>1</sup>**

**% Women**

**% Men**

**Asian**

Overall	10.9%	17.3%
Leadership <sup>2</sup>	9.6%	13.8%
People Manager <sup>3</sup>	7.5%	2.5%
Technical <sup>4</sup>	12.9%	35.2%
Non-Technical <sup>5</sup>	9.9%	8.5%

**Black**

Overall	2.1%	4.4%
Leadership <sup>2</sup>	0.0%	1.1%
People Manager <sup>3</sup>	2.5%	0.0%
Technical <sup>4</sup>	0.6%	1.9%
Non-Technical <sup>5</sup>	2.9%	5.6%

**Indigenous**

Overall	0.5%	0.6%
Leadership <sup>2</sup>	0.0%	2.1%
People Manager <sup>3</sup>	2.5%	0.0%
Technical <sup>4</sup>	0.0%	0.3%
Non-Technical <sup>5</sup>	0.8%	0.8%

<sup>1</sup> Underrepresented groups in the U.S. technology industry are defined as Black, Hispanic or Latinx, Native American and multiracial people. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

<sup>2</sup> We define leadership as director level or above, in line with industry definitions. When we report on leadership trends in this report, we're comparing director and above, year-over-year.

<sup>3</sup> People manager is defined as employees who have at least one full-time direct report.

<sup>4</sup> Technical roles include engineering, design, product, QA, data analytics, information technology and some consulting roles.

<sup>5</sup> Non-technical is defined as all employees whose roles are not considered technical.

### Intersectional Hiring FY21<sup>1</sup>

### % Women

### % Men

#### Latinx

Overall	1.6%	2.6%
Leadership <sup>2</sup>	2.1%	1.1%
People Manager <sup>3</sup>	2.5%	0.0%
Technical <sup>4</sup>	1.0%	2.6%
Non-Technical <sup>5</sup>	1.9%	2.6%

#### Multiracial

Overall	1.3%	1.7%
Leadership <sup>2</sup>	1.1%	0.0%
People Manager <sup>3</sup>	0.0%	0.0%
Technical <sup>4</sup>	0.6%	1.6%
Non-Technical <sup>5</sup>	1.6%	1.8%

#### White

Overall	18.8%	38.1%
Leadership <sup>2</sup>	25.5%	43.6%
People Manager <sup>3</sup>	32.5%	50.0%
Technical <sup>4</sup>	6.1%	37.1%
Non-Technical <sup>5</sup>	25.1%	38.6%

<sup>1</sup> Underrepresented groups in the U.S. technology industry are defined as Black, Hispanic or Latinx, Native American and multiracial people. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

<sup>2</sup> We define leadership as director level or above, in line with industry definitions. When we report on leadership trends in this report, we're comparing director and above, year-over-year.

<sup>3</sup> People manager is defined as employees who have at least one full-time direct report.

<sup>4</sup> Technical roles include engineering, design, product, QA, data analytics, information technology and some consulting roles.

<sup>5</sup> Non-technical is defined as all employees whose roles are not considered technical.

Attrition FY21 <sup>1</sup>	Women	Men	Asian	Black	Indigenous	Latinx	Multiracial	White
Overall <sup>2</sup>	93	103	84	97	121	119	67	107

<sup>1</sup> Underrepresented groups in the U.S. technology industry are defined as Black, Hispanic or Latinx, Native American and multiracial people. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.  
<sup>2</sup> To evaluate retention, we compared the retention rate of each group to the company average and set the average to an index of 100.

Workforce	FY21	FY20	Change
Global Employees	6,500	5,800	▲
Employees in U.S.	71.5%	71.4%	▲
Employees outside U.S.	28.5%	28.6%	▼

GRI Metrics    GRI 2-7-a: Report the total number of employees, and a breakdown of this total by gender and by region  
 SASB Metrics    TC-SI-330a.1: Percentage of employees that are (1) foreign nationals and (2) located offshore

## Splunk GHG and Electricity/Energy Data

### GHG Emissions

Scope	FY21	FY20	Change	GRI	SASB	TCFD
<b>Estimated Scope 1 GHG Emissions (MTCO<sub>2</sub>e)</b>						
<b>Total Scope 1</b>	<b>24</b>	<b>25</b>	<b>▼</b>	<b>305-1</b>	<b>–</b>	<b>Metrics and Targets: b</b>
Stationary Combustion	0	0	—	–	–	–
Mobile Combustion	0	0	—	–	–	–
Refrigerants Used in AC Equipment	24	25	▼	–	–	–
<b>Estimated Scope 2 GHG Emissions (MTCO<sub>2</sub>e)</b>						
<b>Total Scope 2 – Location Based</b>	<b>3,686</b>	<b>4,987</b>	<b>▼</b>	<b>305-2</b>	<b>–</b>	<b>Metrics and Targets: b</b>
Purchased Electricity – Offices <sup>1</sup>	2,703	2,980	▼	–	–	–
Purchased Electricity – Data Centers	983	2,007	▼	–	–	–
<b>Total Scope 2 – Market Based (MTCO<sub>2</sub>e)</b>	<b>2,703</b>	<b>2,980</b>	<b>▼</b>	<b>305-2</b>	<b>–</b>	<b>Metrics and Targets: b</b>
Purchased Electricity – Offices	2,703	2,980	▼	–	–	–
Purchased Electricity – Data Centers	0	0	—	–	–	–
<b>Estimated Scope 3 GHG Emissions (MTCO<sub>2</sub>e)</b>						
<b>Total Scope 3</b>	<b>20,635</b>	<b>70,206</b>	<b>▼</b>	<b>305-3</b>	<b>–</b>	<b>Metrics and Targets: b</b>
Category 3 – Data Centers (non-IT electricity) <sup>2</sup>	399	865	▼	–	–	–
Category 6 – Business Travel <sup>3</sup>	13,817	57,598	▼	–	–	–
Category 7 – Employee Commuting <sup>4</sup>	2,232	11,743	▼	–	–	–
Category 7 – Teleworking (work from home) <sup>5</sup>	4,187	0	▲	–	–	–

<sup>1</sup> Scope 2 emissions related to electricity consumption were reported in FY20 as 1,783 MTCO<sub>2</sub>e and were adjusted to 2,980 MTCO<sub>2</sub>e considering updates relating to electricity consumption estimates for commercial buildings in Seattle, Boulder, San Jose, Plano, Tokyo and Krakow locations.

<sup>2</sup> Non-IT electricity consumed by third-party-operated Data Centers (location-based).

<sup>3</sup> Business Travel includes emissions from air and rail travels, car rentals, and hotel stays booked directly through the company's agency platform. In FY20, emissions for air-related business travels (a subcomponent of this category) were calculated using an incorrect emission factor and contributed to the total value being reported as 36,970 MTCO<sub>2</sub>e. In addition, due to changes in the data set provided by our rental-car vendors, an adjustment was made to car rental-related emissions changing the FY20 reported value from 1,413 to 1,166 MTCO<sub>2</sub>e.

<sup>4</sup> Employee commuting from Splunk's worldwide offices. In FY20, emissions reported for this category were 12,071 MTCO<sub>2</sub>e and were adjusted to avoid triggering double-counting related to air-related travel.

<sup>5</sup> Teleworking (work from home) emissions were included considering COVID-19 restrictions across global facilities and return-to-work corporate guidelines. The methodology estimated the associated value for the incremental use of energy to power home-office equipment, lighting, and heating and cooling space.

Estimated GHG Emissions	FY21	FY20	Change	GRI	SASB	TCFD
<b>Total Estimated GHG Emissions (MTCO<sub>2</sub>e)<sup>1</sup></b>						
Total Scope 1 & 2 – Location Based	3,710	5,012	▼	305-1, 305-2	–	Metrics and Targets: b
Total Scope 1 & 2 – Market Based	2,727	3,005	▼	305-1, 305-2	–	Metrics and Targets: b
Total Scope 1, 2 & 3 – Location Based	24,345	75,218	▼	305-1, 305-2, 305-3	–	Metrics and Targets: b
Total Scope 1, 2 & 3 – Market Based	23,362	73,211	▼	305-1, 305-2, 305-3	–	Metrics and Targets: b
<b>GHG Intensity Metrics (MTCO<sub>2</sub>e)<sup>2</sup></b>						
Scope 1 & 2 per Employee (Offices)	3.469	0.895	▲	305-4	–	Metrics and Targets: b
Scope 1 & 2 per Sq. Ft. (Offices)	0.004	0.004	–	305-4	–	Metrics and Targets: b
Scope 3, Category 7 – Employee Commuting Emissions per Employee	0.510	3.120	▼	305-4	–	Metrics and Targets: b
Scope 3 – Teleworking (work from home) Emissions per Employee	0.680	0.000	▲	305-4	–	Metrics and Targets: b
<b>Energy and Electricity</b>						
<b>Estimated Energy and Electricity Consumption by Source (MWh)</b>						
<b>Total Electricity Consumption<sup>3</sup></b>	<b>11,741</b>	<b>17,557</b>	<b>▼</b>	<b>302-1</b>	<b>TC-SI-130a.1</b>	<b>–</b>
Offices	7,893	9,508	▼	–	–	–
Data Centers	3,848	8,049	▼	–	–	–
<b>Electricity Intensity Metrics (MWh)</b>						
<b>Total Electricity Consumption per Employee</b>	<b>1.81</b>	<b>3.03</b>	<b>▼</b>	<b>302-3</b>	<b>–</b>	<b>–</b>

<sup>1</sup> Due to adjustments relating to Scope 2 & 3 emissions from FY20, the total GHG emission values were affected. The original FY20 reported values for these categories were reported as follows in MTCO<sub>2</sub>e: Scope 1 & 2 – Location Based: 3,816; Scope 1 & 2 – Market Based: 1,808; Scope 1, 2 & 3 – Location Based: 53,722; Scope 1, 2 & 3 – Market Based: 51,714.

<sup>2</sup> Due to adjustments relating to Scope 1 & 2 emissions from FY20, the intensity values were affected. The original FY20 reported values for these categories were reported as follows: Scope 1 & 2 per Employee: 0.540; Scope 1 & 2 per Sq. Ft.: 0.002. See the Scope 2 data table for additional details.

<sup>3</sup> Electricity consumption in Offices was reported in FY20 as 5,369 MWh and was adjusted to 9,508 MWh considering updates relating to electricity consumption estimates for commercial buildings in Seattle, Boulder, San Jose, Plano, Tokyo and Krakow locations.

Estimated Office Energy Mix by Region	FY21	FY20	Change	GRI	SASB	TCFD
<b>Coal</b>						
<b>Average, All Offices<sup>1</sup></b>	<b>17.4%</b>	<b>14.1%</b>	<b>▲</b>	<b>302-1</b>	<b>TC-SI-130a.1</b>	<b>–</b>
Asia-Pacific	46.0%	53.3%	▼	302-1	TC-SI-130a.1	–
Europe	18.4%	6.7%	▲	302-1	TC-SI-130a.1	–
Middle East	3.2%	3.1%	▲	302-1	TC-SI-130a.1	–
North America	13.7%	11.0%	▲	302-1	TC-SI-130a.1	–
<b>Natural Gas</b>						
<b>Average, All Offices<sup>1</sup></b>	<b>36.0%</b>	<b>37.6%</b>	<b>▼</b>	<b>302-1</b>	<b>TC-SI-130a.1</b>	<b>–</b>
Asia-Pacific	15.4%	11.4%	▲	302-1	TC-SI-130a.1	–
Europe	39.5%	38.5%	▲	302-1	TC-SI-130a.1	–
Middle East	87.9%	87.9%	–	302-1	TC-SI-130a.1	–
North America	37.7%	39.5%	▼	302-1	TC-SI-130a.1	–

<sup>1</sup> Updates relating to electricity consumption estimates for commercial buildings in Seattle, Boulder, San Jose, Plano, Tokyo and Krakow locations affected the energy mix by region.

Estimated Office Energy Mix by Region	FY21	FY20	Change	GRI	SASB	TCFD
<b>Geothermal, Solar, Wind</b>						
<b>Average, All Offices<sup>1</sup></b>	<b>15.1%</b>	<b>19.6%</b>	<b>▼</b>	<b>302-1</b>	<b>TC-SI-130a.1</b>	<b>–</b>
Asia-Pacific	6.8%	13.0%	▼	302-1	TC-SI-130a.1	–
Europe	25.5%	31.9%	▼	302-1	TC-SI-130a.1	–
Middle East	0.2%	0.2%	—	302-1	TC-SI-130a.1	–
North America	15.6%	19.1%	▼	302-1	TC-SI-130a.1	–
<b>Hydro</b>						
<b>Average, All Offices<sup>1</sup></b>	<b>12.1%</b>	<b>11.5%</b>	<b>▲</b>	<b>302-1</b>	<b>TC-SI-130a.1</b>	<b>–</b>
Asia-Pacific	5.2%	3.1%	▲	302-1	TC-SI-130a.1	–
Europe	0.3%	0.0%	▲	302-1	TC-SI-130a.1	–
Middle East	0.0%	0.0%	—	302-1	TC-SI-130a.1	–
North America	14.0%	13.9%	▲	302-1	TC-SI-130a.1	–
<b>Nuclear</b>						
<b>Average, All Offices<sup>1</sup></b>	<b>13.7%</b>	<b>13.1%</b>	<b>▲</b>	<b>302-1</b>	<b>TC-SI-130a.1</b>	<b>–</b>
Asia-Pacific	1.0%	3.9%	▼	302-1	TC-SI-130a.1	–
Europe	4.6%	18.8%	▼	302-1	TC-SI-130a.1	–
Middle East	0.0%	0.0%	—	302-1	TC-SI-130a.1	–
North America	16.3%	13.5%	▲	302-1	TC-SI-130a.1	–

<sup>1</sup> Updates relating to electricity consumption estimates for commercial buildings in Seattle, Boulder, San Jose, Plano, Tokyo and Krakow locations affected the energy mix by region.

Estimated Office Energy Mix by Region	FY21	FY20	Change	GRI	SASB	TCFD
<b>Biofuels and Waste</b>						
<b>Average, All Offices<sup>1</sup></b>	<b>1.6%</b>	<b>1.8%</b>	▼	<b>302-1</b>	<b>TC-SI-130a.1</b>	–
Asia-Pacific	0.1%	0.0%	▲	302-1	TC-SI-130a.1	–
Europe	0.0%	0.3%	▼	302-1	TC-SI-130a.1	–
Middle East	0.1%	0.1%	—	302-1	TC-SI-130a.1	–
North America	2.0%	2.2%	▼	302-1	TC-SI-130a.1	–
<b>Other Fossil Fuels</b>						
<b>Average, All Offices<sup>1</sup></b>	<b>4.2%</b>	<b>2.4%</b>	▲	<b>302-1</b>	<b>TC-SI-130a.1</b>	–
Asia-Pacific	25.5%	15.3%	▲	302-1	TC-SI-130a.1	–
Europe	11.7%	3.8%	▲	302-1	TC-SI-130a.1	–
Middle East	8.7%	8.7%	—	302-1	TC-SI-130a.1	–
North America	0.7%	0.8%	▼	302-1	TC-SI-130a.1	–

<sup>1</sup> Updates relating to electricity consumption estimates for commercial buildings in Seattle, Boulder, San Jose, Plano, Tokyo and Krakow locations affected the energy mix by region.

	FY21	FY20	Change	GRI	SASB	TCFD
<b>Electricity Consumption by Region (MWh)</b>						
<b>Total Office Electricity Consumption<sup>1</sup></b>	<b>7,893</b>	<b>9,508</b>	▼	<b>302-1</b>	<b>TC-SI-130a.1</b>	–
Asia-Pacific	925	924	▲	–	–	–
Europe	626	804	▼	–	–	–
Middle East	111	111	—	–	–	–
North America	6,231	7,669	▼	–	–	–
<b>Renewable Energy Certificates</b>						
Data Centers <sup>2</sup>	100%	100%	—	302-1	TC-SI-130a.1	–
Offices <sup>3</sup>	0%	0%	—	302-1	TC-SI-130a.1	–
<b>Power Usage</b>						
Average Power Usage Effectiveness (PUE): Data Centers	1.39	1.39	—	–	–	–

<sup>1</sup> Updates relating to electricity consumption estimates for commercial buildings in Seattle, Boulder, San Jose, Plano, Tokyo and Krakow locations affected the energy mix by region. The original reported FY20 values are as follows (in MWh): Asia-Pacific: 5,368; Europe: 559; North America: 3,800.

<sup>2</sup> RECs and I-RECs from the electricity consumption of Splunk's IT assets in third-party-operated Data Centers.

<sup>3</sup> Includes Splunk's global offices under its operational control.

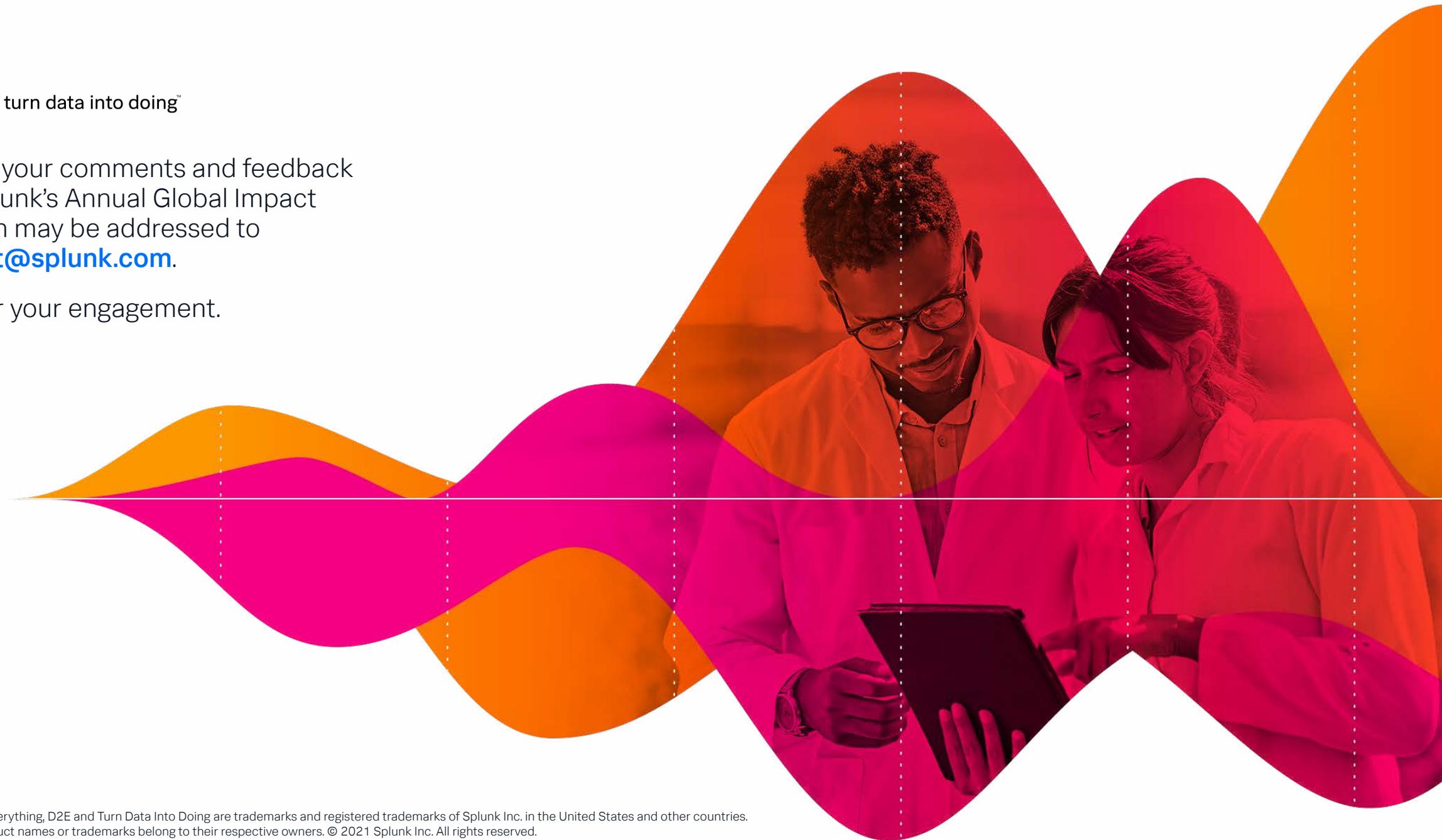
### Forward-Looking Statements

This report may contain forward-looking statements regarding our future business expectations, which involve risks and uncertainties. Our actual results may differ materially from those anticipated in these forward-looking statements. Forward-looking statements include all statements that are not purely historical and are often identified by the use of words such as, but not limited to, “aim,” “believe,” “can,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “might,” “plan,” “project,” “potential,” “seek,” “should,” “target,” “will,” “would” and similar expressions or variations intended to identify forward-looking statements. Such statements include, but are not limited to, statements regarding our business plans and objectives, our strategies and systems for implementing our goals, our commitments to programs and policies, and our expectations and priorities for ESG initiatives. These statements reflect management’s current expectations, estimates and assumptions based on the information currently available to us. These forward-looking statements are not guarantees of future performance and involve significant risks, uncertainties and other factors that may cause our actual results, performance or achievements to be materially different from results, performance or achievements expressed or implied by the forward-looking statements contained in this report. These risks, uncertainties, and other factors relate to, among others: risks associated with Splunk’s rapid growth, particularly outside of the United States; Splunk’s inability to realize value from its significant investments in the company’s business, including product and service innovations and through acquisitions; Splunk’s shift from sales of licenses to sales of cloud services which impacts the timing of revenue and margins; a shift from generally invoicing multi-year contracts upfront to invoicing on an annual basis, which impacts cash collections; Splunk’s transition to a multi-product software and services business; Splunk’s inability to successfully integrate acquired businesses and technologies; Splunk’s inability to service its debt obligations or other adverse effects related to the company’s convertible notes; the emergence and impact of new COVID-19 variants and related public health measures on our business, as well as the impact of new variants on the overall economic environment, including customer buying capacity, urgency and patterns; and general market, political, economic, business and competitive market conditions. A discussion of factors that may affect future results is contained in our most recent SEC Form 10-Q filing available at [www.sec.gov](http://www.sec.gov), including descriptions of the risk factors that may impact us and the forward-looking statements made in this report. The forward-looking statements made in this report are made as of December 14, 2021. If this report is reviewed after December 14, 2021, even if made available by us, on our website or otherwise, it may not contain current or accurate information. We disclaim any obligation to update or revise any forward-looking statement based on new information, future events or otherwise, except as required by applicable law.

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We welcome your comments and feedback regarding Splunk's Annual Global Impact Report, which may be addressed to [globalimpact@splunk.com](mailto:globalimpact@splunk.com).

Thank you for your engagement.



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