



2023 Global Impact Report

Resilience in Action

splunk[®]>

A Note From Our CEO

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I'm pleased to share Splunk's 2023 Global Impact Report, which covers our purpose-led impact work across four areas that matter most to the business and our stakeholders: data responsibility, ethical and inclusive growth, environmental sustainability and social impact.

FY23 was a year of resilience in action. With record-setting financial performance, a business model transformation and laser focus on customer success, the tenacity and innovation of Splunkers helped deliver these exceptional results and underscore our role as a leader in cybersecurity and observability.

Our impact work supports and extends our business strategy and purpose by aligning with stakeholder expectations for responsible, inclusive and sustainable business practices that help drive business growth and success; manage social, technological and environmental risks; and uncover opportunities that benefit our customers, stockholders, employees and communities.

In our third Global Impact Report, we reflect on our progress and impact over a transformational year for the company. I'm particularly proud of Splunk's recognition as one of Fortune's 100 Best Companies to Work For in 2022, our 100% score from the Corporate Equality Index, our 65% Splunker volunteerism and giving rate, our commitment to net zero climate emissions, and our leadership in cybersecurity, data responsibility and ethics conversations at the global, industry and policy level.

I look forward to sharing our report and the ongoing impact and innovation unique to Splunk.

Gary Steele
President and CEO
Splunk Inc.



Our impact work supports and extends our business strategy and purpose by aligning with stakeholder expectations for responsible, inclusive and sustainable business practices.”

Reporting Period

Our fiscal year runs from February 1 through January 31. Unless otherwise noted, references to performance metrics throughout this report cover our fiscal year 2023 (FY23), reflecting data for the period from February 1, 2022 through January 31, 2023. Narrative disclosures on progress, programs and aspirations may reference material from February 1, 2022 through June 30, 2023, extending beyond the prior fiscal year.



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Message From the SVP, Chief Legal Officer, Global Affairs and Secretary

As we celebrate Splunk's 20th anniversary, we reflect on the unique elements that make Splunk an enduring and iconic company — our products, people, values and customers. I'm pleased to share our third annual Global Impact Report that covers our progress and vision in support of our business.

Global Impact Priorities

Splunk's four purpose-led priorities reflect the issues that matter most to the business and its stakeholders: data responsibility, environmental sustainability, ethical and inclusive growth and social impact. When we centered our impact work around these four priorities several years ago, we sought to look ahead to understand where and how Splunk can contribute to broader societal challenges while supporting the durability and resilience of our business, and creating value for our customers, investors, employees and communities.

Complex societal issues — the ethical use of data and artificial intelligence, the ever-looming threat of climate change, the human need for identity and belonging, and the

global digitalization of nearly every corner of society — continue to grow in relevance. They are also some of the most important issues we can address as a company. Looking back, we are proud to see how, much like the durability of our technology vision, these priorities have guided us through tremendous change and complexity.

Our purpose-led work continues to support and extend Splunk's growth strategy. This work is inextricably linked to who we are, our values and the mission-critical resilience we deliver to our customers each and every day. It's not just the technology and partnerships we provide to our customers, it's the foundational trust that our customers place in us to operate responsibly that are part and parcel of Splunk's overall value proposition and reliability.



Our purpose-led work continues to support and extend Splunk's growth strategy. This work is inextricably linked to who we are, our values and the mission-critical resilience we deliver to our customers each and every day.”





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Since Our Last Report

Our 2023 fiscal year (FY23) was a pivotal year in Splunk’s history. We continued to transform the business, honed our strategic focus, appointed a new CEO and added several new leaders. All while delivering record-setting financial performance in a year characterized by macroeconomic and geopolitical uncertainty. Our values and focus on ethics, purpose and impact continue to ground the business and support key elements of Splunk’s growth strategy, contributing to our overall resilience and performance.

This 2023 Global Impact Report shares the progress we have made and the work that lies ahead in the areas of data responsibility, ethical and inclusive growth, environmental sustainability and social impact. While we cover our progress and future focus for these areas throughout the report, a few notable highlights stand out: advancing our climate work with a comprehensive global risk assessment; reaching nearly half of our \$100 million, 10-year FY17 Splunk Pledge commitment through global community investments; and expanding our DEI focus to embrace “belonging” as a central tenant to building a culture of inclusivity, openness and innovation.

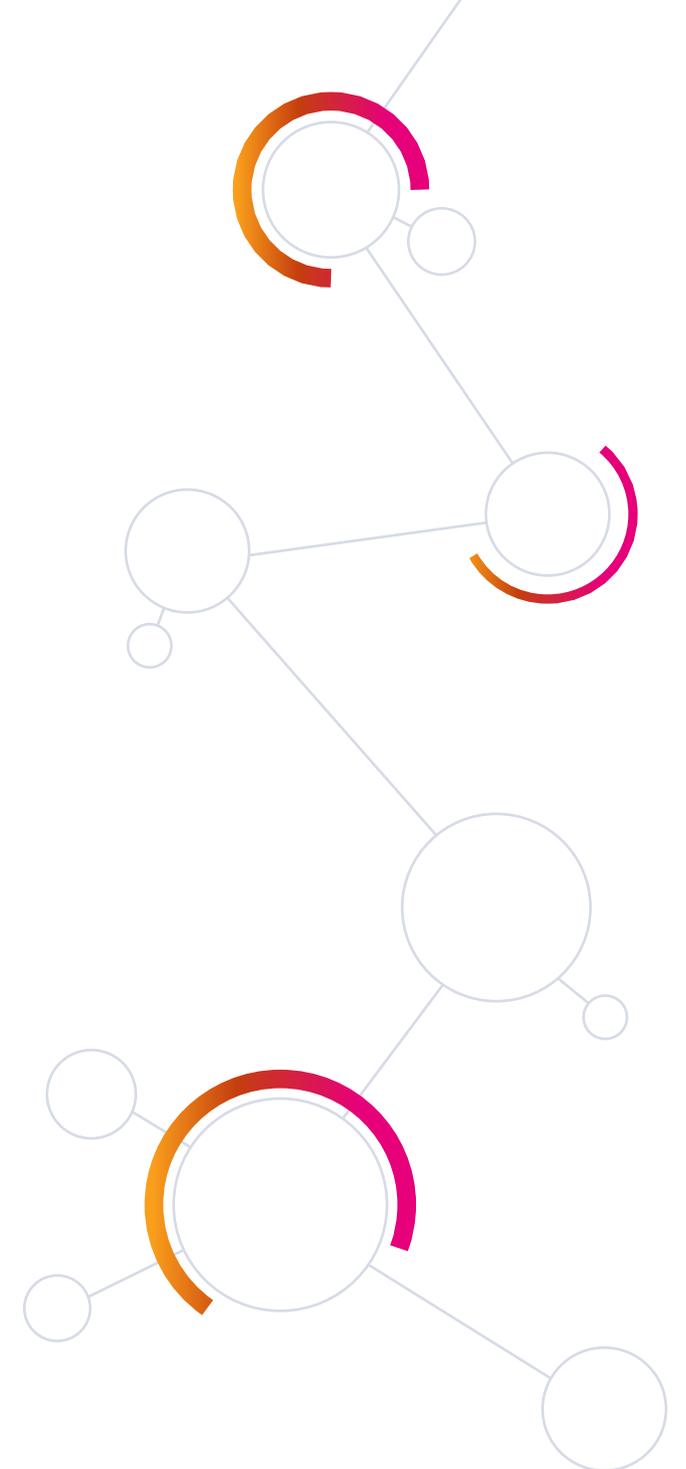
Externally, we were able to amplify our impact through a range of global partnerships and collaborations. I’m particularly proud of Splunk’s work to bridge the data divide, as exemplified in our partnership with Ersilia and bitsIO to bring data equity to drive global healthcare outcomes in the fight against infectious diseases. With the explosive growth of generative AI, we engaged in critical dialogue on AI and data ethics through our work with BSA | The Software Alliance, the Aspen Institute, the Future of Privacy Forum and the World Economic Forum, shared elsewhere in the report.

Looking Forward

As we continue to invest in go-to-market, operations and infrastructure to deliver our services to customers, our Global Impact priorities will continue to provide the North Star for our growth in the years ahead. While the debate on the role of companies in addressing broader societal and environmental issues continues, we remain steadfast in our commitment to our Global Impact priorities and our ongoing commitment to living our values each and every day. We do this for the sake of our customers, employees and communities, and because it makes good business sense.

With appreciation,

Scott Morgan
SVP, Chief Legal Officer,
Global Affairs and Secretary
Splunk Inc.



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Splunk is a technology company that helps organizations be more digitally resilient. Organizations trust Splunk to prevent security, infrastructure and application issues from becoming major incidents, absorb shocks from digital disruptions, and accelerate digital transformation.

Founded in 2003 and publicly traded since 2012, Splunk Inc. [NASDAQ: SPLK] has valued customers in more than 130 countries, over 7,500 remarkable employees, a thriving network of over 2,400 partners, and over 1,000 patents issued for its innovative technology.

Headquartered in San Francisco, California, Splunk has more than 25 offices across the Americas, Europe and the Middle East (EMEA), and Asia Pacific, connecting us to our customers wherever they are in the world.

Fiscal year 2023 (FY23) was a year of important transitions for Splunk, our customers and our employees. We welcomed a new Chief Executive Officer, Gary Steele, in April 2022 and four new members to our Board of Directors: Mr. Steele, David Tunnell, Luis Felipe Visoso and Richard P. Wallace.

Our Purpose and Values

Splunk's purpose is to build a safer and more resilient digital world. Every day, we live this purpose by helping security, IT and engineering teams keep their organizations securely up and running. When organizations have resilient digital systems, they can adapt, innovate and deliver for their customers.

Our values are the ideals that drive us — they are what makes Splunk, Splunk. We encourage and empower Splunkers to be Innovative, Passionate, Disruptive, Open and Fun.

Growth Strategy

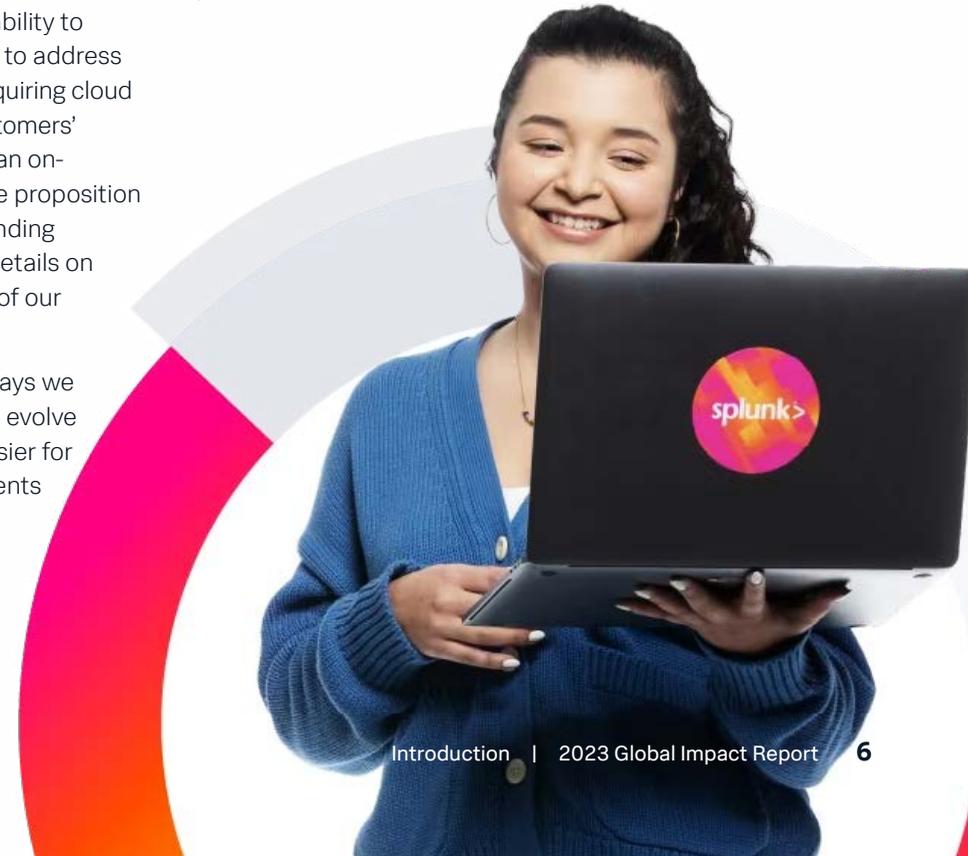
Organizations of all types need to build digital resilience — keeping their systems secure and reliable in the face of digital disruptions — or they jeopardize the ability to accomplish their missions. Our growth strategy to address these customers' needs rests on four tenets: acquiring cloud services customers and supporting existing customers' migration to the cloud; offering solutions that span on-premises and cloud; expanding the Splunk value proposition with broader and deeper capabilities; and extending our reach through global expansion. For more details on our growth strategy, reference pages 133-134 of our [FY23 Annual Report and Proxy Statement](#).

Our product innovation strategy is one of the ways we operationalize our growth strategy. As we build, evolve and iterate our solutions, we seek to make it easier for customers to detect and resolve security incidents

and simplify troubleshooting and collaboration among IT operations and engineering teams through comprehensive visibility across complex environments.

We activate our strategy through five initiatives: ensuring a career-defining employee experience, providing our customers with a world-class experience, building for long-term durable growth, continuing to exceed all expectations in our product innovation, and driving operational rigor and efficiency in our business.

In FY23, our total revenues were \$3.65 billion, up 37% year over year. More detailed information is available on our [Investor Relations site](#), which shares Splunk's annual financial reports, quarterly results, SEC filings and financial performance metrics.



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Global Impact and Business Growth

We are committed to conducting our business in ways that are principled, transparent and accountable to our stakeholders. Our Global Impact work supports Splunk's purpose and strategy to build a safer and more resilient digital world by working to bridge the data divide — the disparity between the expanding use of data to create commercial value and the comparatively inefficient use of data to solve social and environmental challenges. Through collaboration with our customers, employees and partners, we can mobilize our collective talent as well as financial and technical solutions to tackle this disparity and enact positive outcomes.

Our Customers

Splunk has customers around the world, including corporations, public sector organizations, nonprofits and academic institutions. Through our solutions, we support sectors from education and financial services to government, healthcare and pharmaceuticals, industrial and manufacturing, media and entertainment, retail and ecommerce, technology and telecommunications. More than 90 of the Fortune 100 companies have deployed Splunk's solutions.

Our customers' success is the barometer of our company's success. We are invested in working with our customers to help them build the resilience they need to achieve their missions. We provide rich learning resources, customer support, Splunk expertise, training, tools and forums, and we support and inspire our enthusiastic [Partnerverse](#) and [user community](#).

Our People

Splunk must attract and retain a diverse global workforce to grow and prosper as a business. We prioritize delivering an exceptional employee experience — one where every Splunker can be themselves, do their best work and thrive — and investing in the development of employees and our leaders. At the end of FY23, Splunk had over 7,500 employees across 34 countries. For additional details on the composition of our workforce, please see the [ESG Data Tables](#) at the end of this report.

Splunk received many “best of” recognitions in FY23, including:

- Fortune: 100 Best Companies to Work For 2022
- Human Rights Campaign (HRC) Corporate Equality Index: Best Places to Work for LGBTQ+ Equality 2022 (with a perfect score of 100 two years in a row)
- Great Place to Work-Certified™ company for:
 - Best Workplaces for Women 2023
 - Best Workplaces in Technology 2023
 - Best Workplaces for Millennials 2023
 - Best Workplaces in the Bay Area 2023
- 2022 and 2023 Campus Forward Award Winner for commitment to seek out and hire early career talent and commitment to diversity and inclusion

Visit our [Awards](#) page to learn more.

A Million Data Points

Our company-wide Million Data Points initiative spotlights the diverse backgrounds, cultures, qualities and talents of our workforce. We celebrate the personal and professional experiences that make Splunkers unique — and as they share their personal data points, we support and affirm their whole selves. That diversity powers business innovation and makes Splunk a great place to work.



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Our Suppliers

Keeping pace with our rapid growth, our procurement organization engaged with more than 3,000 suppliers throughout our worldwide supply chain during FY23. Our suppliers span across multiple categories, and our total FY23 supplier spend was approximately \$1.1B. Approximately 55% of our suppliers are in the U.S.

As supply chains grow larger and more complex, so do their associated risks. Splunk recognizes our potential and responsibility for embedding environmental, social and governance (ESG) principles into our procurement activities and building a more sustainable and diverse value chain. By doing so, we mitigate risk, increase the resilience of our supply chain and keep pace with evolving regulations. Our dedicated supplier team and programs focus on encouraging environmentally sustainable practices and increasing supplier diversity. After first focusing on domestic suppliers, we plan to expand our programs to focus on countries that have actively implemented or considered supplier diversity programs.

Learn more about our programs in the [Supplier Diversity](#) and [Sustainable Sourcing and Procurement](#) sections of this report.



ESG at Splunk

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At Splunk, we strive to be a globally responsible business — that includes taking a strategic approach to Environmental, Social and Governance (ESG) factors. Regulators and decision makers increasingly evaluate non-financial factors when considering a company’s ability to preserve, create or erode business value. With the growing focus on credible disclosures, accurate, third-party-audited ESG data is rapidly becoming a corporate norm. Customers with sustainability goals, targets and requirements tend to embed them into their requirements and assessments of suppliers like Splunk. In turn, we drive ESG engagement with our own suppliers.

Splunk’s ESG work is guided by three overarching objectives:

- Integrate ESG across the business through formalized governance, controls, systems, reporting and customer touch points
- Advance our Global Impact Strategy
- Deploy our Global Climate Resilience and Innovation Strategy

We outline the foundation for our ESG work and discuss our progress throughout this report. Looking ahead, we plan to refresh our ESG objectives concurrent to the updated impact assessment (also defined as a “relevancy assessment” or “materiality assessment”) scheduled for FY25.

Splunk’s ESG policies and programs are evaluated annually by EcoVadis, a third-party assessment platform. Splunk was awarded an EcoVadis Bronze medal in FY23 in recognition of our sustainability achievements.



Corporate Governance, Risk and Integrity

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Splunk is committed to sound corporate governance that is grounded in honest, ethical and transparent business practices and compliance with applicable laws, rules and regulations. These commitments form the foundation for managing, measuring and reporting on our ESG initiatives.

We believe strong governance and oversight of the issues that matter most to our business and our stakeholders contribute 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, both directly and through its four standing committees: Audit, Talent & Compensation; Governance & Sustainability; and Cybersecurity & Data Responsibility. Our business functions, in turn, drive management accountability for the issues and programs described in this report. Our Governance & Sustainability Committee reviews Splunk’s Global Impact Report prior to publication, and our Audit Committee provides oversight of the disclosure controls and procedures related to ESG performance data shared in this report.

We believe that effective corporate governance includes regular, constructive conversations with our stockholders on a broad range of governance and business topics. Stockholders provide valuable insights into emerging issues and feedback on our related programs. We believe that ongoing engagement builds mutual trust and understanding and is essential to our long-term success.

In FY23, we reached out to institutional stockholders representing 62% of shares outstanding and engaged with institutional stockholders representing 33% of shares outstanding.

The following are the key oversight responsibilities of our Board and its committees:



To learn more about Splunk's corporate governance practices and oversight of ESG, see our [FY23 Annual Report and Proxy Statement](#), pages 14-44.

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Managing Risk and Ensuring Quality

As a global technology company, Splunk is subject to a complex array of laws and regulations. We continually monitor and evaluate business and reputational risks to ensure compliance with global laws and regulations. Our risk, audit and compliance work supports our business growth strategy and advances our corporate purpose to build a safer and more resilient digital world.

The Splunk Assurance, Advisory, Risk and Compliance Organization (SpAARC)

The mission of the Splunk Assurance, Advisory, Risk and Compliance (SpAARC) group is to enable management to evaluate and improve the effectiveness of governance, risk management, compliance and internal controls, and to enhance and protect organizational value and achieve business objectives by anticipating and managing key risks.

SpAARC operates independently of the departments it monitors, and its work is cross-functional. Areas under its purview include: Enterprise Risk Management; Enterprise Business Continuity and Disaster Recovery Management; Operations Audits; Sarbanes-Oxley Compliance; and Technology Compliance. The Vice President of SpAARC reports functionally to the Audit Committee and administratively to the Chief Financial Officer.





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Enterprise Risk Management

Splunk's Board oversees our compliance and risk programs, including strategic, competitive, financial, legal, compliance, governance, ESG and cybersecurity risks.

Our Board exercises its risk oversight responsibility both directly and through its four standing committees. Each committee is delegated specific risks, and committee chairs report regularly to the Board. Read more in our [FY23 Annual Report and Proxy Statement](#).

Splunk has established a formal risk assessment framework through our Enterprise Risk Management (ERM) program. Our ERM program is managed through SpAARC and is led by our VP of SpAARC, who reports to our Chief Financial Officer. It is designed to monitor the state of risks and changes to Splunk's internal and external business environment, and to track Splunk's risk profile and key enterprise risks and risk management activities, such as business continuity and disaster recovery planning. This information is periodically reported to the Board and Audit Committee.

In addition, employees leading certain core business functions regularly engage with the Board and its committees. These include leaders of SpAARC; our Chief Information Security Officer, who provides periodic updates on cybersecurity and other risks relevant to our information technology environment; our Data Protection Officer, who provides updates on our data privacy programs; representatives

from our Legal & Global Affairs team, who provide updates on material legal, ethics, compliance and governance matters; our Senior Director of ESG and Sustainability, who provides updates on ESG data controls for disclosures and sustainability; and our Chief Ethics and Compliance Officer, who reports on risks related to ethics and compliance, labor and employment, and disputes and litigation.

Business Continuity, Operations Audits and Compliance

Business continuity planning is a critical tool in SpAARC's efforts to anticipate and mitigate risk. Those efforts were critical during the COVID-19 pandemic and continue to be front and center for Splunk — particularly given the vulnerability of Splunk's California locations to earthquakes and climate-related events.

Operations Audits evaluate Splunk's internal controls, including our corporate governance and accounting processes. These audits help our management to evaluate the effectiveness of those controls, and for the company to strengthen them as needed.

Finally, SpAARC leads Splunk's programs for technology compliance and Sarbanes-Oxley compliance, complementing the work of Splunk's Chief Ethics and Compliance Officer that we describe in the Fostering a Culture of Ethics and Integrity section of this report.

LEARN MORE:

Governance documents and committee charters: [Corporate Governance](#)

Board's Roles and Responsibilities, Board Effectiveness, Board Meetings and Committees and Oversight of ESG: [FY23 Annual Report and Proxy Statement](#), pgs. 14-44

[Code of Business Conduct and Ethics](#)

[Supplier Code of Conduct](#)

[UK Modern Slavery Act Transparency Statement \(As of March 16, 2023\)](#)

[Splunk Services Australia's Statement on the Prevention of Slavery and Human Trafficking](#)

[Splunk's Public Policy Positions](#)

[Splunk ESG Position Statement](#)

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Fostering a Culture of Ethics and Integrity

Splunk's success to date — and our future success — stems from doing business honestly and ethically. We are committed to ensuring ethics and compliance with legal requirements and our [Code of Business Conduct and Ethics](#) (Code) are embedded in the everyday activities of Splunk's worldwide operations, and to fostering a culture of integrity throughout our organization. We extend these expectations to our suppliers as outlined in our [Supplier Code of Conduct](#).

Splunk's Chief Ethics and Compliance Officer oversees Splunk's Global Ethics & Compliance Program, including risks related to ethics and compliance, labor and employment, and disputes and litigation. She reports directly to the SVP, Chief Legal Officer, Global Affairs and Secretary, and reports regularly to the Audit Committee on those areas.

We expect all Splunkers to instill our values in the work they do, and in their interactions with our stakeholders and one another. By doing so, we earn the trust of our customers, suppliers, employees, stockholders, business partners and the communities where we operate. That commitment also helps us attract and retain loyal customers, attract and retain top talent, and provide innovative products and services. At the end of the day, it isn't just what we do at Splunk, it's how we do it.

Managers play a pivotal role in supporting our Code and our values. As company leaders, they are responsible for setting the tone for their teams, managing with dignity and respect, holding themselves to the highest ethical and professional standards, and leading by example.

If Splunkers see something unethical, unsafe or a potential violation of our Code, policies or the law, they can raise the issue with no fear of retaliation. They have the option of contacting their manager, the Chief Ethics and Compliance Office, the Legal and Human Resources teams, or the Ethics and Compliance Hotline (including anonymously), which is managed by a third party (splunk.ethicspoint.com).

The key tenets of our approach to ethics and compliance include:

- Standardized controls for all compliance areas
- Clear accountability
- Centralized oversight
- Data-driven decision making
- Leverage shared tools, resources and best practices
- Collaboration and partnership between ethics and compliance representatives and business leaders to embed controls into business

The Splunk Code of Business Conduct and Ethics supports our culture of integrity, and underscores that we must always seek to do the right thing, comply with the letter and spirit of the law and treat others with respect. We are committed to doing business in a responsible, sustainable and ethical manner, and we expect Splunkers to act accordingly at all times, in every interaction and with every decision.

Respecting Human Rights

Splunk respects and strives to maintain high ethical standards of conduct and corporate responsibility — to act with integrity and respect for the rights of every human being. We are also committed to upholding the fundamental human rights of our fellow employees, and we expect our vendors, partners and other service providers to adhere to the same high standards.

In addition, Splunk prohibits all forms of unlawful discrimination, modern slavery and human trafficking, including: forced labor; involuntary servitude; peonage and debt bondage; denial of access to identity or immigration documents; misleading or fraudulent recruitment practices; recruitment fees; commercial sex acts; forced marriage; trafficking in minors; sexual exploitation of minors; and child labor. Splunk has programs, policies and practices designed to comply with governing human rights laws and regulations in the various jurisdictions in which the company operates. Splunk also requires all of our suppliers to adhere to the same prohibitions and to similarly comply with applicable local law.

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Promoting Splunker Health and Safety

Health, safety and security are top priorities for Splunk. Our dedicated Global Health and Safety (GHS) function is part of Splunk's Safety and Security Organization, alongside our Security Operations, Global Intelligence and Tech Systems teams. Safety and Security reports into Splunk Global Security and shares progress updates with the Cybersecurity & Data Responsibility Committee, and periodically with the Audit Committee.

The GHS team focuses on preventing occupational health and safety injuries and illnesses, and protecting Splunk's reputation as a safe place to do business. The GHS team anticipates, identifies and mitigates occupational health and safety risk through Splunk's Global Health and Safety Management System (HSMS).

Splunk's HSMS is based on the elements of the California Division of Occupational Safety and Health's Injury and Illness Prevention Program (Cal/OSHA IIPP) and ISO 45001, the leading international standard for reducing occupational injuries and promoting and protecting physical and mental health. To drive the HSMS,

the GHS team conducts frequent risk assessments, ensures we stay current with applicable occupational safety and health requirements, provides Splunkers with health and safety training (as part of our annual compliance training), and engages Splunkers in programs including emergency preparedness and response, ergonomics and infectious disease prevention.

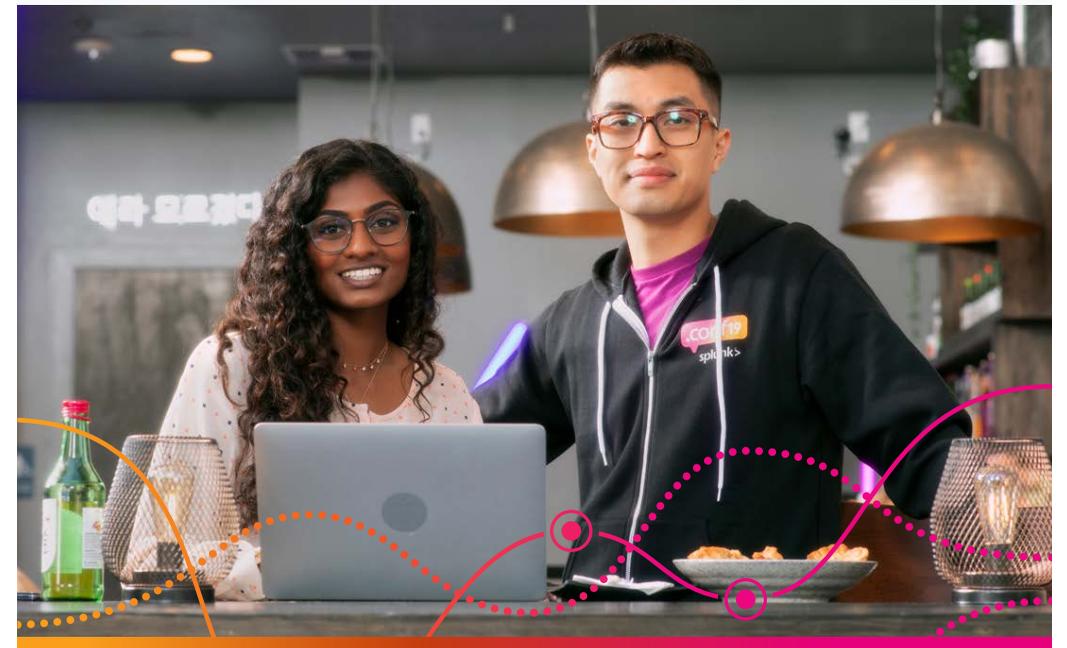
In FY23, our GHS team focused on maturing Splunk's HSMS by implementing a company-wide global health and safety policy, developing a cross-functional Health and Safety Council, and continuing to systematize our health and safety programs. The team also measured compliance with health and safety regulations and standards through a digital compliance management system.

Looking forward, our goal is to continue improving employee and customer occupational health and safety and drive Splunk's resilience in these areas, focusing on compliance, culture and risk controls. We are also enhancing our mandatory employee Health, Safety and Security training, which we require both during onboarding and during annual refresher training.

Annual Splunker Training

Splunk is committed to doing business in a responsible, sustainable and ethical manner, and we expect Splunkers to act accordingly at all times, in every interaction and with every decision. All Splunk employees are required to complete a series of detailed training modules including:

- Code of Business Conduct and Ethics
- Anti-Corruption and Anti-Bribery
- Health, Safety & Security
- Privacy and Confidentiality
- Dignity and Respect in the Global Workplace
- Data Protection
- Cybersecurity Awareness



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Engaging in the Public Policy Process

Our Government Affairs team, which reports to our SVP, Chief Legal Officer, Global Affairs and Secretary, leads policy and related thought leadership activities to address matters important to Splunk.

Splunk is an active member of BSA | The Software Alliance, a leading advocate for the technology industry. In October 2022, our SVP, Chief Legal Officer, Global Affairs and Secretary, became the Chair of BSA's Board of Directors.

Our Government Affairs function works globally to engage with government entities on a range of public policy issues that pose risks and opportunities for Splunk and our sector. Our positions and engagement areas include those listed at right.

Supporting Marriage Equality

In addition to policy advocacy related to cybersecurity, digital trade and AI, Splunk's Government Affairs team actively engages in the public dialogue in support of a fair and inclusive society. In 2022, we joined other leading U.S. employers in supporting [H.R.8404 - Respect for Marriage Act](#), which guarantees the federal rights of marriages in the federal code and affirms that public act proceedings should be recognized by all states. The Act passed in December 2022, codifying marriage rights for same-sex and interracial couples.

Policy Positions



Cybersecurity

As cyber threats continue to grow in sophistication and severity, governments around the world will continue to develop and implement policies affecting critical infrastructure and the cybersecurity ecosystem. If they take the correct form, these policies can encourage companies, government agencies and other organizations to adopt best-in-class solutions for improving their cybersecurity posture, making us all safer. Splunk supports government policies that encourage adequate investment in modern cybersecurity capabilities, the application of best practices and productive information sharing between government and industry.



Digital trade

U.S. software companies and their customers depend on the ability to transfer data around the world, and on equitable market access in other countries. Splunk supports digital trade provisions that help ensure data can be transferred across borders, minimize restrictions on where data can be stored and processed, prohibit discriminatory rules from being applied to digital products, and limit requirements to disclose proprietary source code and algorithms.



Government procurement

Government organizations face the difficult task of keeping up with evolving technology in a budget-constrained environment while seeking to succeed in their missions. Splunk supports government policies that encourage the procurement of best-in-class commercial off-the-shelf (COTS) software solutions in place of building customized software solutions. In addition, Splunk believes that national governments should seek to harmonize procurement regulations, standards and certifications for cloud offerings where possible.



Cloud adoption

Cloud computing services can provide scale, security and cost savings. Splunk is in favor of an internationally harmonized regime of laws and regulations that facilitate the adoption of cloud computing by organizations that have made the choice to do so. This would include appropriate policies related to market access, data privacy and cross-border data flows.



Data privacy

In the United States, Splunk supports the development and adoption of a single, clear set of strong federal standards governing consumer data privacy. Globally, data privacy policies should support the free flow of data across international borders so cloud computing and other valuable data services can flourish. Splunk invests in governance and technology to protect the data that our customers have entrusted to us, and we support policy to have other organizations do the same. To learn more, please see the [Data Responsibility](#) section of this report.



Artificial intelligence

The development of artificial intelligence (AI) has great potential to improve business processes and services for citizens, but there are a number of complex issues associated with its adoption. 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. To learn more, please see the [Data Responsibility](#) section of this report.

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Global Impact Strategy

Splunk's Global Impact Strategy was launched in FY21, and we are excited to share our progress two years later.

Mission

Splunk Global Impact efforts help find solutions to humanity's challenges by building a more resilient world and bridging the data divide. Through leveraging our technology, talent, financial and partner assets, Splunk is building a more equitable digital world.

We strive to create meaningful change to drive data responsibility, environmental sustainability, ethical and inclusive growth, and social impact for all. Those four areas are the pillars of our Global Impact Strategy. Each reflects our values as a company — and requires accountability at all levels to ensure our success.

Within each of the pillars, our work is tailored to mitigate risks, support Splunk's business strategy and drive positive change and business growth. As we do this work, we are guided by the following 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, academic institutions and social purpose companies.
- **Embrace our stakeholders:** We consider our impacts on our stakeholders and incorporate those considerations into our work.



FY23 Highlights

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SOCIAL IMPACT

Donating \$4.48 million in Splunk licenses and \$3.25 million in training services in FY23

Through Splunk and contributions from individual Splunkers, donating \$3.6 million to support 3,960 nonprofit organizations in FY23

Increasing Splunker volunteer hours by 126% over FY22

Reaching 49% of our \$100 million, 10-year FY17 Splunk Pledge commitment through global community investments



ETHICAL & INCLUSIVE GROWTH

Publishing our fourth Diversity Annual Report

Holding inclusive interview training for nearly 400 Splunkers

Developing the “Building Bridges” employee mentorship program

Directing 5.7% of our addressable spend to small and diverse businesses



DATA RESPONSIBILITY

Becoming a member of the Infrastructure Security Agency's Joint Cyber Defense Collaborative

Participating in AI policy and ethics development and advocacy through BSA | The Software Alliance

Launching workstreams to address U.S. Cybersecurity & Infrastructure Security Agency (CISA) Cybersecurity Executive Orders

Updating our customer and data protection agreements to comply with new UK and EU standards



ENVIRONMENTAL SUSTAINABILITY

Completing a global climate risk assessment and projecting business resilience against multiple climate scenarios

Assessing potential near-term climate targets in line with the Science Based Target initiative (SBTi) for Scope 1, 2 and 3 greenhouse gas emissions

Launching the Sustainability Collaborative, an internal cross-functional working group with ESG and Sustainability leads from Global Spend Management, Workforce Experience and Real Estate, and the employee-led Splunk Earth Alliance group

Initiating the development of Scope 3 climate evaluation targets for Splunk suppliers

Engaging Our Stakeholders

Engagement is an ongoing practice for Splunk. By maintaining a two-way dialogue about the issues that matter most to our stakeholders and our business, we remain aware and responsive in a dynamic environment. Splunk's stakeholders include all those groups that can influence and be influenced by Splunk's business, products and services, and presence.

Stakeholder Groups	Engagement Mechanisms	ESG-Related Topics of Interest
 Customers	We engage with customers through Requests for Proposal (RFPs), legal contract reviews, responses to the CDP Climate and EcoVadis ESG surveys, direct engagement, and Splunk Protects and security programs and certifications.	Splunk's programs and performance related to climate change, human rights and anti-slavery positions, ethics and codes of conduct, diversity, equity, inclusion and belonging (DEIB), data privacy and cybersecurity and social impact.
 Investors	We engage with investors through earnings calls, one-on-one engagement with portfolio managers and investment stewardship teams, and our annual stockholder meeting. In FY23, we reached out to institutional stockholders representing approximately 62% of our shares and engaged in substantive discussions with institutional stockholders representing 33% of our shares. More details are available in our FY23 Annual Report and Proxy Statement .	Through regular stockholder engagement, we receive valuable insights and feedback on topics including business strategy and execution, board refreshment, executive compensation practices, risk oversight, human capital management, climate action, and ESG disclosures, artificial intelligence and diversity, equity, inclusion and belonging.
 Government entities and policy makers	We engage with government and regulatory bodies in the countries where we operate through direct engagement and collaborative initiatives, and through industry associations.	Splunk engages with governments and regulatory bodies on issues including cybersecurity, digital trade, government procurement, the adoption of cloud solutions by government organizations and the private sector, data privacy and AI.
 Employees ("Splunkers")	We engage with Splunkers through annual employee kick-offs, performance meetings and documents, global town hall meetings, business function "all hands" updates, the Pwny Portal intranet site, manager one-on-ones, Slack channels, employee resource groups (ERGs), our ongoing education series and our semiannual "Loop" global employee listening and engagement survey focused on key aspects of the Splunker experience.	Splunkers care about our customers' success, Splunk's business strategy and performance, leadership, social impact and equity, career mobility, DEIB, data responsibility and environmental sustainability.
 Communities and NGOs	We engage with communities and Non-Governmental Organizations (NGOs) through our social impact programs, which include strategic giving, matching gifts, volunteer time off, impact technology development, product donations and free Splunk workforce development training.	Topics include increasing digital resilience and bridging the data divide. Social and environmental issues include health, education, homelessness, workforce development, poverty alleviation, racial equity and climate change.
 Higher education	We engage by teaming up with academic institutions as knowledge partners, recruiting through Splunk University talent recruitment, and donating Splunk product licenses and training.	Topics include increasing digital resilience, bridging the data divide, DEIB recruiting and developing early talent.
 ESG analysts, agencies and standard-setting bodies	We engage with ESG analysts, agencies and standard-setting bodies through direct dialogue, surveys and questionnaires, and working groups on ESG standards and disclosures.	Through ESG assessments, public advisory processes and direct engagement, we find the topics most relevant to these stakeholders include corporate social impact initiatives, talent and careers, DEIB, data responsibility, climate and energy and ESG disclosures and standards.

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Voluntary Commitments, Initiatives and Affiliations

Splunk supports many voluntary commitments, agreements and initiatives and collaborates with impact-directed organizations. We also participate in many industry and member associations and national and international advocacy organizations. These include:

- [Aspen Institute](#)
- [Atlantic Council](#)
- [BSA | The Software Alliance](#)
- [IFRS Foundation's International Sustainability Standards Board Technical Reference Group](#)
- [Science Based Targets initiative \(SBTi\)](#)
- [SBTi Business Ambition for 1.5°C](#)
- [Task Force on Climate-related Financial Disclosures \(TCFD\)](#)
- [World Economic Forum](#)

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Global Impact Shared Priorities

Splunk conducts a comprehensive global impact assessment to identify and prioritize the issues that matter most to our business and our key stakeholders. Through this work, we identified our four key priorities: **Social Impact**, **Ethical and Inclusive Growth**, **Data Responsibility** and **Environmental Sustainability** — the four main sections that comprise this report.

Our most recent assessment was completed between FY22 and FY23 and is detailed in our **2022 Global Impact Report** (pgs. 21-22).

The process of identifying shared priorities, which we call a “relevancy assessment” or “impact assessment”, can also be referred to as a “materiality assessment” or “impact materiality” in the evolving dialogue on ESG/impact reporting frameworks, practices and guidelines. Within the context of this report, the term “materiality” does not carry the same meaning as it does under securities and other laws in the U.S. or other jurisdictions. For additional details, see the **GRI Content Index**.

Understanding New and Emerging Issues

In addition to our four Global Impact shared priorities, we are monitoring a number of emerging issues, including:

- **Public dialogue on ESG:** During FY23, we saw debate on the role of companies in addressing wider political, social and environmental issues. To ensure the long-term value of Splunk, we continue to focus on our Global Impact strategy and shared priorities, which reflect the priorities of our stakeholders. By incorporating our stakeholder needs into our business, we position Splunk for resilience, cost savings, regulatory compliance and innovation to drive durable growth.
- **Monitoring the expanding number, complexity and velocity of ESG-related regulatory requirements:** We are closely following and preparing for new and expanded ESG regulations worldwide. Those include the European Commission’s Corporate Sustainability Due Diligence Directive (CSDDD), the U.S. SEC Climate Risk Disclosures and Reporting, and the Cybersecurity Executive Orders from the Biden Administration including Executive Order 14028, to name a few. These emerging regulatory changes touch Splunk’s programs in all four Global Impact pillars — and will impact our customers and suppliers as well.
- **Staying ahead of AI technology:** As generative AI continues to accelerate, Splunk is actively addressing the implications to privacy, ethics, data responsibility, and intellectual property, building upon the strength of our existing programs. Splunk is deploying programs that help ensure that ethical considerations, customer trust, compliance, quality assurance and protecting intellectual property are all considered in using AI in our products and business.

Bridging the Data Divide for a More Equitable Future

Gretchen O’Hara, Splunk’s Vice President of Worldwide Partners and Alliances, shared a keynote speech at the United Nations during the **2022 IdeaGen Global Goals Summit**. By highlighting promising initiatives across sectors and countries, she illuminated how big data — crucial for commercial success — can have an equally powerful impact on the **UN’s Sustainable Development Goals**.



Through cross-sector partnerships, we can apply data in life-changing ways,” said O’Hara. “Data unlocks knowledge, and knowledge unleashes power. This power cannot be reserved solely for the highest bidders.”



*Gretchen O’Hara,
Vice President,
Worldwide Partners and
Alliances at Splunk*



Social Impact

To keep up with the challenges the world faces today — such as climate change, cyber and digital security, racial justice, education access, and income inequality, organizations need to be resilient. Splunk helps build a safe and more resilient and equitable digital world by bridging the data divide — the disparity between the expanding use of data to create commercial value and the comparatively weak use of data to solve social and environmental challenges.

We partner with employees, nonprofits, academic institutions and businesses on social impact initiatives that include strategic giving, employee engagement programs, innovation technology, product donations, workforce development and impact investing. Through these programs, we connect with our stakeholders and provide them with grants, tools and talent to help increase digital resilience and use the power of data to drive impact.

In a fiercely competitive market for talent, current and future employees expect social impact programs that deepen their connection to their work. When we empower employees to participate in social good, they reconnect with Splunk and our company's commitment to engage with stakeholders and drive social and environmental benefit. Our social impact programs also build trust, loyalty and affinity with our customers and investors.

PRIORITIES

Strategic Giving

Employee Engagement

Product Donations

Workforce Development

Impact Technology Accelerator

Social Impact Investments



Governance

The Audit Committee of the Board provides oversight of the Social Impact Investments program. At the management level, Splunk’s Social Impact team is part of the broader Global Impact function within the Legal & Global Affairs function.

Splunk’s Chief Global Impact Officer oversees the Social Impact team including strategic giving, employee community engagement, product donations, workforce development and our Impact Technology Accelerator. The Head of Social Impact manages corporate giving and the Splunk Pledge. The Chief Global Impact Officer provides regular updates to the Chief Legal Officer, Global Affairs and Secretary, and periodically shares progress with the Talent & Compensation Committee and the Governance & Sustainability Committee of the Board.

Social Impact performance data is internally audited by the Splunk Assurance, Advisory, Risk and Compliance (SpAARC) group, and Splunk’s Audit Committee provides related oversight of disclosure controls and procedures.

Highlights and Accomplishments

FY23 Splunk Social Impact by the Numbers



\$3.6M

in cash contributed by Splunk and Splunk employees



100%

unrestricted strategic grants, delivered through trust-based philanthropy



3,960

nonprofits supported through giving and/or volunteering



65%

employee participation in Splunk for Good (giving and/or volunteering)



\$7.7M

in technology and training donated to help close the data divide

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Splunk’s social impact initiatives are guided by two commitments. First, we continue to fulfill our 10-year, \$100 million pledge of financial donations, software licenses, training, support, and volunteer time to nonprofits, academic institutions and businesses that generate social impact. As of year-end FY23, we have fulfilled 49% of our \$100 million pledge. Second, with Splunk Ventures, we aim to address the data divide through investments in social impact startups that intentionally prioritize both commercial value and innovative data-driven solutions for humanity’s biggest challenges.

Strategic Giving

We support nonprofit partners working to increase digital resilience and bridge the data divide with unrestricted grants augmented with donations of product licenses, training and services.

In FY23, we evolved our grantmaking portfolio to deepen our focus on enhancing data security in the social sector, adding [CyberPeace Institute](#) and [CyberPeace Foundation](#). We also help to close the gender gap and overall workforce gap in cybersecurity roles through our new partnership with [The Women’s Society of Cyberjutsu](#).

We also continued to support the diverse causes that matter to Splunkers through matching gifts and volunteer awards. In FY23, Splunk and Splunkers provided \$3.6 million in financial contributions to 3,960 nonprofit organizations, as compared to \$3.7 million in financial contributions to 3,380 nonprofit organizations in FY22.

Employee Engagement

Employee experience is a top business strategy objective for Splunk, and our community engagement programs make an important contribution to it. We empower Splunkers to support the causes that matter most to them with five paid days of Volunteer Time Off (VTO) annually, and opportunities for year-round volunteering and giving. Through our Matching Gifts program, we double employees’ personal donations to eligible nonprofits up to \$500 USD per employee per fiscal year.

In FY23, total employee volunteer hours increased 126% over FY22. Employee participation in our social impact programs reached 65% compared to 53% the previous year. We promoted both virtual and onsite volunteering, and we introduced the new Data Points of Light Volunteer Awards to honor top employee volunteers with grants to the nonprofits they support.

One of the ways we measure employee engagement is through semiannual Loop surveys, where we ask Splunkers if they agree or disagree with two statements: “My manager supports my efforts to give back to the community” and “I feel good about the way Splunk gives back to the community.” In FY23, average survey scores were 81% and 80%, respectively.



Product Donations

We donate Splunk technology and training to nonprofit organizations to help them build digital resiliency while deepening their impact and furthering their mission. We provide a renewable one-year, 10GB Splunk Enterprise license to eligible nonprofits at no cost, along with ongoing support.

In FY23, we donated \$4.48M worth of Splunk licenses to help nonprofit organizations, representing a 24% increase in value and a 20% increase in organizations served from the previous year. We also added pro bono services to support nonprofit enablement and launched our first Net Promoter Score® (NPS) survey to Splunk’s product donation recipients, achieving a score of 53. We are off to a great start and with the updates we have planned, we look to increase nonprofits’ success and resiliency with Splunk.

Workforce Development

As the pace of innovation in digital technology accelerates and the nature of work continues to transform, there is a pronounced shortage of workers who have the data skills and proficiency in data tools that employers seek.

Splunk’s Workforce Development program helps address this gap, providing free online training and vouchers for certification exams with a focus on upskilling learners from underrepresented and underserved communities. In FY23, we continued to partner across the nonprofit and academic sectors to improve people’s digital skills and increase their employability. We grew the number of learners taking donated courses 55% year over year, representing a total value of \$3.25M in training services.

Impact Technology Accelerator

Nonprofits sometimes identify opportunities to create data solutions through Splunk technology, but lack the skills or capacity to build those solutions on their own. Through Splunk’s Impact Technology Accelerator, we provide pro bono expertise that helps nonprofits use data insights to solve critical social and environmental problems.

Social Impact Investments

Splunk Ventures aims to address the data divide with social impact investments in startups that prioritize both commercial value and innovative data-driven solutions for humanity’s biggest challenges, such as climate change, equality, and workforce development. As Splunk Ventures is first and foremost a strategic partner, our investments go beyond capital. We provide strategic support tailored to the unique needs of each of our portfolio companies, which can range from partnerships in collaboration with the Splunk Global Impact function, marketing opportunities, special access to Splunk innovation and expertise, and more.

What’s Next

Current and prospective employees seek purposeful work and an employer whose values are aligned with their own. In the 2023 [Deloitte Global Gen Z and Millennial Survey](#), more than a third of respondents reported turning down employers that they feel aren’t doing enough to drive positive social change. In FY24, we will work to maintain strong employee community engagement through Splunk’s Social Impact programs — helping Splunk attract and retain global talent — and measure our success through Loop surveys.

In a time of macroeconomic headwinds and budget constraints, we recognize our risk for not meeting our 10-year, \$100 million pledge of financial donations, software licenses, training, support, and volunteer time by our self-defined FY27 deadline. To help address that risk, we will continue to focus on building and deepening partnerships with nonprofits, academic institutions, businesses and Splunkers.

We are also exploring new ways to support the nonprofits who receive software licenses and training through Splunk, such as a pilot program with [bitsIO](#), a for-profit consulting firm and Splunk partner. Through this program, bitsIO provides pro bono consulting services to help nonprofits make the most of their donated Splunk software licenses — similar to the Ersilia project described in this section of the report.

LEARN MORE:

[Product and Training Donations](#)

[Employee Volunteering and Giving](#)

[Strategic Giving](#)

[Impact Technology Accelerator](#)

[ESG Data Tables](#)

Partnering Across Sectors to Power Ersilia's Growth

Solving humanity's greatest challenges — including creating equity in global health outcomes — requires cross-sector collaboration. Ersilia, a nonprofit organization, strives to create equity in healthcare by making data science tools available to organizations tackling the spread of infectious diseases in low-resourced countries. Ersilia's Model Hub offers researchers a free, open-source repository of pre-trained AI models, supporting the discovery of new drugs that can fight against these diseases.

To accelerate and expand Ersilia's impact, Splunk leveraged its partnerships and resources — providing Ersilia with not only cash grants and donations of Splunk technology, but also with pro bono services. Before Splunk, the Ersilia team manually analyzed and managed the data for its AI models, limiting Ersilia's ability to scale.

Working with Splunk and bitsIO, a Splunk partner that donated pro bono services, Ersilia quickly began monitoring the Model Hub through the Splunk platform. That helped Ersilia achieve exponential growth in the production of its data models, scaling to more than 100 models within six months with a projected 500 by the end of its first year using Splunk.

“The Splunk platform has dramatically expanded our capacity to test, validate and employ new models — and most importantly, better equip the scientists we serve with the tools they need to cure infectious disease,” says Miquel Duran-Frigola, Ersilia's Founder and Chief Scientific Officer.



We are so appreciative of Splunk's partnership in helping us tackle infectious diseases around the world.”

Miquel Duran-Frigola, Chief Scientific Officer and Founder at Ersilia





Building Nonprofits' Capacity Through Data

DataKind is a global nonprofit that helps other nonprofits, government agencies and mission-driven organizations use data and AI tools to further their mission. With our shared commitment to use data to build a more resilient and equitable digital world, DataKind and Splunk are natural partners. Our relationship began three years ago with a grant from Splunk, coupled with a donation of Splunk technology, training and education. Today, DataKind is a Splunk customer, testimony to the value they find in Splunk.

One of the key ways DataKind uses Splunk is for observability — the ability to measure the internal states of a system by examining its outputs. For example, DataKind has worked with health nonprofits that rely on community health workers to serve people in remote locations. These workers use cell phones and tablets to capture millions of data points each day, from medical records to treatment plans, and they also depend on geographic data to help them find the best routes from village to village. By using Splunk observability tools, the nonprofits can see how well the digital environment is performing and quickly pinpoint any issues.

“We’re a small tech team, and with Splunk, we can deploy a wider variety of data tools and systems that we couldn’t otherwise access,” says Larry Kilroy, Director of Technology at DataKind. “With their focus on social impact, Splunk takes the time to really understand our organization and what we’re working to achieve.”



We’re a small tech team, and with Splunk, we can deploy a wider variety of data tools and systems that we couldn’t otherwise access.”

Larry Kilroy, Director of Technology at DataKind



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Through Skill-Based Volunteering, Splunkers Help Nonprofits Thrive

At Splunk, we leverage our greatest resources, including our technology, strategic giving, and expertise, to maximize our collective impact.

In FY23, Splunk teamed up with [Fast Forward's](#) 2022 Startup Accelerator to support social impact tech nonprofits not only via our technology, training, services and cash grants — but also through the skills and knowledge of our people.

Splunk volunteers lent their technical and business expertise to help tech nonprofits, including [Ersilia](#), [Center for New Data](#) and [Gramhal](#), build organizational capacity and solve

real-world problems. In the words of one mentee, “I left the session with so much optimism for my work, but most importantly, a clear understanding of how Splunk can help with the issues we face.”

Building on that success, we introduced the Splunk Data Skills Volunteer Menu to enable Splunkers to use their expertise for good — from creating products and data visualizations to marketing and strategy. In FY23, Splunkers’ skills-based pro bono volunteer hours increased 266% over the previous year.

“I left the session with so much optimism for my work, but most importantly, a clear understanding of how Splunk can help with the issues we face.”

Tech Nonprofit Mentee

Safeguarding the Children’s Discovery Museum with Splunk

Children’s Discovery Museum of San Jose inspires creativity, curiosity and lifelong learning, so today’s children become tomorrow’s visionaries. Gregg Daly, Senior Technical Marketing Manager at Splunk, has worked with the museum since 1999 — and thanks to his efforts, it became the first beneficiary of Splunk’s product donation program in 2015, receiving software licenses, training and support to help advance its mission.

Splunk provides the powerful security platform the museum needs, protecting assets such as its physical infrastructure and sensitive donor data. For years, its small IT team worked to store code and security and operational processes in Splunk. That made all the difference in early 2020, when Santa Clara County was among the first U.S. regions to issue pandemic emergency orders.

“During the early part of the pandemic, we had no procurement or upgrades, and we were literally locked out of our buildings,” says Gregg. “Since we had captured so much of our knowledge in Splunk, we knew exactly what was happening in our security environment and could weather the crisis.”

The Children’s Discovery Museum continues to use Splunk to detect and resolve security issues faster, slash the number of spam emails, and stay audit-ready. “Splunk helps the museum keep its IT healthy, cost-efficient and accurate — and that’s what resilience is all about,” says Gregg.





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Ethical and Inclusive Growth

Splunk's commitment to ethical and inclusive growth supports our business strategy. We prioritize diversity, equity, inclusion and belonging (DEIB), our people and their careers, along with equity in our supply chain, to create positive impact across our company, our customers, our suppliers and in our communities. This commitment also helps us attract and retain a diverse workforce with a broad array of skills, strengths and perspectives, and compete in a competitive market for talent.

Splunkers benefit from — and help create — a company culture that is inclusive and engaging and that fosters career growth. We support our workforce through health and well-being programs, a focus on training and career development, and DEIB initiatives that include support of our nine employee resource groups.

We see DEIB as a competitive advantage for Splunk, helping us accelerate growth and performance as an employer, a service provider and a corporate citizen. Likewise, by sourcing from diverse suppliers, we support the economic development of historically underrepresented communities while bringing small businesses into our supply chain. These practices also enhance our reputation and build loyalty among our stakeholders.

Splunk remains committed to a flexible work model, which includes in-office, hybrid and distributed roles. We support the different ways in which Splunkers work, and also see incredible value in our spaces to drive collaboration, innovation and connection with Splunkers and with our customers.

PRIORITIES

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



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The Talent & Compensation Committee of Splunk’s Board periodically reviews and discusses human capital management activities with Splunk leadership. This can include matters related to: talent management, development and acquisition; employee engagement; and diversity, equity, inclusion and belonging. The People Organization’s leadership team (led by our Chief People Officer) includes individuals responsible for each of these areas. The Chief Executive Officer and Splunk’s executive leadership team oversee these efforts.

Our Chief Financial Officer has management responsibility for our supplier diversity program, which is part of Splunk’s broader Global Spend Management team.

Our Corporate Governance Guidelines reflect our Board of Directors’ commitment to diversity by explicitly stating its commitment to include qualified diverse candidates in the pool from which board nominees are considered. We believe that a more diverse board is better prepared to respond effectively to the varying needs of our customers, shareholders, employees and other stakeholders. Our Chief People Officer periodically reviews and discusses DEIB and a range of human capital management functions with the board’s Talent & Compensation Committee.

Splunk’s Chief Belonging Officer is accountable for executing the DEIB strategy across the enterprise. The DEIB team leads the strategy and drives outcomes for our people and culture.

Our nine Employee Resource Groups (ERGs) are a critical part of our DEIB governance model, enabling Splunkers to play an active role in advancing DEIB throughout our company. ERGs catalyze the employee voices, perspectives, wisdom and experiences that inform our programming, and

help ensure we’re delivering outcomes aligned with our company DEIB strategy. To directly connect our workforce with senior leadership, each ERG is supported by a member of Splunk’s executive leadership team who serves as an Executive Sponsor — accelerating progress while raising the visibility, influence and impact of ERGs.

Highlights and Accomplishments

In FY23, our key highlights and accomplishments included:

- Implementing our new multi-year Diversity, Equity, Inclusion and Belonging (DEIB) strategy.
- Introducing our new internal career mobility platform.
- Training Splunkers in inclusive hiring practices such as interviewer training and certification, improved interview feedback and insights from technology.
- Enhancing our talent development programs, with an initial focus on setting goals.
- Continued investment in recruitment programs to improve the representation of women and underrepresented groups.

Splunkterns Use Splunk Technology to Shed Light on Global Issues

In FY23, we welcomed more than 275 interns from eight countries to Splunk. “[Splunkterns](#)” gain valuable skills and early-career experiences as they work on projects that build a safer and more resilient digital world. Splunk benefits by identifying and nurturing early tech talent.

During their summer with us, they can join Splunk for Splunkterns — a six-week program run by our People, Education and Global Impact teams. They learn to use Splunk technology as they team up to select a social issue, find and analyze datasets, and create a dashboard based on their analysis. At the end of the program, we share the [dashboards](#) with Splunkers for a company-wide vote to select a winner.

“Through the program, Splunkterns learn to extract meaningful information from raw data while making friends, honing technical skills, and deepening their awareness of how data drives social impact,” says Geoffrey Martins, Senior Engineering Manager. “It gives them an opportunity to show us what they can do and how their skills can help create change.”

Talent and Careers

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To grow and prosper as a business, Splunk must attract and retain a diverse global workforce. We believe that investing in the development of employees and their leaders, while creating a positive employee experience, is the key to both. The changing nature of work continues to transform organizations, and we know our success depends on being responsive and agile. That’s why investing in the employee experience is Splunk’s top business priority.

Our approach to recruitment, career growth and leader development is guided by three overarching objectives:

- Design and optimize inclusive hiring systems and processes that attract outstanding talent and minimize any potential for bias.
- Create a work environment that fosters employee engagement, retention and inclusion through learning opportunities and career development, strong leadership, and open communication and trust.
- Leverage workforce insights that help optimize talent and business decisions.

We seek to attract top talent in an intensely competitive market and hire people who reflect the diverse communities where we operate. To meet those challenges, we build strategic partnerships, train our team on inclusive recruiting and interviewing practices, and use recruiting and assessment technology thoughtfully.

Once Splunkers join our company, we prioritize their ongoing career journey — as both individuals and teams. Our career development framework ensures that Splunkers learn and grow, have ongoing career conversations with their leaders, and understand their direct impact on our business and communities. Since collaboration is critical to our work, we also focus on how teams and functions learn together. Investing in our people drives the innovation, engagement and retention vital to our success — and strengthens the culture that helps us compete for new talent.

Strong leadership is critical to attract and retain top talent, and that’s never more true than in times of global uncertainty and change. We expect our leaders to create an inclusive workplace culture, support the health and wellness of team members, and lead their teams to solid business results.

Our Total Rewards program and recognition philosophy rest on our commitment to pay equity and transparency. Splunk’s compensation practices are designed to promote pay equity around the globe and provide pay transparency to internal and external candidates, and our career development framework supports inclusive advancement and promotions.

Attracting Diverse Talent

To reach more diverse and emergent talent, we have developed recruiting strategies that allow us to cast a wide net. We have also built strategic partnerships with outstanding organizations, including:

- **Historically Black Colleges and Universities (HBCUs):** Florida A&M University, Howard University and North Carolina A&T State University
- **Hispanic Serving Institutions:** California Polytechnic State University, San Luis Obispo, Florida International University and Texas A&M University
- **Women:** The Mom Project
- **Veterans:** HireMilitary and TechVets

Established in 2020, Splunk’s HBCU Academic Scholarship Program supports students in underrepresented groups who attend historically Black colleges and universities.

The selection committee includes representatives of Splunk’s BEAMS (Black Employees Achieve More @ Splunk) employee resource group along with the Emerging Talent team. Since the program began, Splunk has awarded 35 scholarships.

FY23 Progress and Performance

Delivering an exceptional employee experience — one where every Splunker can be themselves, do their best work and thrive — remains a priority for us. We have built a multi-year employee experience roadmap detailing the initiatives and programs that drive talent outcomes for current and future Splunkers.

When competition for talent in our market is intense, we need to ensure that candidates have a positive and inclusive experience. In FY23, we launched a science-based online talent assessment program. Built and managed by industrial-organizational psychologists, it better connects candidates to job opportunities and helps reduce potential recruitment bias.

Interviews can be high-stakes on both sides of the table, and in late 2022, we launched an interview training program for new people managers (to be expanded to all interviewers throughout FY24) to improve consistency and validity. In FY23, nearly 400 Splunkers completed the program with a 91% satisfaction score. The Talent Acquisition team will continue to promote the training. Building on the foundation of training, we launched new intelligent interviewing technology to help interviewers drive consistency and fairness in interviews, and to promote thoughtful hiring team conversations and reduce potential unconscious biases as we work toward high quality, fair hiring outcomes. We will use this technology in all interviews beginning in the second quarter of FY24.

Internal career mobility — providing Splunkers with avenues to explore different roles and functions within our company — supports employee growth and retention. In FY23, we launched a dedicated platform for Splunkers to

explore internal opportunities, which we'll expand over the next several years with stretch assignments and job rotation programs. Since launch, we have filled 20% of all new positions with current Splunkers who use this new platform.

Mentorship and sponsorship programs are proven to enhance career growth, job satisfaction and retention, so they are an ongoing focus for us. Working with our BEAMS employee resource group, we laid the groundwork for *Building Bridges*, a program that raises Splunkers' awareness of career sponsorship and equips them to be effective sponsors and protégés. *Building Bridges* graduated its first cohort in early FY24.

To evaluate the effectiveness of our approach to talent and culture, the executive leadership team regularly reviews hiring and retention initiatives across the company. Performance measures include research into our critical talent pools to monitor engagement and attrition across them. Staying close to and understanding the data helps us benchmark benefits and compensation, evolve our talent development programs, ensure we align with government regulations, and continuously improve.

Employee listening — through methods like frequent surveys, near-weekly global Town Hall meetings and ongoing one-on-one career and performance conversations between employees and their managers — helps Splunk management evaluate culture, internal communications and employee program effectiveness. Our "Loop" global employee listening and engagement survey is conducted twice each year to collect feedback on key aspects of the Splunker experience, focusing on employee engagement and satisfaction. Based on our Fall FY23 Loop survey results, overall employee engagement trended two points lower at the end of FY23 than at the beginning of the year (from 68% to 66%). Our

highest-scoring areas were Alignment & Involvement, DEIB and People Managers, consistent with the highest scoring factors in the Spring FY23 survey.

For a full suite of Splunk people metrics, please reference the [ESG Data Tables](#) in this report.

What's Next

For Splunk, building an inclusive culture and positive employee experience is an ongoing commitment. We continue to integrate inclusive principles and behaviors into all points of engagement with our leaders, managers and Splunkers throughout the talent life cycle — from planning and acquisition to onboarding and integration, and ongoing career development.

We remain committed to inclusive sourcing and selection practices. By analyzing job descriptions, qualifications and assessment criteria and incorporating specific competencies and interview questions, we will drive more consistency and objectivity in the hiring process and help remove unconscious bias.

We also plan to deploy innovative interview analytics and use the resulting insights to coach interviewers, leading to better interview experiences and outcomes for both candidates and hiring teams. Those insights will also be valuable as we continue to evolve the Splunk Certified Interviewer program, which will become an essential training requirement for all Splunk interviewers by the end of FY24. We also continually examine programs to ensure they support inclusive hiring. For example, we are reviewing our employee referral program to ensure that it engages Splunkers in building an organization more representative of the communities where we operate.

Diversity, Equity, Inclusion and Belonging

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Splunk’s culture and our diverse workforce are key to us fulfilling our vision and mission.

Against a backdrop of growth and change, Splunk’s competitive advantage continues to be the rich diversity of our people. We remain steadfast in our commitment to representation at all levels of our workforce. While this commitment is not new, we continue to evolve the ways we deliver on it in a distributed work environment.

In FY23, we expanded our function and focus from DEI to DEIB (Diversity, Equity, Inclusion and Belonging). We recognize that the basic human need for connection and belonging is more pronounced than ever due to increased societal polarization, post-pandemic isolation and a distributed workforce. The elevation of belonging as one of our North Stars goes beyond just words — it’s a vital recognition of our times. We strongly believe that cultivating a culture of belonging is not only the right thing to do for our people, but the smart thing to do for our business. When individuals can be their best, most authentic selves, inspiration and innovation flourish and we all thrive.

Our updated DEIB strategy emphasizes the people, leadership, culture and systems capabilities needed to achieve our ambitions. It is built around four strategic objectives: growing a diverse workforce, leading with inclusion, ensuring fairness and equity in our systems and processes, and elevating employee voices and stories. Our DEIB strategy supports and brings to life our business strategy, organizational structure and people. We intend to implement our multi-year strategy in two phases: first, a focus on strengthening our culture of belonging within Splunk and second, infusing belonging into our products, services, and customer-facing experiences.

FY23 Progress and Performance

In FY23, Splunk made meaningful investments to grow our DEIB capability. We published our fourth Diversity Annual Report, outlining our progress and identifying opportunities for further growth. We also began using our Loop employee engagement survey to measure belonging sentiment among Splunkers. To expand professional development across all identities, we scaled our Career Mentorship Program (CaMP) with four cohorts in 2022 that reached nearly 900 mentees. For more details, view Splunk’s full [2022 Diversity Annual Report](#).

Splunk has remained firm in our commitment to growing the [diversity of our workforce](#) at all levels. In FY23, the global percentage of Splunkers identifying as women increased in all job categories, including leadership, people managers, technical and non-technical roles, and overall representation. In the U.S., the representation of employees identifying as Black/African American also grew across all

job categories. However, despite growing Asian representation in U.S. people manager roles in FY23, we saw a decline in Asian representation in leadership, technical and non-technical roles and overall. Our Hispanic/Latinx representation also experienced a year-over-year decline in leadership, people managers, non-technical roles and overall representation.

Mixed progress is not the bar of excellence to which we aspire, and we know there is more for us to do. We remain deeply focused on increasing the representation of women and underrepresented groups, and will continue to invest in the systems and leadership capabilities needed to accelerate and sustain our growth.

To learn more about Splunk’s DEIB performance, workforce composition and hiring metrics, please see our [2022 Diversity Annual Report](#), and the [ESG Data Tables](#) section of this report. For information about the composition of our Board, see our [FY23 Annual Report and Proxy Statement Board Diversity Matrix](#).



Splunk's Employee Resource Groups



BEAMS
Splunk



DISABLED = TRUE
Splunk



NATIVES
Splunk



NEURO DIVERSITY
Splunk



PILIPINX
Splunk



PRIDE
Splunk



SOMOS
Splunk



VETERANS
Splunk



WOMXN+
Splunk

What's Next

Looking ahead to the rest of FY24, our focus will be on increasing the capability of our leaders and systems to accelerate the growth of our inclusive culture and the diversity of our workforce. We will continue to emphasize growing the representation of women and underrepresented groups in leadership, and we plan to launch our new DEIB learning curriculum, beginning with our senior leaders and people managers.

Further, we plan to deepen our investment in mentoring and sponsorship by launching a new enterprise mentoring platform and expanding our *Building Bridges* program, which connects rising talent with seasoned leaders. Last but not least, we plan to continue empowering our ERGs with support and programming aimed at growing community, awareness, professional development and growth for all Splunkers.

LEARN MORE:

DEIB progress and performance:
[2022 Diversity Annual Report](#)

Board-level diversity: [FY23 Annual Report and Proxy Statement](#), pgs. 12, 15, 17

Board-level governance for DEIB: [Talent & Compensation Committee Charter](#), pg. 3

Talent Attraction and Retention risk factors: [FY23 Annual Report and Proxy Statement](#), pgs. 144-145

[ESG Data Tables, People Data](#), pgs. 63-71

Advancing Accessibility at Splunk

Accessibility is the practice of making something — a building, an experience, or a website — usable by all, no matter an individual's ability. We encounter this in the built environment all the time when we see ramps next to stairs or talking crosswalks. Even well-loved technologies like high color-contrast monitors and video captioning resulted from accessibility efforts.

This same thought must be applied to the digital spaces we build, which is why Splunk has made a commitment to maintaining and enhancing our product accessibility for all users. By improving the usability of our products, we widen our aperture of impact, taking our customers to new heights.

“We’re shifting our culture to infuse digital accessibility into all we do,” says Emma Hardman, Senior Accessibility Program Manager at Splunk. “That means updating processes, trainings and tools to upskill our teams.”

Those efforts are paying off. In FY23, Splunk introduced several new Voluntary Product Accessibility Templates (VPATs) — documents that outline how our products conform with accessibility standards — with more planned for FY24.



We’re shifting our culture to infuse digital accessibility into all we do. That means updating processes, trainings and tools to upskill our teams.”

Emma Hardman,
Senior Accessibility Program Manager at Splunk





Splunk’s ERGs: Developing Future Leaders: Catalyzing Action and Change

Splunk’s nine Employee Resource Groups (ERGs) are crucial to shaping Splunk’s culture, supporting and elevating underrepresented groups and aspiring allies in alignment with our DEIB strategy.

As employee-led groups, they also play a vital role in developing future company leaders — serving as leadership incubators. “ERG leaders develop a range of business skills, from pitching ideas to executive sponsors, navigating large organizational structures and partnering across functions, to aligning their ERG strategies with broader, Splunkwide goals,” says Christopher Russell, Senior Program Manager, ERGs. “That helps us build a diverse bench of talent with promotion potential.”

ERGs also catalyze action to address the needs of their communities. As an example, the Disability ERG partnered with Splunk’s Global Events Marketing team to advocate for updated practices at Splunk events that increase accessibility and inclusion for all attendees. With their guidance and input, Splunk’s event marketing team has implemented changes to our annual user conference to provide greater access and onsite accommodations.



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Christopher Russell, Senior Program Manager, ERGs at Splunk

Supplier Diversity

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At Splunk, we define diverse businesses as those 51% or more owned, operated and managed by people who identify as women, minorities, veterans, members of the LGBTQ+ community and/or persons with disabilities. Diverse businesses are essential to our business and our communities. However, they face challenges in competing with large corporations and incumbent vendors.

Splunk's supplier diversity programs aim to create a level playing field that supports the economic growth of a diverse business community. We use a targeted approach to increase both our number of diverse suppliers and our spending with these businesses. Through proactive outreach to diverse suppliers, we work to create a more balanced supplier ecosystem.

We also partner with leading diversity organizations to help us identify and engage with certified diverse-owned businesses. These include:

- [Disability:IN](#)
- [National LGBT Chamber of Commerce \(NGLCC\)](#)
- [National Minority Supplier Development Council \(NMSDC\)](#)
- [National Veteran-Owned Business Association \(NaVOBA\)](#)
- [Women's Business Enterprise National Council \(WBENC\)](#)

Through these organizations, Splunk identifies businesses with diverse ownership, invites them to bid on opportunities and arranges one-on-one matchmaking sessions with our Sourcing team. To make it easier for suppliers to engage with Splunk, we also include information about our supplier diversity program on our [Supplier Central web page](#).

FY23 Progress and Performance

One way we can help small and diverse suppliers succeed is providing shorter payment terms to help with cash flow. In FY23, we were proud to pilot an expedited payment terms program for qualified suppliers. We also provided resources and guidance to help self-reported businesses gain certification as diverse suppliers — including both incumbent suppliers and those interested in doing business with Splunk.

Splunk's entire Global Spend Management team has access to our supplier diversity dashboard, built on Splunk technology. Through the dashboard, we monitor our spend with small and diverse businesses, measure our progress and performance, and identify opportunities to improve. During FY23, we also analyzed our diverse supplier spend by category.

What's Next

In FY23, we aimed to direct 4% of our addressable spend to small and diverse businesses to support their economic growth and contribute to equity. Our actual performance was 5.7%, exceeding our goal.

In FY24, we will deepen our efforts to attract new small and diverse suppliers and identify opportunities for incumbent suppliers. That includes providing proactive guidance and training where needed, and requiring that Splunk Requests for Proposal (RFPs) include diverse suppliers. Our partnerships and programs, like expedited payments, support our ongoing efforts to increase our diverse supplier spend.

In FY24, we will also continue to build out our supplier dashboard through peer benchmarking and setting category-based targets.

 **LEARN MORE:**

- [Sustainability and Supplier Diversity](#)
- [Splunk Supplier Diversity Qualifications](#)
- [Supplier Code of Conduct](#)



Data Responsibility

In an era of economic and political uncertainty, and as we continue to emerge from a global pandemic into a more digital world, organizations are increasingly being tested. Every organization today has significant reliance on a complex digital landscape, and must keep their digital systems afloat in the face of increasingly sophisticated threats, more frequent system outages, and system breaches and failures.

In this environment, digital resilience — the ability to prevent, detect, react, recover and respond to events that have the potential to disrupt business processes and vital services — is mission critical to Splunk and our customers. Driven by our purpose to build a safer and more resilient digital world, we offer innovative solutions to help our customers navigate threats, protect their data, and keep their systems secure, trusted and available.

Splunk offerings have been deployed by over 90 of the Fortune 100 companies, and our customers rely on Splunk more than ever to detect threats and keep their data secure. Across Splunk, we will continue to work to proactively address customer data security and keep customers — and their data — safer.

PRIORITIES

- Data and AI Ethics
- Data Privacy
- Data Security

Organizations also face a complex regulatory environment for data privacy and security, with a global patchwork of data regulations and compliance regimes that vary across regions, countries and states. This places the burden on companies to understand and align with disparate regulations. Splunk is committed to complying with global and industry standards and supporting our customers' compliance efforts.

Our management approach is to carefully analyze technology developments, evolving regulatory standards, market trends and customer needs and then embed those findings into our business.

Splunk's Secure by Design philosophy informs development, deployment and operations of our security products and services. We are committed to regular cyber and information security awareness and training across Splunk. Splunk implements programs for employee training, incident response, tabletop exercises and business continuity planning and testing with respect to the protection of customer and sensitive data.

We have an enterprise-wide program to respond to, contain and remediate events as they occur, and we use our own technologies to monitor systems and assets to pre-emptively avoid such occurrences. Splunk's Detection and Monitoring Operations (DMO) team deploys our technologies to monitor and alert on anomalies and potential threats. We report and track events from initial detection through resolution and remediation, and capture lessons learned for continuous improvement.



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The Cybersecurity & Data Responsibility Committee (C&DRC) is one of Splunk’s four Board-level committees. It is dedicated to the oversight of Splunk’s cybersecurity and data responsibility strategies, initiatives and risks.

At the management level, Splunk’s Chief Information Security Officer leads our Global Security team and oversees all facets of global enterprise security and secure product development to protect Splunk and its customers, including cloud and application security, operations, threat management, penetration testing, risk assessment and customer trust. Similarly, Splunk’s Data Protection Officer leads our Global Data Protection team, overseeing our data protection programs and corresponding controls to help ensure data protection and privacy compliance and meet our customer commitments. Both roles provide regular updates to the C&DRC.

Working in parallel, Splunk’s Assurance, Advisory, Risk and Compliance (SpAARC) group oversees internal enterprise risk management, assurance, and internal controls to manage data risk, and reports to the Board’s Audit Committee. For more details, see the [Managing Risk and Ensuring Quality](#) section of this report.

Highlights and Accomplishments

In FY23, our notable achievements included:

- Became a private sector alliance partner in the U.S. Cybersecurity and Infrastructure Security Agency’s Joint Cyber Defense Collaborative (JCDC). The JCDC is a partnership between government and industry that drives collective action across the cybersecurity community with a focus on planning, threat analysis and defensive operations to combat future cyberthreats.
- Expanded our engagement with industry thought leaders on AI and data ethics matters, participated in AI policy and ethics development and advocacy through BSA | The Software Alliance and continued our collaboration with the Future of Privacy Forum and the World Economic Forum, among others. Splunk’s SVP, Chief Legal Officer, Global Affairs and Secretary, Scott Morgan currently serves as BSA’s Board Chair.
- Appointed Chief Information Security Officer Jason Lee, a respected member of the software security community, to lead Splunk’s adoption of best practices for world-class cybersecurity compliance.
- Achieved UK Cyber Essentials and Cyber Essentials Plus certifications.
- Updated our customer and data protection agreements to comply with new UK and EU Standard Contractual Clauses (SCCs).
- Certified under the Privacy Shield arising from the new EU-U.S. Data Transfer Framework.

- Established organization compliance under California Consumer Privacy Act of 2018 and U.S. state privacy laws. Splunk monitors new U.S. state privacy laws as they are adopted, and is focused on complying across all states.
- Launched multiple workstreams to address the Cybersecurity Executive Orders from the Biden Administration including Executive Order 14028, which covers supply chain security and resilience in the software industry. We are also preparing to meet the product security requirements established by the U.S. government and other applicable regulated industries we sell to (such as financial services).

LEARN MORE:

Board oversight: [Cybersecurity & Data Responsibility Committee Charter](#)

Risk Factors Related to IT, Privacy and Data Security: [FY23 Annual Report and Proxy Statement](#), pgs. 155-160

[Splunk Protects](#)

[Splunk Enterprise Security](#)

[Digital Resilience Pays Off](#), Splunk research report

FY23 Programs, Progress and Performance

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Splunk embraces our responsibility to use data ethically and transparently and to implement best data practices. We build our data responsibility programs, technology and procedures to help ensure the resiliency and integrity of our operations and provide effective data privacy and security for our customers, employees and partners.

Data and AI Ethics

As generative AI adoption and use continue to accelerate, Splunk is actively addressing the implications to ensure our products developed with the aid of AI tools, incorporating AI, or offering AI assistive features, and our internal business usage of AI are trustworthy and ethical. Splunk has multiple functions, including Product and Technology, Legal, Global Impact, and GTM teams working together to further establish Splunk’s Ethical AI Principles. The working group carefully considers emerging regulations, stakeholder input, customer expectations and our company values in its efforts to align Splunk’s AI principles with its purpose and product usage.

Data Privacy

Splunk follows rigorous, detailed standards for the data we collect and how we use data. We train employees on our policies and procedures for data protection and secure data handling, and we maintain physical and procedural safeguards to keep our and our customers’ assets secure. For additional details, please see the [Data Privacy at Splunk](#) page on the [Splunk Protects](#) portal.

Data Security

We design our products and services to meet our customers’ data security needs. That includes access controls, logging and monitoring, notification of data breaches, penetration testing and encryption. To ensure our cloud infrastructure remains secure,

we use a range of technologies and access protocols, arrange annual audits by external auditors and maintain industry-leading cybersecurity certifications. We support corporate security operations through information security policies and procedures, managed by our Splunk Global Security team at the direction of our Chief Information Security Officer.

What’s Next

Splunk and our customers face an evolving global regulatory and compliance environment that is more dynamic than ever. The move to cloud, and the increasing activity of threat actors is causing governments and regulators to focus on ever vigilant requirements to ensure the safety and security of their citizens and constituents’ digital assets and service offerings. We expect the number and complexity of cybersecurity, AI and data privacy laws to continue to evolve and increase in FY24 and beyond.

Splunk is closely monitoring the [U.S. National Cybersecurity Strategy](#) and the associated [Implementation Plan](#), which includes 65 Federal initiatives. We look forward to supporting implementation of the plan by engaging in initiatives that are material to Splunk and in which we can offer expertise. We are also monitoring legislation and regulations that are part of the [EU digital agenda](#).

We are also seeing a greater emphasis on disclosing vulnerabilities within the supply chain and developing mitigation strategies, and we are focusing on how Splunk can respond — and support customers in their own compliance efforts.

Compliance certifications, standards and regulations for our products include:

- ISO 27001 Certification
- SOC 2 Type II Report
- HIPAA
- PCI DSS
- FedRAMP Moderate
- UK Cyber Essentials and UK Cyber Essentials Plus
- Infosec Registered Assessors Program (IRAP)
- Trusted Information Security Assessment Exchange (TISAX)
- FIPS 140-2 Certification
- U.S. Department of Defense (DoD) Impact Level 5 (IL5)
- Common Criteria
- Accessibility

For a full listing of country- and product-specific compliance (cloud, on-premises and corporate), visit the [Compliance](#) section of the [Splunk Protects](#) website. We will continue to develop and improve the content of this website to ensure we provide up-to-date information.

Listing is current as of October 2023.



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Fighting Higher Education Fraud with Splunk

When thinking of higher education fraud, plagiarism and academic misconduct might come to mind first, but colleges and universities face a variety of threats. As major employers and purchasers, they must watch for payroll, purchase order and credentialing fraud. Since they collect tuition fees and grant money, they're vulnerable to transaction and financial aid fraud, misuse of grant funds and payment card theft.

Fraud is a data problem, and through Splunk, higher education institutions can successfully fight back. Splunk helps customers look across data sources to quickly spot anomalous behavior that might signal fraud. Using Splunk, Arizona State University identifies suspicious location and identity changes before running payroll — preventing fraud and automating a formerly manual process that took significantly longer.

The currency of higher education is knowledge, making copyright protection a priority. The University of North Carolina's library uses Splunk to spot anomalous behavior in downloading and distributing copyrighted materials. By preventing unauthorized use of materials, UNC protects author rights while avoiding fines and revocation of access from publishers.



Partnering with Government Agencies on Cybersecurity and Digital Resilience

Splunk is proud to sponsor [GovSummit](#), a free annual event held in Washington, D.C. GovSummit provides a unique opportunity for public sector leaders to learn, connect and share solutions to meet government's most important challenges. The 2022 theme was digital resilience, with industry experts and government leaders sharing insights into why we must build and maintain cyber resilience — and how to do it.

Also in 2022, Splunk became a private sector alliance partner in the U.S. Cybersecurity and Infrastructure Security Agency's [Joint Cyber Defense Collaborative](#) (JCDC). The JCDC is a partnership between government and industry that drives collective action across the cybersecurity community with a focus on planning, threat analysis, and defensive operations to combat future cyber threats.





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Environmental Sustainability

The Environmental Sustainability pillar of our Global Impact Strategy focuses on climate change, resource efficiency, and sustainable sourcing and procurement. Together, these programs drive efficiency and positive impacts, manage and mitigate business risks, and meet customer, regulatory and employee expectations for environmentally responsible business practices.

Environmental sustainability programs contribute to durable business growth by identifying and mitigating risks such as: environmental compliance in new jurisdictions; increased costs for energy and materials amid global conflict and inflation; hidden downstream risk in our supply chain; and climate risks to our business, IT assets and Splunkers worldwide. A strong sustainability program also supports the employee experience by helping to attract and retain employees who want to work for a company that mirrors their values. Many of our customers — the lifeblood of our work — expect and in many cases require Splunk to have a mature sustainability program as part of doing business.

We introduced environmental sustainability as the fourth pillar of our Global Impact Strategy in FY22. Since then, we've built an in-house sustainability team, announced our intent to achieve net zero emissions by 2050, launched a global climate strategy, prioritized focus areas for the Resource Efficiency program, founded the Splunk Earth Alliance employee affinity group, formed a cross-functional Sustainability Collaborative, and advanced the Sustainable Sourcing and Procurement program.

PRIORITIES

- Climate Resilience and Innovation
- Resource Efficiency
- Sustainable Sourcing and Procurement



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The Governance & Sustainability Committee of Splunk’s Board of Directors oversees sustainability matters, including climate change. For a full overview of Splunk board oversight, please see Splunk’s [FY23 Annual Report and Proxy Statement](#).

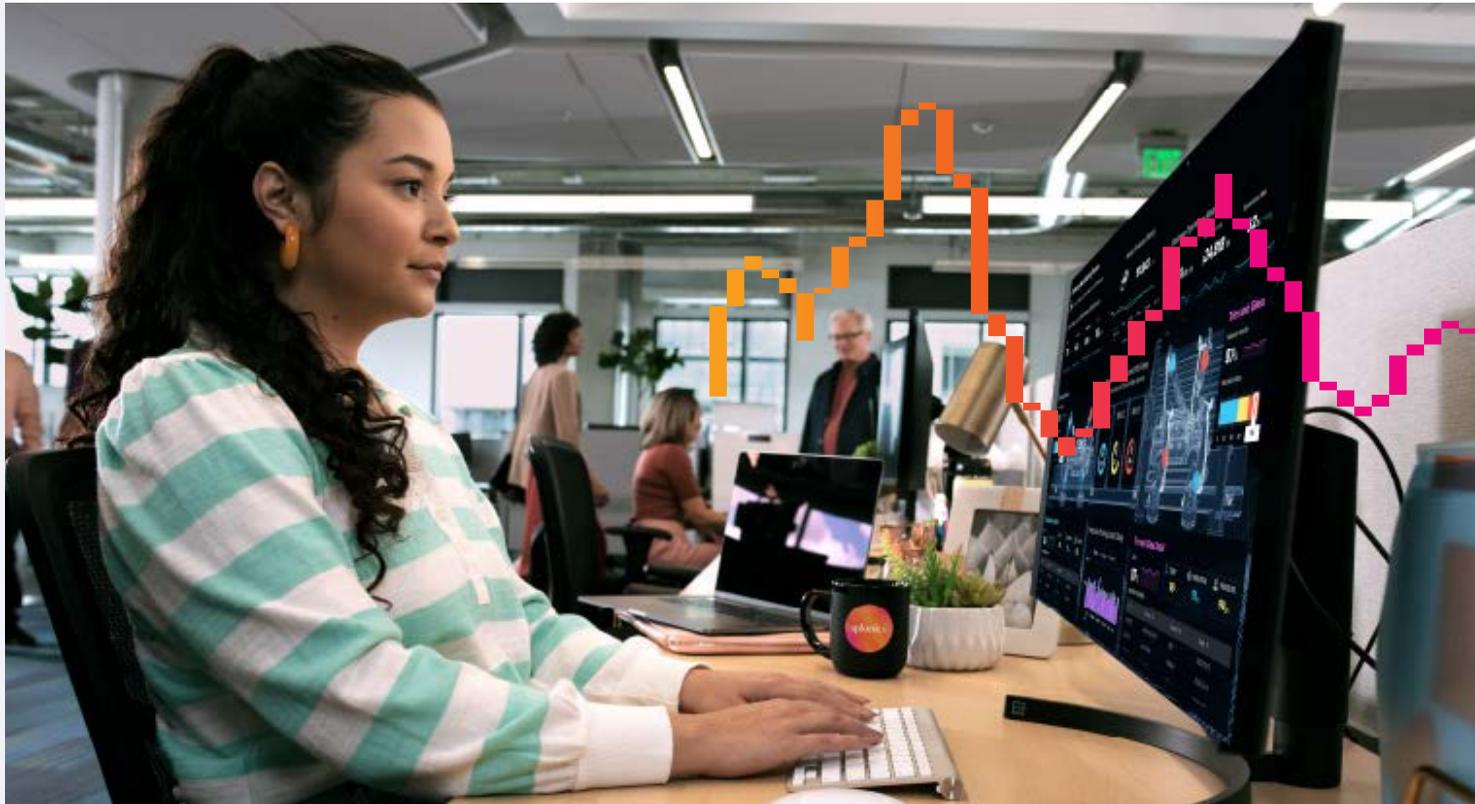
The Chief Legal Officer serves as executive champion of the climate strategy. Reporting functionally to the Chief Global Impact Officer, the Senior Director of ESG and Sustainability partners with the Chief Legal Officer to provide regular updates to the Governance & Sustainability Committee, and with the VP of SpAARC (Splunk’s Assurance, Advisory, Risk and Compliance group) to provide annual updates on sustainability data, disclosures and controls to the Audit Committee. Splunk provides public updates through this annual Global Impact Report and CDP Climate disclosures.

The Senior Director of ESG and Sustainability is responsible for developing and implementing Splunk’s climate strategy. To evaluate the effectiveness of our approach to climate change, the executive champion periodically meets with the Senior Director of ESG and Sustainability and Chief Global Impact Officer to track progress. The Governance & Sustainability Committee receives periodic updates on climate strategy.

To ensure strategic alignment, the Senior Director of ESG and Sustainability partners with leads from other Splunk functions that influence aspects of environmental sustainability, such as the Finance organization’s Procurement and SpAARC teams; the People organization’s Workplace Experience and Real Estate (WEaRE), Global Intelligence, and Global Health, Safety and Security teams;

and the employee-led Splunk Earth Alliance group, among others. At the tactical level, a newly formed Splunk Sustainability Collaborative meets periodically to ensure alignment and knowledge sharing across Splunk’s sustainability workstreams. The Collaborative includes the ESG and Sustainability team, Head of Supplier ESG and M&A, WEaRE ESG lead, and co-leads of the Splunk Earth Alliance.





Efforts to measure, manage and reduce environmental impacts of our operations are generally overseen by three Splunk teams:

- The Global Impact function's **ESG and Sustainability team** oversees enterprise-level environmental impact assessments and strategy, environmental management and reporting, and ensures the prioritization of Splunk's environmental focus areas, which are energy and climate first, followed by waste and water.
- The **Workplace Experience and Real Estate (WEaRE) function**, which oversees our global office footprint and operational impacts, is part of Splunk's People organization — reflecting how critical workspaces are to Splunk's culture and employee experience. Facility-level programs such as electric vehicle charging stations, office recycling and on-site solar power purchase agreements fall within WEaRE. The WEaRE ESG lead has facilities-level accountability for sustainable offices.

- Splunk's **Procurement function** focuses on reducing the environmental footprint of the goods and services our vendors provide to Splunk, managing sustainability-related supplier risk, and engaging our suppliers in environmentally sustainable practices. It is part of the Finance organization, led by our Chief Financial Officer. Our Head of Supplier ESG and M&A oversees the Splunk Sustainable Sourcing and Procurement program. Splunk's **Supplier Code of Conduct** lays out our expectations and standards of Splunk suppliers related to environmental laws and regulations, permits and reporting, resource consumption, pollution prevention and minimizing waste.

Highlights and Accomplishments

In FY23, our key highlights and accomplishments included:

- Advancing our internal climate strategy development work by completing a global climate risk assessment, modeling the resilience of the business relative to projected climate scenarios, assessing net zero transition tactics, and identifying potential near-term climate targets in line with the SBTi.
- Expanding the ESG and Sustainability team to build internal capacity and lay the foundation for an enduring and impactful program.
- Engaging Sustainable Sourcing and Procurement in Splunk's climate strategy launch and workstreams to develop the Scope 3 climate evaluation targets for Splunk suppliers.
- Launching the Sustainability Collaborative, a cross-functional working group including ESG and Sustainability, Supplier ESG, Workforce Experience and Real Estate and the employee-led Splunk Earth Alliance group.

Climate Resilience and Innovation

In November 2021, Splunk announced a series of climate commitments designed to manage climate risk, identify opportunities where Splunk can provide positive outcomes, and address growing customer, regulatory and Splunk demand to be “all in” on climate.

The strategy supports Splunk’s business initiatives of world-class customer experience and building for durable growth, assesses regulatory readiness for current and future climate-related mandates, and enhances the employee experience for the many Splunkers who are passionate about climate change.

We measure and track our climate change performance through energy and greenhouse gas emissions data, our third party-assessed score on annual CDP Climate questionnaires, and internal metrics tied to customer expectations for climate commitments and actions. Splunk climate risks are detailed in the [FY23 Annual Report and Proxy Statement](#).

FY23 Progress and Performance

In FY23, we focused on climate resilience assessment and modeling to ensure durable business growth now and in the future. This resilience work laid a critical foundation for our climate strategy development. On the innovation side, we also advanced the [Splunk Sustainability Toolkit](#), based on the Splunk platform, which equips organizations to gain deep insights into their carbon footprint and empowers them to take the necessary actions towards their carbon neutrality goals. [Learn more](#) about how Splunk is meeting customer expectations regarding sustainability and climate change.

In the first half of FY23, we launched our climate strategy workstreams with a detailed analysis of climate science, data and business vulnerabilities. This work was designed to future-proof the business against the near- and longer-term impacts of climate change, including physical, financial, reputational, regulatory and market risks. The results inform our net zero transition plan to reduce emissions along a 1.5° Celsius pathway by the year 2050, in line with the

Business Ambition for 1.5°C, and register our near-term Scope 1, 2 and 3 targets and net zero by 1.5°C by 2050 goals with the SBTi.

During FY23, we:

- Completed a comprehensive climate risk assessment summarized in the [TCFD Index section](#) of the Appendix (in this report).
- Modeled the resilience of the business relative to three projected climate scenarios.
- Evaluated potential net zero transition tactics and pathways based on cost, timing and carbon reduction potential.
- Identified potential near-term climate targets in line with the SBTi for Scopes 1, 2 and 3.

In late FY23, we extended our timeline to complete the climate strategy and announce Splunk’s net zero transition plan and near-term climate targets. Contributing factors for this decision were the need to accommodate broader corporate priorities related to business transformation at Splunk, which included a CEO transition, new executive leadership and many incoming board directors who need to be part of these long-term decisions. Other critical factors included significantly longer lead times for the review and approval cycles for science based targets, and changes to climate-related disclosure guidelines and accounting protocols.

Reference the ESG Data Tables, Environmental Sustainability Data for a detailed accounting of energy, emissions and other climate-related metrics.

Climate Commitments

- Science Based Targets initiative’s Business Ambition for 1.5°C — our commitment to achieve net zero emissions by 2050
- Task Force on Climate-related Financial Disclosures supporter
- CDP Discloser
- BSA | The Software Alliance Global Sustainability Principles

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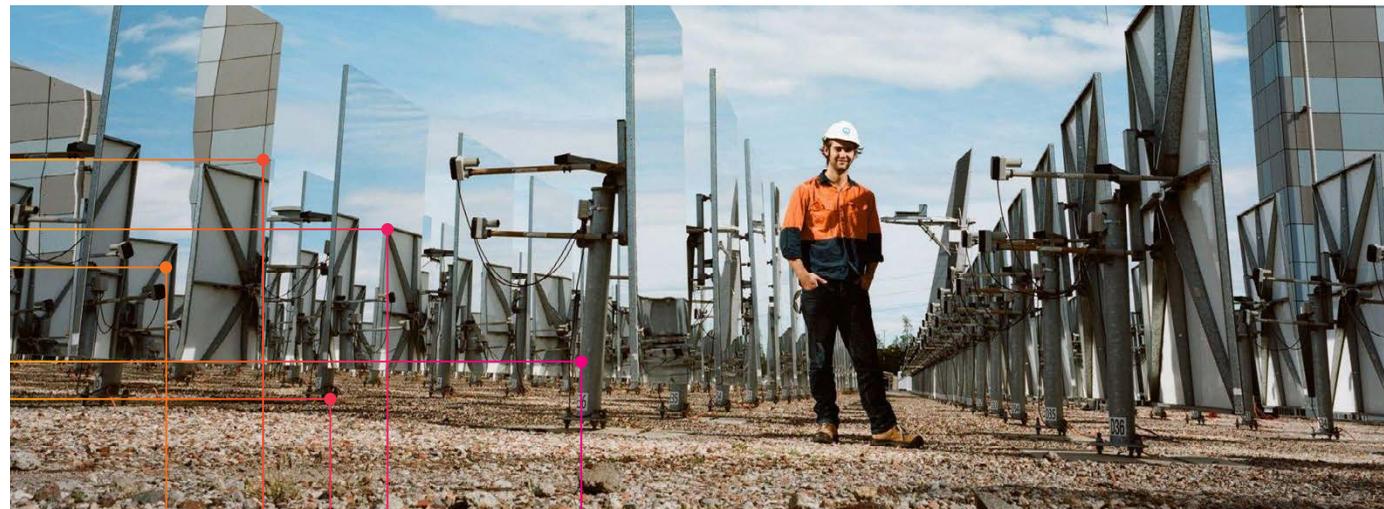
In the first half of FY24, we are expanding our Scope 3 greenhouse gas reporting by assessing all 15 categories of Scope 3 emissions — those emissions upstream and downstream of Splunk that are outside of our immediate operational control. In addition to the Scope 3 emissions sources included in prior reports, we plan to disclose all Scope 3 categories relevant to our business and value chain.

Also in the first half of FY24, we are integrating the results of our FY23 global climate risk assessment into Splunk's Enterprise Risk Management program, Global Intelligence country risk assessment reviews, and business continuity and disaster recovery plans for our offices, data centers and Splunkers worldwide.

In FY24 and FY25, we plan to finalize our climate strategy, net zero transition plan and near-term climate targets.

Once endorsed by leadership, we intend to publish our climate strategy in alignment with the Task Force on Climate-related Financial Disclosures and register our near-term Scope 1, 2 and 3 targets and Net Zero by 1.5° by 2050 goals with the SBTi. One component of the climate strategy will be to educate and engage our distributed workforce in understanding and reducing their work-from-home electricity and emissions.

Looking forward, we anticipate continued regulations and requirements regarding climate-related financial disclosures during the coming years. We are tracking progress and planning for regulatory readiness as climate disclosure requirements continue to be codified in countries that have set net zero goals, and as the anticipated International Financial Reporting Standards (IFRS) Foundation standards for climate-related financial disclosures are adopted in jurisdictions around the world.



LEARN MORE:

Board-level governance: [Governance & Sustainability Committee Charter](#), pg. 2

Climate change risk factors: [FY23 Annual Report and Proxy Statement](#), pg. 169

[ESG Position Statement](#), Environmental Sustainability section

[Splunk Climate Change](#) web page

[ESG Resources](#) web page, Climate Change Disclosures and Reporting section

[CDP Climate Change](#) Disclosures

[UK Carbon Reduction Plan](#)

Splunk Services UK, Ltd. [FY22 Full Accounts financial filing](#) with Streamlined Energy and Carbon Reporting

[ESG Data Tables, Environmental Sustainability Data](#), pgs. 51-62

[Splunk Climate Hero Robbie Hobein: A Data-Powered Sustainability Journey](#), pg. 46

Splunk Climate Hero Robbie Hobein: A Data-Powered Sustainability Journey

For Splunker Robbie Hobein, saving energy isn't just about the data and the positive impact on the environment. It's also fun.

"Ever since I was a girl, I've loved to ride bikes," says Robbie, a technical sales engineer at Splunk.

Through a Colorado-based cycling group, she discovered electric cargo bikes — originally designed to carry kids, but with a 600-pound capacity it was perfect for heavy groceries and other errands. Soon after her e-bike purchase, she and her partner David Millis noticed their daily lives were almost completely car-free.

A couple of years later, they set their sights on their 1885 home. In 2022, they took advantage of Denver's [climate action rebate program](#) to install solar thermal panels, a high-efficiency heat pump, an induction stove, and other energy-saving technology.

Robbie and David are proud "data nerds" who love tracking their impact. Robbie calculates how the miles she rides translate into lower emissions, and recently spread the word about e-bikes with other members of the [Splunk Earth Alliance](#) (a grassroots, employee-led group). The couple also uses Splunk technology to monitor home energy use, creating dashboards of real-time data to inform their decisions, from analyzing energy usage, production and storage to the impact of turning up the heat on a cold day.

For Robbie and David, the changes they've made are all upside: saving money, living healthier, and being good stewards of our planet. As they continue their sustainability journey it will definitely be data-powered.



Data can help you track and model energy use for different purposes, like predicting battery storage needs, estimating how much power you'll need in the coldest and hottest months of the year, and which appliances are using the most energy and when. We can now harness a great deal of machine-generated data from our home, and that's the stuff Splunkers love!"

Robbie Hobein, Sales Engineer at Splunk



Resource Efficiency

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Splunk’s early stage Resource Efficiency program is focused on measuring, managing and reducing Splunk’s environmental footprint across our value chain. A critical part of this effort is working cross-functionally to establish baseline measures and reporting mechanisms, so we can track cost and environmental impact reductions for the resources we consume. Those include municipal and electronic waste, water, energy, and goods and services used in the course of doing business.

The waste associated with our global operations generally comprises municipal waste from our leased service offices (paper, cardboard, plastics, used office supplies, and kitchen waste) and electronic waste (monitors, laptops, peripherals). Splunk recycles office waste and treats, disposes of and recycles electronic waste according to local regulations and environmentally sound management practices. Further, Splunk does not produce chemical, biological, medical or hazardous waste; volatile and/or persistent organic pollutants (VOPs and POPs); hazardous chemicals or pesticides; nor does Splunk emit volatile organic compounds, particulate matter or hazardous air pollutants or utilize conflict minerals in the course of business.

FY23 Progress and Performance

While our top environmental priority in FY23 was climate change, we made inroads in our early-stage resource efficiency efforts. We focused on capacity building and collaboration across three Splunk groups, each focusing on a different aspect — enterprise, facilities and supply chain-level. Our FY23 highlights include:

- **ESG and Sustainability:** Established a Sustainability Program manager role to implement and drive enterprise-level environmental sustainability reporting, management and compliance; identified waste as our next resource efficiency focus area; and partnered with the Workplace Experience and Real Estate (WEaRE) team to identify barriers and opportunities to collect third-party waste data from external building owners and managers.
- **Workplace Experience and Real Estate:** Formed a Workplace ESG working group of WEaRE facility managers who partner to embed environmentally sustainable considerations into our facilities and inspire Splunkers to practice environmental stewardship, whether they work in an office or from home.

- **Sustainable Sourcing and Procurement:** Continued to focus on reducing the environmental footprint of the goods and services our vendors provide Splunk, as detailed in the [Sustainable Sourcing and Procurement](#) section of this report.

What’s Next

After the Splunk climate strategy and targets are launched, we plan to turn our focus on resource efficiency, prioritizing the measurement and assessment of our key wastes as a prerequisite to future waste reduction targets and initiatives. This focus is expected to cover our facilities as well as fostering sustainable work-from-home practices across our distributed workforce.

With the rise of our distributed workforce, we foresee continued efforts to optimize our real estate portfolio and expect our total leased office footprint to decline, even as we expand our presence in key strategic countries, including Poland, Costa Rica and India. With that said, office facilities still play a key role in supporting our global customer base and enhancing the employee experience for Splunk’s global distributed workforce.

A key next step is to understand, benchmark and account for the environmental impacts of our offices in order to establish impact reduction goals.

LEARN MORE:

[ESG Position Statement](#), Environmental Sustainability section

[ESG Data Tables, Environmental Sustainability Data](#), pgs. 51-62

Sustainable Sourcing and Procurement

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As one of three focus areas of the broader Environmental Sustainability pillar, our Sustainable Sourcing and Procurement program focuses on reducing the environmental footprint of the goods and services our vendors provide to Splunk.

We urge all our vendors to adopt environmentally sustainable practices in their operations and consider the environmental impacts of the goods and services they provide. As much as possible, we seek to work with suppliers who stretch beyond the minimum — who lead with sustainability initiatives and principles and commit to sustainable policies, standards and management systems.

Through our Supplier ESG Curriculum, we equip Splunk’s Global Spend Management (GSM) team with the knowledge and tools to partner with suppliers on environmental performance. The GSM team works with suppliers to identify key environmental performance indicators, highlight areas for improvement, and advance their efforts.

FY23 Progress and Performance

We partner with a recognized third-party ESG engagement and assessment firm to evaluate supplier performance across a suite of criteria that are standardized by industry and company size. This initiative began in FY21, expanding to additional waves in FY22 and FY23, and has helped us gain insights into the health of our supply chain. As the number of participating suppliers expanded, we classified them using Splunk’s 12 major spend categories. That allows us to create targeted programs and engagement initiatives based on category.

Also in FY23, the Procurement organization participated in the Splunk climate strategy launch and workstreams, with deep engagement in the Scope 3 climate target evaluation for Splunk suppliers.

What’s Next

The Procurement organization plays a key role in the Splunk Global Climate Resilience and Innovation strategy work that was launched in FY23 and continues into FY24. Our greenhouse gas emissions footprint shows that suppliers represent a portion of Splunk’s Scope 3 emissions, Splunk’s largest emissions source. To reduce the supplier portion of our Scope 3 emissions, we are evaluating science-based Scope 3 supplier engagement targets as part of the broader Splunk net zero transition plan discussed in the [Climate Resilience and Innovation](#) section of this report.

Reducing Cost and Carbon Footprint at Splunk

To Cliff Haynes, each new mouse, keyboard or computer presents an opportunity to reduce cost and carbon footprint at Splunk — all while helping the company source IT equipment in a socially conscious way. So the Senior Director of Strategic Sourcing and Supplier Management innovated Splunk’s approach to optimize the process from manufacturer to end user, with most end users being home workers. “Before, mostly all employees — no matter their location — would order

equipment that had originated from the United States and have it shipped to them,” says Haynes. The mounting logistics costs, and carbon footprint, weren’t insignificant. Haynes saw a better way.

With the support of Mark Hutchins, Senior Director of Splunk’s Global IT Support Team, Haynes spearheaded a new procurement process, now rolled out across all of the United States with five countries in Europe not far

behind. Splunkers now select computer accessories from a standardized catalog, tightly controlling cost in addition to environmental and social impact, ensuring products are manufactured and distributed responsibly. Looking ahead, Haynes and Hutchins are eager to expand the model into more regions around the globe and expand the catalog to computers and ergonomic equipment in an effort to continuously improve Splunk’s social and environmental impact — one mouse click at a time.



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About This Report

Building on our second full annual Global Impact Report released in December 2022, this report covers Splunk's progress for FY23, February 1, 2022 through January 31, 2023. In some areas, content may also cover updates and activities that occurred beyond FY23, generally extending from February 1, 2023 through June 30, 2023.

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

Quality Assurance

Splunk retained the services of a third-party external assurance provider that audited and assured our energy, electricity and greenhouse gas data. The External Assurance Verification Statement is available at the Splunk [ESG Resources web page](#). The Environmental Sustainability, People and Social Impact data presented in the [ESG Data Tables](#) section of this report was internally audited. The Board's Audit Committee reviewed the quality assurance processes, approach and controls prior to the publication of this report. Splunk's full Board of Directors reviewed a version of this report prior to release.



ESG Data Tables

Performance Data

We are pleased to present the following data sets:

- [Environmental Sustainability Data](#)
- [People Data](#)
- [Social Impact Data](#)

Environmental Sustainability Data

FY23 environmental sustainability data includes estimated energy and electricity consumption, greenhouse gas emissions, office water consumption and country-level baseline water stress ratings for our in-scope offices. Water data is a new metric included in the FY23 data sets. Reference footnotes for disclosure framework alignment and any special details on reporting assumptions and methodologies, as well as any updated or expanded disclosures from those previously reported. Totals in table figures may not tie out due to rounding. Acronyms and/or symbols for the units of measure used in these tables include: gigajoules (GJ), megawatt hours (MWh), percentage (%), metric tonnes carbon dioxide equivalents (MTCO₂e), Splunk fiscal year (FY, which runs Feb. 1 through Jan. 31) and kilograms (kg).

Energy and Electricity

Summary FY23 Energy and Electricity Data Sets

Estimated FY23 Indirect Energy Consumption by Source: Market-based (GJ, MWh, %)^{1, 2}

Consumption Source	GJ	MWh	% Overall
Offices	31,459.39	8,738.72	77.42
Data Centers	9,172.80	2,548.00	22.58
Total	40,632.19	11,286.72	100

¹ Conversion from MWh to GJ uses a 3.6 conversion factor; original MWh data is externally assured; conversion calculations from MWh to GJ units of measure are not externally assured. All source data related to the IT asset electricity consumption and emissions was obtained directly from the vendor's externally assured green power report provided to Splunk annually.

² GRI Standards disclosures 302-1: Energy consumption within the organization; 305-2: Energy indirect (Scope 2); SASB Software & IT Services Sustainability Accounting Standard TC-SI-130a.1: Total energy consumed, percentage of grid electricity, percentage of renewable. Aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Estimated FY23 Indirect Data Center Consumption by Source: Market-based (GJ, MWh, MTCO₂e, %)^{1, 2}

Consumption Type	GJ	MWh	MTCO ₂ e	% Overall
Computing (servers, IT assets)	6,508.80	1,808.00	443.95	70.93
General facility (lighting, cooling)	2,667.60	741.00	182.05	29.07
Total	9,176.40	2,549.00	626.00	100.00

¹ Conversion from MWh to GJ uses a 3.6 conversion factor; original MWh data is externally assured; conversion calculations from MWh to GJ units of measure were not externally assured. All source data related to the IT asset electricity consumption and emissions was obtained directly from the vendor's externally assured green power report provided to Splunk annually.

² GRI Standards disclosures 302-1: Energy consumption within the organization; 305-2: Energy indirect (Scope 2); SASB Software & IT Services Sustainability Accounting Standard TC-SI-130a.1: Total energy consumed, percentage of grid electricity, percentage of renewable. Aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Renewable Energy Certificates (%)^{1, 2}

Consumption Source	FY21	FY22	FY23
Data Centers	100	100	100
Offices	0	0	0

¹ RECs and International RECs (I-RECs) represent the electricity consumption of Splunk's IT assets in third-party-operated data centers; data and usage are provided by third-party data center; data and evidence of RECs and I-RECS are externally assured by the data center operator's assurance provider. Note that Splunk does not currently use carbon offsets.

² GRI Standards disclosures 302-1: Energy consumption within the organization; 305-2: Energy indirect (Scope 2); SASB Software & IT Services Sustainability Accounting Standard TC-SI-130a.1: Total energy consumed, percentage of grid electricity, percentage of renewable.

Data Center Power Usage Effectiveness (PUE) Ratios^{1, 2}

	FY21	FY22	FY23
Average Data Center PUE	1.39	1.54	Not reported ³

¹ Power usage effectiveness (PUE) is defined as the ratio of the total amount of power used by a computer data center facility to the amount of power delivered to computing equipment. The ratio is used to distinguish electricity allocated to facility operations such as cooling and overhead lighting from electricity allocated to computing equipment (servers and other IT assets). PUE does not account for weather-adjusted normalization (heating and cooling days based on global geographies).

² PUE is an ISO/IEC 30134-2:2016 global data center energy efficiency standard.

³ PUE data is provided by our third-party data center operator; the operator did not provide FY23 PUE at the time of reporting.

Estimated FY23 Office Energy Mix by Region, Country and Energy Type: Location-based (MWh)^{1, 2}

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	Non-Renewable: 5,885.06 MWh					Renewable: 2,835.96 MWh			Other: 24.10 MWh	All: 8,745.12 MWh
Region, Country	Coal	Oil	Natural Gas	Other Fossil	Nuclear	Hydropower	Biomass, Biofuels, Waste	Geothermal, Solar, Wind	Other/Unknown	Combined
Asia-Pacific	134.54	83.95	62.38	0.94	9.11	12.58	3.46	26.55	0.79	334.31
China	33.21	2.71	15.59	0.00	7.46	1.36	0.00	7.46	0.00	67.78
Singapore	1.50	79.18	29.97	0.00	0.00	0.00	2.21	0.11	0.00	112.98
Japan	13.35	2.06	16.57	0.94	1.65	3.76	0.95	3.84	0.79	43.91
Australia	86.48	0.00	0.25	0.00	0.00	7.47	0.29	15.15	0.00	109.64
Europe and Middle East	20.46	7.92	133.42	0.00	49.27	0.26	0.01	126.67	8.26	346.25
U.K.	8.26	0.00	116.89	0.00	49.27	0.00	0.00	123.32	8.26	306.00
Poland	11.74	6.63	3.57	0.00	0.00	0.26	0.00	3.32	0.00	25.52
UAE	0.46	1.28	12.95	0.00	0.00	0.00	0.01	0.03	0.00	14.73
Americas	864.69	2.23	3,593.23	43.64	879.30	716.43	138.14	1,811.86	15.04	8,064.56
U.S.	748.02	0.95	3,475.28	42.36	858.26	424.42	131.13	1,732.80	14.40	7,427.62
Canada	116.68	1.28	117.95	1.28	21.04	292.01	7.01	79.06	0.64	636.94
Global Total	1,019.69	94.09	3,789.03	44.58	937.67	729.27	141.61	1,965.08	24.10	8,745.12

¹ Estimated fuel mix from electricity consumption at Splunk main offices uses publicly available information and follows the GHG Protocol location-based methodology.

² GRI Standards disclosures 302-1: Energy consumption within the organization; SASB Sustainability Accounting Standard Software and IT Services sector disclosure: SASB TC-SI-130a.1: Total energy consumed, percentage grid electricity, percentage renewable. Aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process.

Estimated FY23 Electricity Mix by Region, Country and Energy Type: Location-based (%)^{1, 2}

Region, Country	Non-Renewable: 67.30%					Renewable: 32.43%			Other: 0.28%	All: 100%
	Coal	Oil	Natural Gas	Other Fossil	Nuclear	Hydropower	Biomass, Biofuels, Waste	Geothermal, Solar, Wind	Other/Unknown	Regional Percentage
Asia-Pacific	13.19	8.23	6.12	0.09	0.89	1.23	0.34	2.60	0.08	3.82
China	3.26	2.88	0.41	0.00	0.80	0.19	0.00	0.38	0.00	0.78
Singapore	0.15	84.15	0.79	0.00	0.00	0.00	1.56	0.01	0.00	1.29
Japan	1.31	2.19	0.44	2.12	0.18	0.52	0.67	0.20	3.30	0.50
Australia	8.48	0.00	0.01	0.00	0.00	1.02	0.21	0.77	0.00	1.25
Europe and Middle East	2.01	8.41	3.52	0.00	5.25	0.03	0.01	6.45	34.29	3.96
U.K.	0.81	0.00	3.09	0.00	5.25	0.00	0.00	6.28	34.29	3.50
Poland	1.15	7.05	0.09	0.00	0.00	0.03	0.00	0.17	0.00	0.29
UAE	0.04	1.36	0.34	0.00	0.00	0.00	0.01	0.00	0.00	0.17
Americas	84.80	2.37	94.83	97.88	93.77	98.24	97.55	92.20	62.41	92.22
U.S.	73.36	1.01	91.72	95.02	91.53	58.20	92.60	88.18	59.77	84.93
Canada	11.44	1.36	3.11	2.86	2.24	40.04	4.95	4.02	2.65	7.28
Global Total	11.66	1.08	43.33	0.51	10.72	8.34	1.62	22.47	0.28	100.00

¹ Estimated fuel mix from electricity consumption at Splunk main offices uses publicly available information and follows the GHG Protocol location-based methodology.

² GRI Standards disclosures 302-1: Energy consumption within the organization; SASB Sustainability Accounting Standard Software and IT Services sector disclosure: SASB TC-SI-130a.1: Total energy consumed, percentage grid electricity, percentage renewable. Aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process.

Greenhouse Gas Emissions

Summary of updates to previously reported data:

Scope 3 Category Assessment: Splunk conducted a full Scope 3 category assessment for FY22 and FY23 and “back cast” FY22 Scope 3 emissions data based on the category assessment outcomes. We expanded Category 5 waste reporting (spend-based approach and waste energy associated with office water) and added new data for Categories 1 and 2, which were not included in the FY22 data sets previously reported.

Market-based vs. location-based emissions reporting: Splunk accounts for its greenhouse gas emissions using two accounting methodologies: a market-based approach and a location-based approach. Data tables throughout this section indicate “market-based” and “location-based” accounting methodologies in the table heading. The difference between Splunk’s FY23 Scope 2 market-based emissions (2,614.33 metric tonnes carbon dioxide equivalents) and Scope 2 location-based emissions (3,002.06 metric tonnes carbon dioxide equivalents) is attributable to 443.93 metric tonnes carbon dioxide equivalents of emissions associated with our third-party data center energy consumption allocated to powering Splunk data servers and IT assets, which is accounted for under a location-based reporting approach only. Our Scope 3 emissions, location-based reporting includes 182.05 metric tonnes carbon dioxide equivalents associated with our third-party data server energy consumption allocated to powering “overhead” electricity at these data centers, generally attributed to lighting, and other non-IT, non-server energy consumption. Overall, the 626 metric tonnes carbon dioxide emissions difference between the market-based emissions total of 636,569.42 and location-based emissions total of 637,139.21 is attributable to the differences in reporting methodologies. Previous years’ data sets also indicate whether or not a market-based or a location-based approach is applied to the reported data.

FY23 Summary of Estimated GHG Emissions

Estimated Summary FY23 Greenhouse Gas Emissions: Market-based (MTCO₂e, %)¹

Emissions Scope	MTCO₂e	% Overall
Scope 1 Direct Emissions	355.28	0.06
Scope 2 Indirect Emissions	2,614.33	0.41
Scope 3 Other Indirect Emissions	633,599.81	99.53
Total	636,569.42	100.00

¹ GRI Standards disclosures 305-1: Direct (Scope 1) GHG Emissions and 305-2: Energy indirect (Scope 2) GHG emissions; aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Estimated Summary FY23 Greenhouse Gas Emissions: Location-based (MTCO₂e, %)¹

Emissions Scope	MTCO ₂ e	% Overall
Scope 1 Direct Emissions	355.28	0.06
Scope 2 Indirect Emissions	3,002.06	0.47
Scope 3 Other Indirect Emissions	633,781.87	99.47
Total	637,139.21	100.00

¹ GRI Standards disclosures 305-1: Direct (Scope 1) GHG Emissions and 305-2: Energy indirect (Scope 2) GHG emissions; aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Estimated FY23 Scope 1 and Scope 2 Greenhouse Gas Emissions: Market-based (MTCO₂e, % Total)¹

Emissions Scope	MTCO ₂ e	% Overall
Scope 1 Direct Emissions	355.28	11.96
Scope 2 Indirect Emissions	2,614.33	88.04
Total	2,969.61	100.00

¹ GRI Standards disclosures 305-1: Direct (Scope 1) GHG Emissions and 305-2: Energy indirect (Scope 2) GHG emissions; aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Estimated FY23 Scope 1 and Scope 2 Greenhouse Gas Emissions: Location-based (MTCO₂e, % Total)¹

Emissions Scope	MTCO ₂ e	% Overall
Scope 1 Direct Emissions	355.28	10.58
Scope 2 Indirect Emissions	3,002.06	89.42
Total	3,357.34	100.00

¹ GRI Standards disclosures 305-1: Direct (Scope 1) GHG Emissions and 305-2: Energy indirect (Scope 2) GHG emissions; aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Estimated FY23 Scope 1 and 2 Emissions Intensity: Location-based (MTCO₂e)^{1,2}

Intensity-based Metrics	FY22	FY23
Per Employee (Splunker)	0.92	1.01
Per Square Foot (Offices)	0.0042	0.0039

¹ GHG emissions used to calculate the emissions intensity ratio include direct (Scope 1) and location-based indirect (Scope 2) emissions.

² GRI Standards disclosure 305-4: GHG emissions intensity. Aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process.

FY23 Scope 1 — Direct Emissions Details

Estimated FY23 Scope 1 Office Greenhouse Gas Emissions by Source and GHG Type: Market- and Location-based (MTCO₂e and kilograms CO₂, CH₄, N₂O, SF₆, HFCs, PFCs):¹

Emissions Source	Normalized to MTCO ₂ Equivalents	Carbon Dioxide: (kg CO ₂)	Methane: (kg CH ₄)	Nitrous Oxide: (kg N ₂ O)	Sulfur Hexafluoride: (kg SF ₆)	Hydrofluorocarbons: (kg HFCs) ²	Perfluorocarbons: (kg PCFs)
Stationary Combustion	93.74	90,719.42	63.53	22.22	0.00	0.00	0.00
Mobile Combustion	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Refrigerants	261.54	0.00	0.00	0.00	0.00	129.65	0.00
Total	355.28	90,719.42	63.53	22.22	0.00	129.65	0.00

¹ GRI Standards disclosures 305-1: Direct (Scope 1) GHG Emissions. Aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

² HFC approximations based on estimated office building leakage rate for refrigerant types R410A, R507A, R410A, HFC-134a, HFC-22/R22 and HFC 32.

FY23 Scope 2 — Indirect Emissions Details

Estimated FY23 Scope 2 Emissions by Source: Market-based (MTCO₂e)¹

Offices	2,614.33
Data Centers	0.00
Total	2,614.33

Estimated FY23 Scope 2 Emissions by Source: Location-based (MTCO₂e)¹

Offices	2,558.11
Data Centers	443.95
Total	3,002.06

¹ GRI Standards disclosures 305-2: Energy indirect (Scope 2) GHG emissions. Aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

¹ GRI Standards disclosures 305-2: Energy indirect (Scope 2) GHG emissions. Aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

FY23 Scope 1 and 2 — Total Emissions by Region and Country

Estimated FY23 Scope 1 and 2 Office Emissions by Region and Country: Location-based (% MTCO₂e)^{1, 2}

Region, Country	% Overall	MTCO ₂ e
Asia-Pacific	8.0	233.13
China	2.0	58.23
Singapore	1.7	48.16
Japan	0.7	21.47
Australia	3.6	105.26
Europe	4.0	115.13
U.K.	3.4	97.95
Poland	0.6	17.17
Middle East	0.3	7.44
UAE	0.3	7.44
Americas	87.8	2,557.70
U.S.	87.4	2,546.76
Canada	0.4	10.93
Global Total	100.0	2,913.40

¹ GRI Standards disclosures 305-1: Direct (Scope 1) GHG Emissions and 305-2: Energy indirect (Scope 2) GHG emissions; aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

² Figures reflect estimated location-based office emissions based on Scope 1 (stationary combustion and refrigerants) and purchased energy only; data center emissions are not included in this total.

FY23 Scope 3 — Other Indirect Emissions Details

Estimated FY23 Scope 3 Emissions by Category: Market-based (MTCO₂e)^{1,2}

In FY23, Splunk performed a full Scope 3 category assessment to identify the Scope 3 emissions categories applicable to our business. Items marked “N/A” reflect upstream and downstream emissions categories that do not apply to our business.

Category 1: Purchased Goods and Services	616,395.72
Category 2: Capital Goods	1,398.39
Category 3: Fuel- and Energy-Related Activities (not in Scope 2) ¹	0.00
Category 4: Upstream Transportation and Distribution	N/A
Category 5: Waste Generated in Operations	82.97
Category 6: Employee Business Travels	9,537.04
Category 7: Employee Commuting	1,834.70
Other: Teleworking (Work from Home)	4,350.98
Category 8: Upstream Leased Assets	N/A
Category 9: Downstream Transportation and Distribution	N/A
Category 10: Processing of Sold Products	N/A
Category 11: Use of Sold Products	N/A
Category 12: End-of-life Treatment of Sold Products	N/A
Category 13: Downstream Leased Assets	N/A
Category 14: Franchises	N/A
Category 15: Investments	N/A
Total	633,599.81

¹ For location-based reporting, the Category 3 Scope 3 emissions for fuel and energy-related activities include 182.05 MTCO₂e associated with data center consumption associated with facility operations (cooling and lighting) by third-party-operated data centers; from a location-based approach, the total Scope 3 emissions are 633,781.87.

² Aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Greenhouse Gas Emissions: Year-Over-Year Performance

Estimated Scope 1, 2, 3 and Total Greenhouse Gas Emissions, Trailing Three Years: Market-based (MTCO₂e)¹

Emissions Scope	FY21	FY22	FY23
Scope 1 Direct Emissions	23.61	374.12	355.28
Scope 2 Indirect Emissions	2,703.00	2,437.17	2,614.33
Scope 3 Other Indirect Emissions ²	11,031.00	745,540.89	633,599.81
Total	13,757.61	748,352.18	636,569.42

¹ GRI Standards disclosures 305-1: Direct (Scope 1) GHG Emissions and 305-2: Energy indirect (Scope 2) GHG emissions; aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

² Splunk conducted a full Scope 3 category assessment for FY22 and FY23 and "back cast" FY22 Scope 3 emissions data based on the category assessment outcomes. We expanded Category 5 waste reporting (spend-based approach and waste energy associated with office water) and added new data for Categories 1 and 2, which were not included in the FY22 data sets previously reported.

Estimated Scope 1, 2, 3 and Total Greenhouse Gas Emissions, Trailing Three Years: Location-based (MTCO₂e)¹

Emissions Scope	FY21	FY22	FY23
Scope 1 Direct Emissions	23.61	374.12	355.28
Scope 2 Indirect Emissions	3,685.60	3,257.25	3,002.06
Scope 3 Other Indirect Emissions ²	11,430.00	745,387.59	633,781.87
Total	15,139.21	749,018.96	637,139.21

¹ GRI Standards disclosures 305-1: Direct (Scope 1) GHG Emissions and 305-2: Energy indirect (Scope 2) GHG emissions; aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

² Splunk conducted a full Scope 3 category assessment for FY22 and FY23 and "back cast" FY22 Scope 3 emissions data based on the category assessment outcomes. We expanded Category 5 waste reporting (spend-based approach and waste energy associated with office water) and added new data for Categories 1 and 2, which were not included in the FY22 data sets previously reported.

Estimated Scope 3 Emissions by Category, Trailing Three Years: Market-based (MTCO_{2e})^{1,2,3}

In FY23, Splunk performed a full Scope 3 category assessment to identify the Scope 3 emissions categories applicable to our business. Items marked “N/A” reflect upstream and downstream emissions categories that do not apply to our business.

Emissions Scope	FY21	FY22	FY23
Category 1: Purchased Goods and Services	Not reported	737,061.22	616,395.72
Category 2: Capital Goods	Not reported	392.58	1,398.39
Category 3: Fuel- and Energy-Related Activities (not in Scope 2) ¹	0.00	0.00	0.00
Category 4: Upstream Transportation and Distribution	N/A	N/A	N/A
Category 5: Waste Generated in Operations	Not reported	520.48	82.97
Category 6: Employee Business Travels	5,639.00	2,773.80	9,537.04
Category 7: Employee Commuting	1,205.00	449.06	1,834.70
Other: Teleworking (Work from Home)	4,187.00	4,343.76	4,350.98
Category 8: Upstream Leased Assets	N/A	N/A	N/A
Category 9: Downstream Transportation and Distribution	N/A	N/A	N/A
Category 10: Processing of Sold Products	N/A	N/A	N/A
Category 11: Use of Sold Products	N/A	N/A	N/A
Category 12: End-of-life Treatment of Sold Products	N/A	N/A	N/A
Category 13: Downstream Leased Assets	N/A	N/A	N/A
Category 14: Franchises	N/A	N/A	N/A
Category 15: Investments	N/A	N/A	N/A
Total	11,031.00	745,540.89	633,599.81

¹ Aligns with TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

² For location-based reporting, the Category 3 Scope 3 emissions for fuel- and energy-related activities include an additional 399 (FY21) MTCO_{2e}, 367 MTCO_{2e} (FY22) and 182 MTCO_{2e} (FY23) associated with third-party data center energy attributable to data center facility operations (lighting and cooling) use. The FY21, FY22 and FY23 Scope 3 totals for location-based reporting are 15,140 (FY21), 757,110 (FY22) and 637,139 (FY23).

³ Splunk conducted a full Scope 3 category assessment for FY22 and FY23 and “back cast” FY22 Scope 3 emissions data based on the category assessment outcomes. We expanded Category 5 waste reporting (spend-based approach and waste energy associated with office water) and added new data for Categories 1 and 2, which were not included in the FY22 data sets previously reported. Splunk did not measure or report full Scope 3 data in FY21; these items are noted as not reported.

Water

FY23 Office Water Consumption and Operations in Water-Stressed Regions

Estimated FY23 Office Water Consumption by Region and Country, and WRI Water Stress Rating (% , Gallons, ML)^{1, 2}

Region and Country	Country Baseline Water Stress (Low, Low-Medium, Medium-High, High, Extremely High)	Percentage	U.S. Gallons	Megaliters
Asia-Pacific		9.70%	433,470.39	1.64
China	Medium-High	1.05%	47,054.54	0.18
Singapore	Low	0.12%	5,531.76	0.02
Japan	Low-Medium	0.19%	8,307.70	0.03
Australia	Medium-High	8.34%	372,576.39	1.41
Europe		19.17%	856,397.94	3.24
U.K.	Low-Medium	18.72%	836,585.04	3.17
Poland	Low-Medium	0.44%	19,812.90	0.08
Middle East		0.65%	28,970.58	0.11
UAE	Extremely High	0.65%	28,970.58	0.11
Americas		70.48%	3,149,036.89	11.92
U.S.	Medium-High	65.58%	2,929,932.63	11.09
Canada	Low-Medium	4.90%	219,104.26	0.83
Global Total		100.00%	4,467,875.79	16.91

¹ GRI 303-5: Water and Effluents 2018: a. Total estimated office-related water consumption from all areas by megaliters, also reported in U.S. gallons and by percentage; b. Total water consumption from all areas with water stress in megaliters. Splunk identified water stress regions using the World Resources Institute's Aqueduct tool, Aqueduct Country Ranking available at <https://www.wri.org/aqueduct>, accessed Sept. 14, 2023. Countries identified as water-stressed regions are based on baseline (current) water stress only and do not include other physical, regulatory or reputational risks related to water. Singapore's country baseline water stress rating was not listed in the Aqueduct tool; Splunk used neighboring country Malaysia to approximate Singapore's water stress rating.

² Figures reflect estimated office water consumption based on source data from one-third of Splunk's in-scope office buildings that either provided direct invoices or third-party building owner/manager data of office consumption. Assumptions were made for the remaining two-thirds of in-scope office buildings, and data may be subject to adjustment in future reporting years as source consumption data is provided from external building owners/managers for all in-scope office buildings. Water consumption data and estimation methodologies were third-party verified as part of Splunk's external assurance and verification process.

People Data

FY23 people data includes workforce representation, intersectional representation, overall hiring, intersectional hiring, attrition index and workforce composition (U.S. and non-U.S. workforce). Reference footnotes for disclosure framework alignment and any special details on reporting assumptions and methodologies. Totals in table figures may not tie out due to rounding.

Workforce Representation

In FY23, we continued to leverage the benefits of our hybrid workplace to grow representation and enrich our employee experience. Our workplace flexibility has expanded our access to new talent while also strengthening employee engagement and retention across the enterprise. We also invested in employee growth and development, helping Splunkers feel more connected and enabling them with new tools and resources to manage and grow their careers. These efforts have partly contributed to representation gains in several areas — especially among women. The percentage of Splunkers identifying as women (globally) increased in all job categories, including leadership, people managers, technical and non-technical roles, and overall representation.

In the U.S., the representation of employees identifying as Black/African American also grew in leadership, people managers, technical and non-technical roles, and overall representation.

Despite growing Asian representation in our U.S. people manager roles in FY23, we experienced a decline in Asian representation in leadership, technical and non-technical roles, and overall representation. And our Hispanic/Latinx representation also experienced a year-over-year decline in leadership, people managers, non-technical roles and overall representation.

Workforce Representation % ^{1,2}	FY20	FY21	FY22	FY23
Women	27.7	28.7	30.7	32.1
Leadership	26.9	28.5	29.5	32.4
People Manager	28.6	29.3	31.1	33.4
Technical	19.6	19.1	20.9	21.9
Non-Technical	31.3	33.0	35.4	36.5
Men	72.3	71.3	69.3	67.9
Leadership	73.1	71.5	70.5	67.6
People Manager	71.4	70.7	68.9	66.6
Technical	80.4	80.9	79.1	78.1
Non-Technical	68.7	67.0	64.6	63.5
Asian	26.9	27.7	29.5	28.2
Leadership	27.1	23.3	25.7	23.8
People Manager	21.7	22.6	24.0	24.4
Technical	48.1	48.8	50.7	49.9
Non-Technical	16.3	16.8	17.5	16.5

Workforce Representation % ^{1,2}	FY20	FY21	FY22	FY23
Black	3.6	4.2	4.6	5.2
Leadership	1.6	1.4	1.1	1.9
People Manager	1.8	2.3	2.9	3.5
Technical	1.9	1.8	2.2	2.3
Non-Technical	4.4	5.6	5.9	6.8
Indigenous	0.6	0.6	0.6	0.6
Leadership	0.2	0.8	0.7	0.8
People Manager	0.3	0.8	0.8	0.7
Technical	0.2	0.1	0.2	0.2
Non-Technical	0.8	1.0	0.8	0.8
Latinx	4.8	4.6	4.3	3.9
Leadership	3.8	3.2	3.7	3.6
People Manager	4.3	4.0	3.9	2.8
Technical	3.1	3.1	3.1	3.1
Non-Technical	5.6	5.4	4.9	4.4
Multiracial	3.2	3.3	3.5	3.5
Leadership	4.3	3.6	3.5	4.1
People Manager	4.0	3.3	3.5	3.6
Technical	2.5	2.5	2.5	2.5
Non-Technical	3.5	3.7	4.1	4.0
White	61.0	59.4	57.5	58.5
Leadership	63.0	67.7	65.2	65.9
People Manager	67.8	66.9	65.0	65.1
Technical	44.2	43.8	41.2	41.9
Non-Technical	69.3	67.5	66.8	67.6

¹ Disclosure references: GRI 405-1: Diversity of governance bodies and employees.

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

Intersectional Representation

We are continuing to make progress in growing representation across multiple intersecting identity groups. This includes year-over-year representation gains for Black and multiracial men/women and Indigenous women in leadership roles. In addition, the representation of Black and multiracial women grew on a year-over-year basis in technical roles, people manager roles and in the overall workforce. However, we observed an overall decrease in the representation of Latinx and multiracial men.

Intersectional Representation % ^{1,2}	FY21		FY22		FY23	
	Women	Men	Women	Men	Women	Men
Asian	10.1	17.6	11.4	18.2	10.9	17.3
Leadership	7.6	15.7	7.8	17.8	8.1	15.6
People Manager	9.4	13.2	9.3	14.7	10.0	14.4
Technical	13.5	35.3	15.1	35.7	15.3	34.6
Non-Technical	8.4	8.4	9.3	8.3	8.6	7.9
Black	1.4	2.8	1.8	2.8	2.1	3.1
Leadership	1.4	0.0	0.0	1.1	0.5	1.4
People Manager	0.9	1.4	0.8	2.1	1.2	2.2
Technical	0.3	1.5	0.5	1.7	0.8	1.5
Non-Technical	2.1	3.5	2.5	3.4	2.9	4.0
Indigenous	0.3	0.3	0.3	0.3	0.3	0.3
Leadership	0.0	0.8	0.2	0.6	0.3	0.5
People Manager	0.3	0.5	0.3	0.4	0.3	0.4
Technical	0.0	0.1	0.1	0.2	0.1	0.2
Non-Technical	0.5	0.5	0.5	0.3	0.4	0.4

Intersectional Representation % ^{1,2}	FY21		FY22		FY23	
	Women	Men	Women	Men	Women	Men
Latinx	1.9	2.7	1.6	2.7	1.5	2.4
Leadership	2.0	1.2	1.7	2.0	1.5	2.0
People Manager	2.2	1.8	1.5	2.3	1.0	1.7
Technical	0.6	2.5	0.5	2.6	0.5	2.7
Non-Technical	2.6	2.8	2.2	2.7	2.1	2.2
Multiracial	1.1	2.2	1.3	2.3	1.4	2.1
Leadership	1.2	2.4	1.9	1.7	2.2	1.9
People Manager	0.8	2.5	1.1	2.4	1.7	1.8
Technical	0.4	2.1	0.5	2.0	0.7	1.8
Non-Technical	1.4	2.3	1.7	2.4	1.7	2.2
White	16.6	42.8	17.1	40.4	18.8	39.7
Leadership	20.1	47.6	20.4	44.8	22.6	43.3
People Manager	20.1	46.8	22.2	42.8	22.8	42.3
Technical	6.0	37.8	6.1	35.1	6.6	35.3
Non-Technical	22.1	45.4	23.4	43.4	25.4	42.2

¹ Disclosure references: GRI 405-1: Diversity of governance bodies and employees.

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

Overall Hiring

Recruitment remains an important lever to growing the diversity of our workforce. In FY23, we grew our hiring of employees identifying as women into leadership, technical and people manager roles, contributing to an increase in their overall representation. We observed an increase in multiracial employees in people manager roles, and an overall increase in Black/African American employees hired across all categories (leadership roles, people manager roles, technical roles and non-technical roles, and overall). However, we observed a year-over-year decline in our overall hiring of Latinx and multiracial employees.

Overall Hiring % ^{1,2}	FY21	FY22	FY23
Women	31.2	33.4	34.3
Leadership	36.5	35.3	39.0
People Manager	33.8	32.4	37.4
Technical	18.3	24.2	25.6
Non-Technical	36.5	37.1	36.2
Men	68.8	66.6	65.7
Leadership	63.5	64.7	61.0
People Manager	66.2	67.6	62.6
Technical	81.7	75.8	74.4
Non-Technical	63.5	62.9	63.8
Asian	28.2	31.7	20.3
Leadership	23.4	30.0	17.8
People Manager	10.0	29.4	22.7
Technical	48.1	54.7	47.5
Non-Technical	18.4	19.7	12.4

¹ Disclosure references: GRI 405-1: Diversity of governance bodies and employees.

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

Overall Hiring % ^{1,2}	FY21	FY22	FY23
Black	6.5	5.5	8.1
Leadership	1.1	2.5	5.6
People Manager	2.5	3.7	4.5
Technical	2.5	3.5	4.2
Non-Technical	8.5	6.6	9.2
Indigenous	1.1	0.4	0.6
Leadership	2.1	0.8	0.0
People Manager	2.5	0.5	0.0
Technical	0.3	0.4	0.0
Non-Technical	1.6	0.5	0.8
Latinx	4.2	3.2	3.2
Leadership	3.2	3.3	2.2
People Manager	2.5	1.6	0.8
Technical	3.6	2.2	2.7
Non-Technical	4.5	3.7	3.3
Multiracial	3.0	4.2	3.3
Leadership	1.1	3.3	3.3
People Manager	0.0	3.7	3.8
Technical	2.2	3.3	2.7
Non-Technical	3.4	4.6	3.4
White	56.9	54.9	64.6
Leadership	69.1	60.0	71.1
People Manager	82.5	61.0	68.2
Technical	43.2	35.9	43.0
Non-Technical	63.7	64.9	70.9

¹ Disclosure references: GRI 405-1: Diversity of governance bodies and employees.

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

Intersectional Hiring

We are pleased to report year-over-year gains in our overall hiring of Latinx women and Black/African American women and men. We are encouraged by the continued growth in our hiring of Black/African American women and multiracial women in leadership, people manager and technical roles. However, we experienced declines in our hiring of Latinx men, most notably in leadership roles, as well as Indigenous women and multiracial men across all categories (leadership, people managers, technical and non-technical roles, and overall). We recognize that our mixed progress in this space falls short of our ambitions. We remain deeply committed to increasing representation across all historically underrepresented groups, especially in leadership, and recognize the critical role of hiring in achieving our overall representation aspirations. To that end, we are continuing to build our systems and process capabilities across our talent practices to enable continued and sustained representation growth into the future.

Intersectional Hiring % ^{1,2}	FY21		FY22		FY23	
	Women	Men	Women	Men	Women	Men
Asian	10.9	17.3	13.5	18.3	8.1	12.3
Leadership	9.6	13.8	10.8	19.2	6.7	11.1
People Manager	7.5	2.5	11.8	17.6	9.1	13.6
Technical	12.9	35.2	18.6	36.1	16.0	31.6
Non-Technical	9.9	8.5	10.8	8.9	5.8	6.7
Black	2.1	4.4	2.2	3.3	3.5	4.5
Leadership	0.0	1.1	0	2.5	3.3	2.2
People Manager	2.5	0.0	0.5	3.2	3.0	1.5
Technical	0.6	1.9	0.9	2.6	2.7	1.5
Non-Technical	2.9	5.6	2.9	3.7	3.8	5.3
Indigenous	0.5	0.6	0.3	0.2	0.2	0.4
Leadership	0.0	2.1	0.8	0	0.0	0.0
People Manager	2.5	0.0	0.5	0	0.0	0.0
Technical	0.0	0.3	0.2	0.2	0.0	0.0
Non-Technical	0.8	0.8	0.3	0.2	0.2	0.6

¹ Disclosure references: GRI 405-1: Diversity of governance bodies and employees.

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

Intersectional Representation % ^{1,2}	FY21		FY22		FY23	
	Women	Men	Women	Men	Women	Men
Latinx	1.6	2.6	1	2.2	1.5	1.7
Leadership	2.1	1.1	0	3.3	1.1	1.1
People Manager	2.5	0.0	0	1.6	0.0	0.8
Technical	1.0	2.6	0.2	2	0.4	2.3
Non-Technical	1.9	2.6	1.4	2.2	1.8	1.6
Multiracial	1.3	1.7	1.5	2.7	1.4	1.8
Leadership	1.1	0.0	1.7	1.7	3.3	0.0
People Manager	0.0	0.0	1.1	2.7	3.0	0.8
Technical	0.6	1.6	1.1	2.2	1.5	1.1
Non-Technical	1.6	1.8	1.7	2.9	1.3	2.0
White	18.8	38.1	17.9	37.1	23.0	41.6
Leadership	25.5	43.6	22.5	37.5	28.9	42.2
People Manager	32.5	50.0	22.5	38.5	27.3	40.9
Technical	6.1	37.1	5.9	30	6.1	36.9
Non-Technical	25.1	38.6	24.2	40.8	28.0	43.0

¹ Disclosure references: GRI 405-1: Diversity of governance bodies and employees.

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

Attrition Index

We're encouraged to have seen continued year-over-year improvement in the overall retention of women at Splunk. At the same time, we intend to place a prioritized focus on growing the retention of our Latinx, Black/African American and multiracial employees.

Attrition ^{1,2}	FY21	FY22	FY23
By Gender (Global)			
Women	93	90	91
Men	103	104	104
By Race / Ethnicity (U.S.)			
Asian	84	89	88
Black	97	111	109
Indigenous	121	115	81
Latinx	119	96	116
Multiracial	67	111	104
White	107	104	104

¹ To evaluate retention, we compared the retention rate of each group to the company average and set the average to an index of 100. Data reflects the index and not people.

² Disclosure reference: GRI 401-1: New employee hires and employee turnover.

Workforce

Workforce ¹	FY20	FY21	FY22	FY23
Global Employees	5,800	6,500	7,500	8,000
Employees within U.S.	71.4%	71.5%	71%	70%
Employees outside U.S.	28.6%	28.5%	29%	30%

¹ Disclosure reference: GRI 2-7-a: Report the total number of employees, and a breakdown of this total by gender and by region; TC-SI-330a.1: % of employees that are 1) foreign nationals and 2) located offshore.

Social Impact Data

FY23 social data includes the monetary value and volunteer hours related to Splunk's social impact work. Totals in table figures may not tie out due to rounding.

Social Impact Monetary Value: Trailing Seven-Year and Cumulative Total Impact

Social Impact: Monetary Value	FY17	FY18	FY19	FY20	FY21	FY22	FY23	Cumulative Total FY17-FY23
Corporate Giving (Splunk Pledge) (reported in USD)								
Direct Corporate Giving								
Corporate Donations and Grants (direct monetary donations made by Splunk Inc.)	\$15,000	\$699,107	\$1,088,422	\$1,395,557	\$3,053,323	\$2,938,461	\$2,805,526	\$11,995,396
Monetary Value of In-Kind Donations								
Software Donations ¹ (retail value of Splunk software licenses)	\$840,000	\$2,050,000	\$3,210,000	\$4,220,000	\$4,000,000	\$3,620,000	\$4,480,000	\$22,420,000
Training Donations ² (retail value of Splunk training courses)	Not reported	\$16,000	\$1,815,000	\$2,591,000	\$3,414,000	\$2,654,500	\$3,250,600	\$13,741,100
Monetary Value of Employee Volunteerism								
Employee Volunteerism ³ (monetary value of self-reported volunteer hours)	Not reported	\$59,251	\$183,505	\$281,533	\$115,099	\$253,176	\$606,190	\$1,498,754
Total Value of All Corporate Giving (monetary + in-kind)	\$855,000	\$2,824,358	\$6,296,927	\$8,488,090	\$10,582,422	\$9,466,137	\$11,142,316	\$49,655,250
Employee Giving (reported in USD)								
Direct Employee Giving								
Employee Personal Donations (direct monetary donations made by Splunkers)	Not reported	\$70,955	\$80,230	\$132,923	\$372,812	\$809,849	\$800,627	\$2,267,396
Total Giving (corporate and employee)	\$855,000	\$2,895,313	\$6,377,157	\$8,621,013	\$10,955,234	\$10,275,986	\$11,942,943	\$51,922,646

¹ We calculate the dollar value of products donated to nonprofits as the number of 10GB On-premises Splunk Enterprise licenses granted to nonprofits multiplied by the list price of \$10,000 per 10GB On-premises Splunk Enterprise.

² Splunk partners across the nonprofit and education sectors to provide students with free Splunk Fundamentals 1 and Fundamentals 2. In October 2021 (Q3 FY22), Splunk transitioned to offering single subject courses. Our calculations reflect the number of students that registered for courses with a fair market value that were donated for free to students multiplied by the fair market value of the courses.

³ The monetary value of volunteerism reflects the self-reported volunteer hours multiplied by the estimated hourly social value of volunteer work in the U.S., monetized as an hourly rate. Splunk uses the IndependentSector.org third-party "Value of Volunteer" data tables to derive an average hourly rate per reporting year.



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Social Impact Volunteerism: Trailing Seven-Year and Cumulative Total Impact

Social Impact: Volunteer Hours	FY17	FY18	FY19	FY20	FY21	FY22	FY23	Cumulative Total FY17-FY23
Employee volunteerism (self-reported hours)	Not reported	2,400	7,216	10,350	4,033	8,453	19,063	51,515



GRI Content Index

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

Splunk has reported the information cited in this GRI content index for the period of February 1, 2022 through January 31, 2023, 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 through July 31, 2023, 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 2021, GRI 201: Economic Performance 2016, GRI 302: Energy 2016, GRI 305: Emissions 2016, GRI 405: Diversity and Equal Opportunity 2016.

General Disclosures		References and Responses	
2-1 Organizational Details			
2-1-a	Report its legal name	FY23 Annual Report and Proxy Statement GIR23, About Splunk	pg. 129/243 pg. 6/86
2-1-b	Report its nature of ownership and legal form	FY23 Annual Report and Proxy Statement	pg. 129/243
2-1-c	Report the location of its headquarters	FY23 Annual Report and Proxy Statement GIR23, About Splunk	pg. 129/243 pg. 6/86
2-1-d	Report its countries of operation	Where We Work GIR23, About Splunk	pg. 6/86 pg. 6/86
2-3 Reporting Period, Frequency and Contact Point			
2-3-a	Specify the reporting period for, and the frequency of, its sustainability reporting	GIR23, Reporting Period	pg. 50/86
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	FY23 Annual Report and Proxy Statement GIR23, Reporting Period	pg. 129/243 pg. 50/86
2-3-c	Report the publication date of the report or reported information	GIR23, Forward-Looking Statements	pg. 85
2-3-d	Specify the contact point for questions about the report or reported information	GIR23, Back Cover	pg. 85/86
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	GIR23, ESG Data Tables	pg. 60, 61/86
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	GIR23, Corporate Governance and ESG GIR23, About This Report	pgs. 9-11/86 pg. 50/86

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	FY23 Annual Report and Proxy Statement	pg. 133/243
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	FY23 Annual Report and Proxy Statement Splunk List of Subsidiaries GIR23, Our Suppliers	pgs. 133-138/243 pg. 8/86

2-7 Employees

2-7-a	Report the total number of employees, and a breakdown of this total by gender and by region	2022 Diversity Annual Report GIR23, ESG Data Tables	Workforce Representation pgs. 63-71/86
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2-9 Governance Structure and Composition

2-9-a	Describe its governance structure, including committees of the highest governance body	FY23 Annual Report and Proxy Statement GIR23, Corporate Governance, Risk and Integrity	pg. 30/243 pg. 10/86
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, environment and people	FY23 Annual Report and Proxy Statement GIR23, Corporate Governance, Risk and Integrity	pg. 30/243 pg. 10/86
2-9-c	Describe the composition of the highest governance body and its committees	FY23 Annual Report and Proxy Statement	pgs. 13, 15-16, 30-36/243

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	FY23 Annual Report and Proxy Statement	pgs. 15-16/243
2-10-b	Describe the criteria used for nominating and selecting highest governance body members	FY23 Annual Report and Proxy Statement	pgs. 16-17, 28/243

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	FY23 Annual Report and Proxy Statement	pg. 36/243
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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	GIR23, Corporate Governance, Risk and Integrity Governance & Sustainability Committee Charter	pg. 10/86 Responsibilities and Duties
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, environment and people	GIR23, Corporate Governance, Risk and Integrity Governance & Sustainability Committee Charter	pg. 10/86 Responsibilities and Duties
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, environment and people	GIR23, Corporate Governance, Risk and Integrity	pgs. 10-14/86
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, environment and people	GIR23, Generally discussed in the Governance sections of the report	pgs. 10, 22, 29, 42/86
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	GIR23, Global Impact Shared Priorities	pgs. 20, 50/86
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	Corporate Governance Guidelines	Section H
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	FY23 Annual Report and Proxy Statement	pg. 32/243
2-18-c	Describe actions taken in response to evaluations, including changes to the composition of the highest governance body and organizational practices	FY23 Annual Report and Proxy Statement	pg. 32/243

General Disclosures		References and Responses	
2-19 Remuneration Policies			
2-19-a	Describe the remuneration policies for members of the highest governance body and senior executives	FY23 Annual Report and Proxy Statement	pgs. 14, 37-38, 50-51, 56, 62/243
2-20 Process to Determine Remuneration			
2-20-a	Describe the process for designing its remuneration policies and for determining remuneration	FY23 Annual Report and Proxy Statement	pgs. 14, 50, 56, 60-61/243
2-20-b	Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	FY23 Annual Report and Proxy Statement	pg. 50/243
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)	FY23 Annual Report and Proxy Statement	pg. 84/243
2-21-c	Report contextual information necessary to understand the data and how the data has been compiled	FY23 Annual Report and Proxy Statement	pg. 84/243
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	GIR23, A Note From Our CEO FY23 Annual Report and Proxy Statement , CEO Stockholder Letter	pg. 2/86 pg. 4/243
2-23 Policy Commitments			
2-23-a	Describe its policy commitments for responsible business conduct	GIR23, Fostering a Culture of Ethics and Integrity Code of Business Conduct and Ethics Modern Slavery Act Transparency Statement Splunk ESG Position Statement	pg. 13/86 pg. 5/28 Human Rights section
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	GIR23, Policy Positions Splunk's Public Policy Positions Splunk ESG Position Statement	pg. 15/86
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	Splunk's policy commitments, including the Code of Business Conduct and Ethics, ESG Position Statement, Policy Positions and Supplier Code of Conduct, are generally reviewed and approved by executive leadership.	

General Disclosures		References and Responses
2-23-e	Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	Generally, each policy commitment states the extent to which it applies to the organization and to its business relationships, which can include customers, suppliers, employees, stockholders, business partners and the global communities in which we operate.
2-23-f	Describe how the policy commitments are communicated to workers, business partners and other relevant parties	Splunk's policy commitments, including those detailed in disclosure 2-23-c, are publicly available via Splunk's website .
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 ESG Position Statement describes our current practices, approaches, positions and commitments related to environmental, social and governance aspects of our business.
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	GIR23, Fostering a Culture of Ethics and Integrity pg. 13/86 The Splunk Ethics and Compliance Hotline , managed by an independent third party, is a means to address grievances.
2-26 Mechanisms for Seeking Advice and Raising Concerns		
2-26-a	Describe the mechanisms for individuals to seek advice and raise concerns	GIR23, Fostering a Culture of Ethics and Integrity pg. 13/86 Code of Business Conduct and Ethics pgs. 3, 5/28
2-28 Membership Associations		
2-28-a	Report industry associations, other memberships associations, and national or international advocacy organizations in which it participates in a significant role	GIR23, Voluntary Commitments, Initiatives and Affiliations pg. 19/86
2-29 Approach to Stakeholder Engagement		
2-29-a	Describe its approach to engaging with stakeholders, including categories of stakeholders it engages with, the purpose of the stakeholder engagement, and how the organization seeks to ensure meaningful engagement	GIR23, Engaging Our Stakeholders pg. 18/86

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	GIR23, Engaging Our Stakeholders GIR23, Global Impact Shared Priorities	pg. 18/86 pg. 20/86
3-1-b	Specify the stakeholders and experts whose views have informed the process of determining its material topics	GIR23, Our Priorities GIR23, Global Impact Shared Priorities	pg. 18/86 pg. 20/86
3-2 List of Material Topics			
3-2-a	List its material topics	GIR23, Global Impact Shared Priorities	pg. 20/86
3-2-b	Report changes to the list of material topics compared to the previous reporting period	GIR23, Global Impact Shared Priorities	pg. 20/86
3-3 Management of Material Topics			
3-3-a	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	This report generally covers the management approach to each material topic (the four pillars of the Global Impact Strategy); we plan to expand our coverage to further align with the GRI 3-3 Management of Material Topics guidelines over the next two years.	
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	Reference response to 3-3-a.	
3-3-c	Describe its policies or commitments regarding the material topic	GIR23, Engaging in the Public Policy Process Splunk's Public Policy Positions Splunk ESG Position Statement	pg. 15/86
3-3-d	Describe actions taken to manage the topic and related impact	Reference the Strategy and Management Approach sections for Social Impact (pg. 21), Ethical and Inclusive Growth (pg. 28), Data Responsibility (pg. 37) and Environmental Sustainability (pg. 41).	
3-3-e	Report information about tracking the effectiveness of the actions taken	Reference response to 3-3-a.	
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)	Reference response to 3-3-a.	

Topic-Specific		References and Responses	
201 Economic Performance			
201-2	Financial implications and other risks and opportunities due to climate change	GIR23, Climate Resilience and Innovation FY23 Annual Report and Proxy Statement, Risk Factors, Climate Change 2022 CDP Response	pgs. 44-45/86 pg. 172/243 C2.3, C2.3b, C2.4, C2.4a, C3.1, C3.2a, C3.3, C3.4
201-3	Defined benefit plan obligations and other retirement plans	FY23 Annual Report and Proxy Statement	pgs. 72, 141/243
302 Energy			
302-1	Energy consumption within the organization	GIR23, ESG Data Tables	pgs. 51-54/86
302-2	Energy consumption outside the organization	GIR23, ESG Data Tables	pgs. 59-61/86
302-3	Energy intensity	GIR23, ESG Data Tables	pg. 56/86
303 Water and Effluents			
303-5	Water and effluents; operations in water-stressed regions	GIR23, ESG Data Tables	pg. 62/86
305 Emissions			
305-1	Direct (Scope 1) GHG emissions	GIR23, ESG Data Tables	pgs. 55-58, 60/86
305-2	Energy indirect (Scope 2) GHG emissions	GIR23, ESG Data Tables	pgs. 55-58, 60/86
305-3	Other indirect (Scope 3) GHG emissions	GIR23, ESG Data Tables	pgs. 55-56, 59-61/86
305-4	GHG emissions intensity	GIR23, ESG Data Tables	pg. 56/86
405 Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	FY23 Annual Report and Proxy Statement GIR23, ESG Data Tables 2022 Diversity Annual Report	pg. 18/243 pgs. 63-66/86 Workforce Representation

SASB Index

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

The following table demonstrates how Splunk's ESG disclosures align with SASB Software and IT Services Sustainability Accounting Standard, Version 2018-10.

SASB Topic	References and Responses
Energy Management	
TC-SI-130a.1 (1) Total energy consumed, (2) % grid electricity, (3) percentage renewable	GIR23, ESG Data Tables pgs. 51-54/86
TC-SI-130a.3 Discussion of the integration of environmental considerations into strategic planning for data center needs	100% of the estimated FY23 data center consumption allocated to computing (servers, IT assets) is powered by renewable energy, using certified Renewable Energy Credits (RECs) and International RECs (I-RECs). Splunk plans to include a discussion of the environmental considerations related to data centers in its Climate Strategy report, which is scheduled for future publication.
Customer Privacy	
TC-SI-220a.1 Description of policies and practices relating to behavioral advertising and user privacy	GIR23, Data Privacy Splunk Privacy Policy Data Privacy at Splunk pg. 39/86
Employee Engagement, Diversity and Inclusion	
TC-SI-330a.1 Percentage of employees that are 1) foreign nationals and 2) located offshore	GIR23, ESG Data Tables pg. 71/86
TC-SI-330a.2 Employee engagement as a %	GIR23, Employee Engagement pg. 23/243
TC-SI-330a.3 Percentage of gender and racial/ethnic group representation for 1) management 2) technical staff and 3) all other employees	GIR23, ESG Data Tables 2022 Diversity Annual Report pgs. 63-66/243 Workforce Representation
Systemic Risk Management	
TC-SI-550a.2 Description of business continuity risks related to disruptions of operations	FY23 Annual Report and Proxy Statement pgs. 142-143/243

TCFD Index

- Introduction
- Social Impact
- Ethical and Inclusive Growth
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As a supporter of the Task Force on Climate-related Financial Disclosures (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 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.

Theme	Recommendation	Source	Reference
Governance	a) Describe the board's oversight of climate-related risks and opportunities	Governance & Sustainability Committee Charter Audit Committee Charter, Purpose (oversee the adequacy and effectiveness of the company's enterprise risk management framework, which includes climate risk) GIR23, Environmental Sustainability (Governance) FY23 Annual Report and Proxy Statement 2022 CDP Climate Response	Responsibility and Duties Purpose pgs. 42-43/86 pgs. 29-30, 36, 140/243 C1.1b
	b) Describe management's role in assessing and managing climate-related risks and opportunities	GIR23, Enterprise Risk Management; physical and transitional climate risks are assessed by the Sr. Director ESG and Sustainability, then integrated into Splunk's Enterprise Risk Management Program for management review. GIR23, Environmental Sustainability (Governance) 2022 CDP Climate Response	pg. 12 pgs. 42-43/86 C1.2, C1.2a
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	Splunk's Global Climate Resilience and Innovation Strategy (discussed on pgs. 44-45 of GIR23) provides an update on our work to refresh our current climate risks disclosed in our FY23 Annual Report and Proxy Statement. We expect to publish the results in a future disclosure. FY23 Annual Report and Proxy Statement GIR23, Climate Resilience and Innovation 2022 CDP Climate Response	pg. 172/243 pgs. 44-45/86 C2.1a, C2.3, C2.3b, C2.4, C2.4a
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	GIR23, Climate Resilience and Innovation FY23 Annual Report and Proxy Statement 2022 CDP Climate Response	pgs. 44-45/86 pg. 172/243 C2.3b, C2.4a, C3.1, C3.3, C3.4
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Splunk's Global Climate Resilience and Innovation Strategy (discussed on pgs. 44-45 of GIR23) provides an update on our work to refresh our current climate risks disclosed in our FY23 Annual Report and Proxy Statement by evaluating the resilience of the business to three climate-related scenarios, in alignment with this TCFD disclosure recommendation. We expect to publish the results in a future disclosure.	

Theme	Recommendation	Source	Reference
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks	Under the direction of the Sr. Director ESG and Sustainability, Splunk conducted a global climate risk assessment that identified and assessed physical and transitional climate risks, normalized to a four-point scale (low to high) to categorize the size and scope of risk. Physical risks (riverine/inland/coastal flooding, extreme heat, drought, wildfire and extreme weather) were projected against IPCC RCP 1.9, 4.5 and 8.5 scenarios. Transitional risks were based on these criteria: Increased GHG pricing and enhanced reporting obligations, nationally determined contributions, net zero emissions targets, country climate change adaptation and combined national regulatory risk. Physical and transitional risks were then aggregated and plotted across a four-quadrant prioritization matrix. In order to determine the relative significance of climate-related risks in relation to other risks, the results were then mapped to Splunk's ERM program's existing risk classification framework and Business Continuity Enterprise Risk Assessment mapping tool, which evaluates all enterprise risks relative to risk impact (consequence and criticality) and likelihood (velocity and vulnerability). The Enterprise Risk Management program is detailed on page 12 of GIR23. We plan to publish the results of this work in a future publication. GIR23, Climate Resilience and Innovation 2022 CDP Climate Response	pgs. 44-45/86 C2.1, C2.2, C2.2a
	b) Describe the organization's processes for managing climate-related risks	Splunk manages climate-related risks through its Enterprise Risk Management system (discussed on pg. 12 of GIR23). Splunk's Global Climate Resilience and Innovation Strategy (discussed on pgs. 44-45 of GIR23) provides an update on our work to refresh our current climate risks disclosed in our FY23 Annual Report and Proxy Statement by evaluating the resilience of the business to three climate-related scenarios, in alignment with this TCFD disclosure recommendation. We expect to publish the results in a future disclosure. 2022 CDP Climate Response	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	Reference response to Risk Management b) disclosure (above). 2022 CDP Climate Response	C2.1, C2.2

Theme	Recommendation	Source	Reference
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Reference response to Risk Management b) disclosure (above). 2022 CDP Climate Response	C4.1a, C4.2, C4.2a, C4.2b
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks	Splunk's Global Climate Resilience and Innovation Strategy (discussed on pgs. 44-45 of GIR23) provides an update on our work to refresh our current climate risks disclosed in our FY23 Annual Report and Proxy Statement by evaluating the resilience of the business to three climate-related scenarios, including potential risks associated with our Scope 1, 2 and 3 emissions, in alignment with this TCFD disclosure recommendation. We expect to publish the results in a future disclosure. 2022 CDP Climate Response GIR23, Climate Resilience and Innovation GIR23, ESG Data Tables	C6.1, C6.3, C6.5, C6.5a pgs. 44-45/86 pgs. 55-61/86
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Splunk's Global Climate Resilience and Innovation Strategy (discussed on pgs. 44-45 of GIR23) provides an update of our work to identify and assess near-term climate targets to support our long-term net zero by 2050 at 1.5°C goal. The work is underway; we expect to share the results once completed. 2022 CDP Climate Response	C4.1, C4.1a, C4.2, C4.2b

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 other things: the macroeconomic environment, including inflationary pressures, economic uncertainty, instability in the banking sector, rising interest rates, political unrest and social strife, and impacts on information technology and cybersecurity spending; risks associated with our growth, particularly outside of the United States; our inability to realize value from our significant investments in our business, including product and service innovations and through acquisitions; our shift from on-premises to 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; our transition to a multi-product software and services business; our inability to successfully integrate acquired businesses and technologies; our inability to service our debt obligations or other adverse effects related to our convertible notes; geopolitical events, including the war in Ukraine; general market, political, economic, business and competitive market conditions; and leadership changes and workforce attrition. 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, 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 October 3, 2023. If this report is reviewed after October 3, 2023, 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.



We welcome your comments and feedback regarding Splunk's annual Global Impact Report, which may be addressed to globalimpact@splunk.com.

Thank you for your engagement.

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