



# 2022 Global Impact Report

Building Bridges

splunk>



Introduction

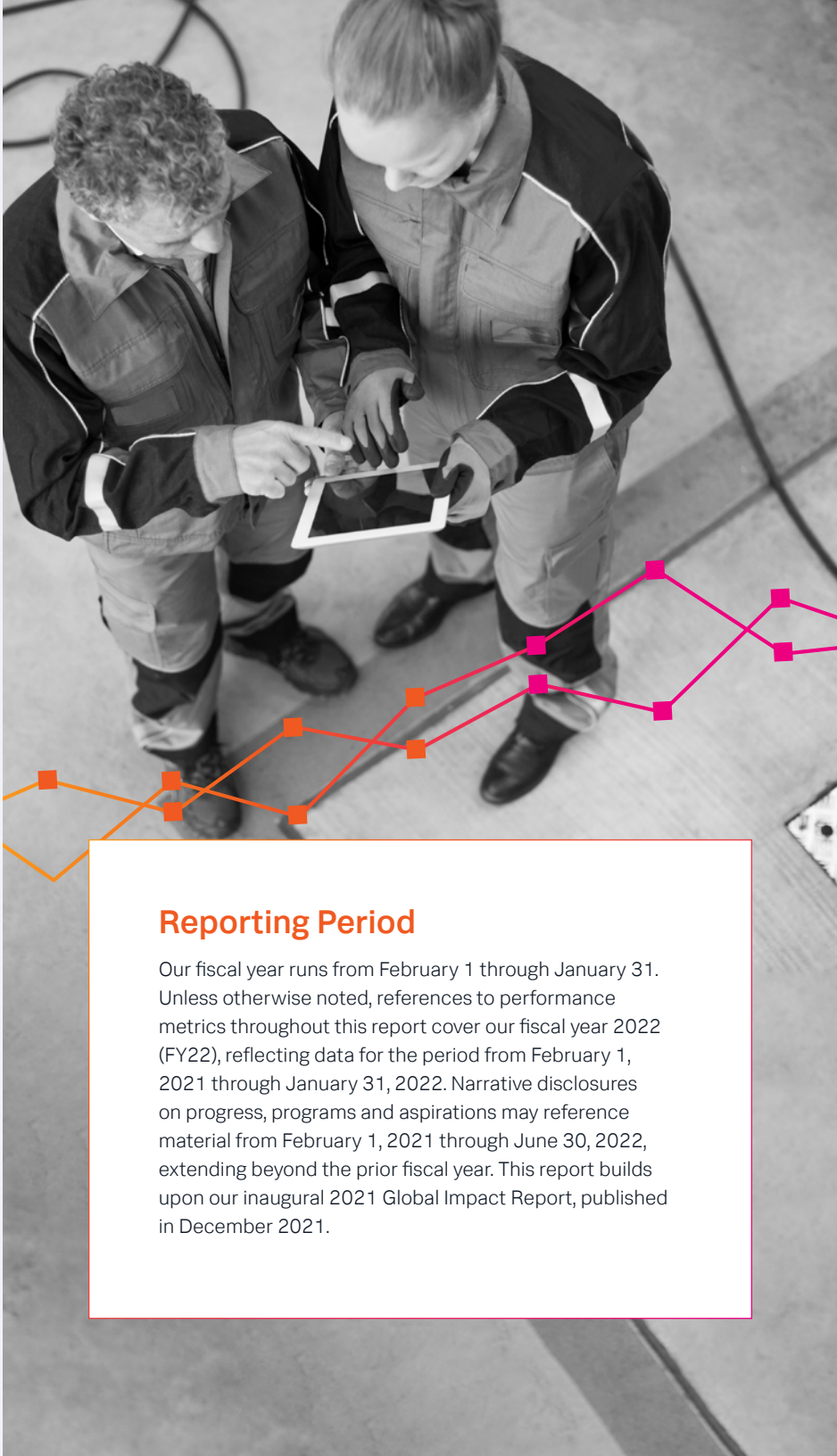
Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix



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 2022 (FY22), reflecting data for the period from February 1, 2021 through January 31, 2022. Narrative disclosures on progress, programs and aspirations may reference material from February 1, 2021 through June 30, 2022, extending beyond the prior fiscal year. This report builds upon our inaugural 2021 Global Impact Report, published in December 2021.

A Note From Our CEO

Welcome to our 2022 Global Impact Report – a comprehensive look at Splunk’s actions and commitments to grow, extend and amplify our positive impacts on a global scale.

I’m excited to share Splunk’s trajectory of innovation and growth in year two of our Global Impact Strategy. This report showcases our progress across our key focus areas – Social Impact, Ethical and Inclusive Growth, Data Responsibility and Environmental Sustainability.

Through our powerful, unified data platform, we help the largest and most innovative organizations around the world take action with their data to drive security and resilience. Our global impact work extends the strength of our products, our people and our values, contributing to a more resilient world through better and more equitable use of data.

We share progress on our Global Impact Strategy through inspirational stories about climate action, ensuring a world-class employee experience for Splunkers, joining the global conversation on data and AI ethics, and building bridges across our communities, customers and non-profits to amplify our collective impact.

As we reflect on what we have achieved thus far, we also recognize there is even more important work ahead. I’m proud to work alongside my fellow Splunkers around the world who are deeply committed to bringing this vision to life by harnessing the power of data for good.

**Gary Steele**  
President and CEO  
Splunk Inc.





Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

Table of Contents

2

Introduction

- 2 A Note From Our CEO
- 4 Message From the SVP, Chief Legal Officer, Global Affairs and Secretary
- 6 About Splunk
- 9 Splunk's ESG Objectives
- 10 Corporate Governance, Risk and Integrity
- 15 Global Impact Strategy
- 16 Bridging the Data Divide
- 19 Engaging Our Stakeholders
- 21 Global Impact Shared Priorities

23

Social Impact

- 24 Impact, Risk and Opportunities
- 24 Governance and Accountability
- 25 Strategy and Management Approach
- 26 Social Impact Programs
- 26 Strategic Giving
- 26 Employee Engagement
- 27 Impact Technology
- 27 Product Donations
- 27 Workforce Development
- 28 Social Impact Investments
- 29 Social Impact Case Studies

32

Ethical and Inclusive Growth

- 33 Impact, Risk and Opportunities
- 33 Governance and Accountability
- 33 Strategy and Management Approach
- 34 Diversity, Equity and Inclusion
- 37 Talent and Careers
- 40 Supplier Diversity

41

Data Responsibility

- 42 Impact, Risk and Opportunities
- 42 Governance and Accountability
- 43 Strategy and Management Approach
- 44 Data and AI Ethics
- 44 Data Privacy
- 46 Data Security

47

Environmental Sustainability

- 48 Impact, Risk and Opportunities
- 48 Governance and Accountability
- 49 Strategy and Management Approach
- 50 Climate Resilience and Innovation
- 54 Resource Efficiency
- 56 Sustainable Sourcing and Procurement

57

Appendix

- 58 About This Report
- 59 ESG Data Tables
- 71 GRI Content Index
- 80 SASB Index
- 81 TCFD Index





Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

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

We are excited to share our second annual Global Impact Report, which highlights the progress we’ve made in building, extending and deepening our impact work in areas that matter most to Splunk and its stakeholders – social impact, ethical and inclusive growth, data responsibility and environmental sustainability.

## Why Global Impact Matters

As we evolve Splunk’s Global Impact Strategy, we are keenly aware of the obligations we have to our customers, investors and communities. In a time of meaningful societal, economic and environmental change, Splunk’s innovation and technology, coupled with its people, purpose and partners, are harnessing the power of data to bring lasting impact that benefits everyone.

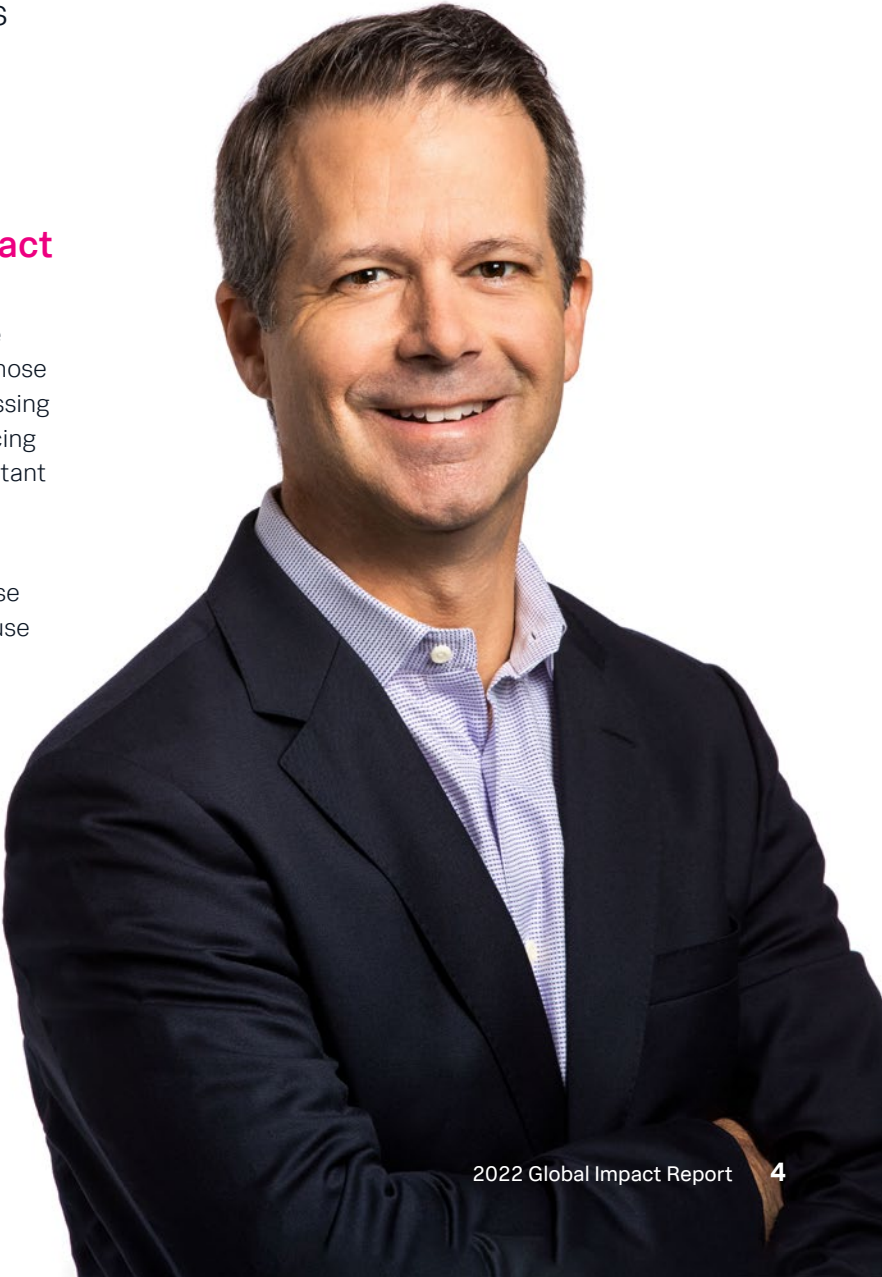
Our four Global Impact Strategy pillars – Social Impact, Ethical and Inclusive Growth, Data Responsibility and Environmental Sustainability – reflect the issues that matter most to our business and to our stakeholders. These areas support business growth and success, strengthen talent acquisition and retention, enhance our positive reputation and drive impact on a global scale. We deeply believe that this purpose-driven work is good for business as well as our communities.

Our global impact work, like our business, is in the early stages of an enormous opportunity. We are committed to building and maturing our programs and initiatives, powered by the vision, passion and expectations of our customers, stockholders, employees and other stakeholders.

## Building Bridges To Amplify Our Impact

In last year’s report, we shared our belief that Splunk is uniquely positioned to help bridge the data divide – the division between those who have access to data and those who don’t – to help solve some of humanity’s most pressing challenges. Splunk led in several areas last year, advancing awareness of the data divide and contributing to important public dialogue.

We know that data and technology can help illuminate patterns, efficiencies and solutions that would otherwise go unnoticed. Whether optimizing data center energy use or leveraging the power of data for South African sugar cane growers to better plan deliveries and processing, data can problem-solve for powerful and beneficial outcomes. By bridging the data divide, we seek to provide everyone with better futures and build a stronger business for our customers, investors and employees.







Our four Global Impact Strategy pillars – Social Impact, Ethical and Inclusive Growth, Data Responsibility and Environmental Sustainability – reflect the issues that matter most to our business and to our stakeholders.”

Data, Tech and Society

The ethical use of data – protecting against the misuse of data and technology – is an emerging societal concern in light of the increasing power of technology and the ubiquitous reliance on data. We have engaged in a number of forums over the past year around this nascent conversation. From taking the global stage of the World Economic Forum’s Annual Meeting to participating in a tech sector working group to identify potential human rights vulnerabilities in our field, this report shares a few highlights of how Splunk is committed to responsible data privacy, protection, transfer and use.

Since Our Last Report

While we share our progress across the company throughout the report, a few achievements stand out. Both the climate commitment we made in November 2021 and the formation of Splunk’s Cybersecurity & Data Responsibility Committee of our Board reflect how we are embedding these important areas into our decision-making and operations.

On the social impact side, we have focused on fewer and more strategically aligned partners, resulting in deeper, more impactful relationships. I’m also very proud of Splunk’s continued active engagement in supporting a fair and inclusive society, making sure that all Splunkers feel a sense of personal safety and belonging.

We are heartened to have achieved so much in a year of tremendous change that included a CEO transition, rapid company growth, economic volatility, geopolitical events and a prolonged global pandemic. Indeed, we believe that our global impact work provided the depth, strength and identity that enabled our business and employees to successfully navigate the complexities of this past year.

Looking Forward

While we are proud of our progress, we know we have much more to achieve and learn. Our customers rely on us to secure and keep operational their digital systems and assets, whether to achieve outsized business objectives, deliver critical health services or secure our nation. This is what inspires us to innovate and what obligates us to be a deeply trusted partner to our customers, investors and communities.

With appreciation,



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



Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

# About Splunk

Splunk is a technology company that provides the leading unified security and observability platform. It helps organizations use data at any scale to become more secure and resilient so they can innovate with speed and agility.

Founded in 2003 and a public company since 2012, Splunk Inc. [NASDAQ: SPLK] is a global company with more than 7,500 employees as of the end of FY22. Splunkers have received over 1,000 patents to date, and Splunk has customers in more than 130 countries as well as a thriving network of over 2,400 partners.

Headquartered in San Francisco, California, Splunk has more than 35 offices across operating regions in the Americas, Europe and the Middle East (EMEA), and Asia-Pacific, connecting us to our customers wherever they are.

## Mission

Splunk's mission is to remove the barriers between data and action so that everyone thrives in the Data Age.

## Growth Strategy

Our growth strategy rests on three tenets: offering solutions through cloud and hybrid environments; 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 page 8 of our [FY22 10-K filing](#).

In FY22, our annual recurring revenue (ARR) topped \$3 billion. That marked a 32% year-over-year increase, with our cloud revenue growing 70% to \$944 million. Total FY22 revenues were \$2.67 billion, up 20% 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.

## Global Impact and Business Growth

Our Global Impact program supports our mission and strategy 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. Our customers, employees and partners exist in all sectors across the world. Through collaboration, we can mobilize our collective talent as well as financial and technical solutions to tackle this critical problem and enact positive outcomes.







Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

Our Customers

Splunk has tens of thousands of customers around the world in a multitude of sectors. Our applications serve an equally wide range of verticals, including education, financial services, government, healthcare and pharmaceuticals, industrials and manufacturing, media and entertainment, retail and ecommerce, technology and telecommunications.

Customer success is the true barometer of our achievement. We are deeply vested in working with our customers to help ensure they build the foundation of resilience they need to achieve their missions. We provide a rich library of learning resources, customer support, application experts, training, handbooks, tools and forums while fostering interaction with an enthusiastic, wide-ranging community of Splunk users.

Our offerings have been deployed by over 90 of the Fortune 100 companies. Companies confidently use Splunk to accelerate their move to digitization, innovate with agility and build more secure, resilient enterprises. Along with the private sector, our customers include organizations in the public sector, nonprofits and institutions of higher learning.

Our Splunkers

Splunk's employees (Splunkers) embody our culture and values. They are encouraged and empowered to be innovative, passionate, disruptive, open and fun. Splunkers bring those qualities to every interaction – with our technology, our customers, fellow Splunkers, the workplace, our Global Impact initiatives, our communities and our planet.

Our company-wide Million Data Points initiative spotlights the diversity of backgrounds, cultures, qualities and talents present in our workforce that contribute to making Splunk a great place to work while at the same time affirming the validity of that claim.

Splunk received many “best of” recognitions in FY22, including:

- 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)
- *Fortune*: 100 Best Companies to Work For 2022
- *Fortune*: World's Most Admired Companies 2021
- *People*: Companies That Care 2021
- Great Place to Work-Certified™ company for:
  - Best Workplaces for Women 2022
  - Best Workplaces in Technology 2022
  - Best Workplaces for Millennials 2022
  - Best Workplaces in the Bay Area 2022

Visit our [Awards](#) page to see a listing of Splunk recognitions and certifications.

The Global Giving Challenge:  
Deepening Splunk’s Culture  
of Giving Back

In FY22, Splunk launched a new signature, company-wide social impact program: the Global Giving Challenge. Held at the end of November through December, a traditional season of giving, the Challenge encourages employees to donate to their favorite charities.

To inspire participation and demonstrate leaders' support of giving back to the community, the FY22 Challenge featured a friendly executive-led competition. Teams competed for the highest participation percentage rather than a dollar amount. A leaderboard, along with the generous offer of Splunk executives to personally match employee donations, added excitement and fostered momentum during the fast-paced five-week campaign.

Through the Challenge, Splunk and Splunkers generated more than \$1 million in donations for 2,647 nonprofit organizations.



Introduction

Social Impact

Ethical and Inclusive Growth

Data Responsibility

Environmental Sustainability

Appendix

Our Suppliers

With our size, reach and rapid growth, Splunk recognizes our increasing potential and greater responsibility for embedding environmental, social and governance (ESG) principles into our procurement activities and building a more sustainable value chain.

In FY22, our procurement organization, part of the Global Spend Management (GSM) team, engaged with more than 1,800 suppliers across 12 major spending categories worldwide. GSM comprises four sub-teams – Strategic Sourcing & Supplier Management, Supplier ESG, Procurement Operations & Accounts Payable (P2P) and Travel & Expense – all of which support Splunk’s broader ESG mission and strategy.

Our dedicated Supplier ESG team and programs are focused on encouraging environmentally sustainable practices and prioritizing supplier diversity. We comply with all applicable regulations and sanctions. Our initial focus has been primarily on domestic suppliers (80% of our suppliers are U.S.-based). We plan to expand our focus to key markets in Europe and Asia in the latter half of FY24.

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



LEARN MORE ABOUT SPLUNK:

- [FY22 Annual Report and Proxy Statement >](#)
- [Bridging the Data Divide White Paper >](#)
- [Code of Business Conduct and Ethics >](#)
- [Supplier Code of Conduct >](#)
- [Diversity, Equity and Inclusion at Splunk >](#)
- [Where We Work: Global, Diverse, Connected >](#)
- [Awards >](#)
- [Investor Relations >](#)
- [Newsroom >](#)





# Splunk's ESG Objectives

Introduction

Social Impact

Ethical and Inclusive Growth

Data Responsibility

Environmental Sustainability

Appendix

In last year's inaugural 2021 Global Impact Report, we shared Splunk's three ESG objectives: integrate ESG across the business; advance the Global Impact Strategy; and innovate through Splunk's Global Climate Resilience and Innovation Strategy.

In FY22, we made solid strides towards advancing our three ESG objectives:

- **Integrating ESG across the business:** This objective focuses on the foundational governance, systems, processes and cross-functional collaboration that support leading practices for managing, measuring and reporting ESG performance. The [Corporate Governance and ESG](#) section of this report shares board- and management-level oversight. Since our last report, we have also implemented an automated ESG reporting system, added internally audited social impact metrics to our ESG data tables, and obtained external assurance of our FY22 greenhouse gas inventory.
- **Advancing the Global Impact Strategy:** Launched in our 2021 Global Impact Report, Splunk's Global Impact Strategy focuses on four areas: Social Impact, Ethical and Inclusive Growth, Data Responsibility, and Environmental Sustainability. We share our work to advance the strategy throughout this report.
- **Innovating through the Global Climate Resilience and Innovation Strategy:** In FY22, we implemented a series of cross-functional workstreams that cover climate risks and opportunities, climate scenario analysis, net zero transition planning and science-based targets. These workstreams form the basis of our net zero transition plan and build upon our climate commitments made in last year's report. We share the work and our progress in the [Environmental Sustainability](#) section of this report.

Although we are early in our journey, we have made great strides towards maturing and extending our ESG work at Splunk and look forward to sharing more in this report.



# Corporate Governance, Risk and Integrity

Splunk is committed to sound corporate governance, rooted in high standards of honest, ethical and transparent business practices and compliance with applicable laws, rules and regulations. These commitments form a solid foundation from which to manage, measure and report our ESG and Global Impact progress.

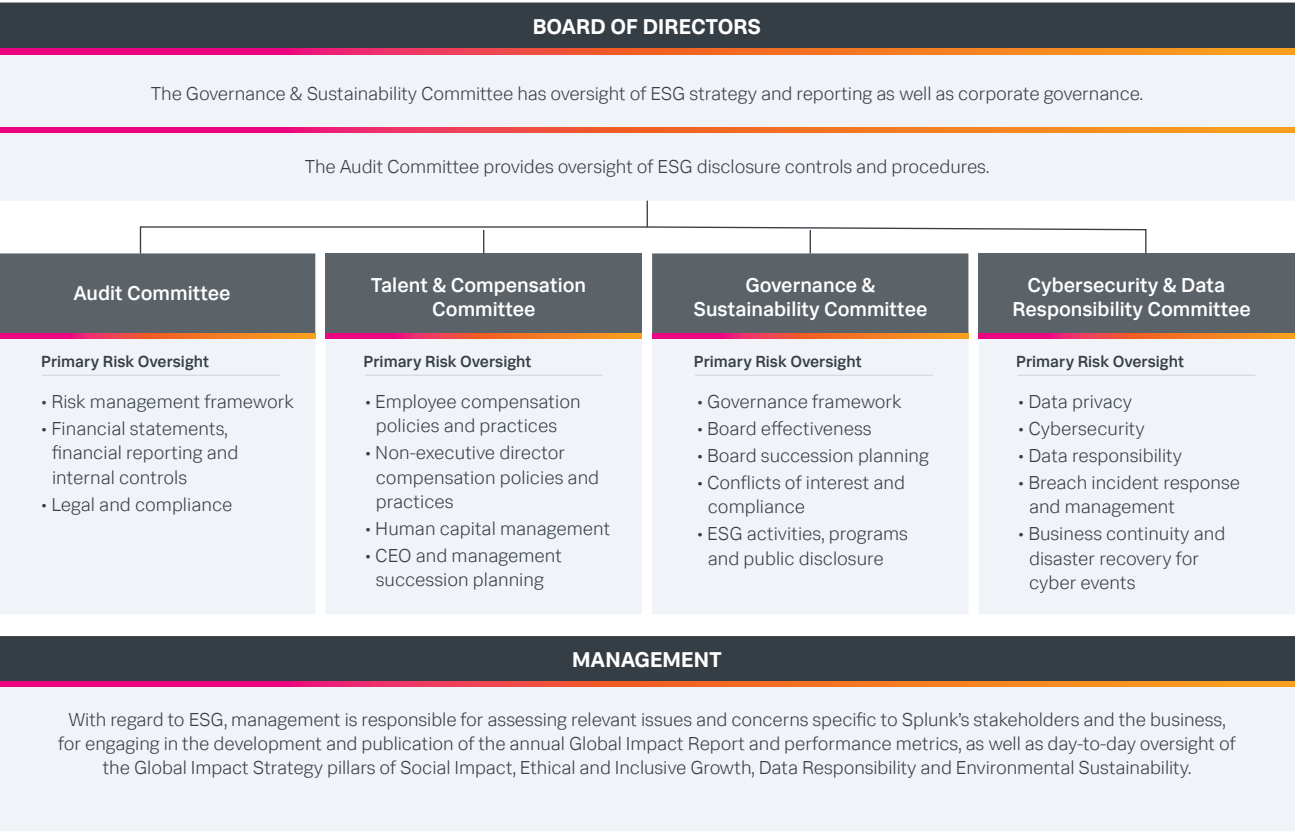
## Corporate Governance and ESG

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

Our Board works closely with management to oversee ESG at Splunk, both directly and through its four standing committees dedicated to areas of the program associated with their respective areas of responsibility. Our business functions, in turn, drive management accountability for a range of ESG issues and programs, which are 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.

To learn more about Splunk's corporate governance practices, reference the [Splunk FY22 Annual Report and Proxy Statement](#) and the [Splunk Corporate Governance](#) web page.

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







Introduction

Social Impact

Ethical and Inclusive Growth

Data Responsibility

Environmental Sustainability

Appendix

Managing Risk and Ensuring Quality and Compliance

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 statutes and overall support of the company's mission and growth strategy.

Enterprise Risk Management

Splunk's Board oversees our compliance and risk programs. This oversight responsibility includes strategic, competitive, financial, brand, reputational, legal, compliance, governance, geopolitical, operational, 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 [2022 Proxy Statement](#).

At the management level, Splunk has established a formal risk assessment framework through its Enterprise Risk Management (ERM) program to facilitate risk assessment across the enterprise. The ERM program, managed through the Splunk Assurance, Advisory, Risk and Compliance organization (SpAARC), 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. This information is reported to the Board and Audit Committee periodically.

Additionally, employees leading certain core business functions regularly engage with the Board and its committees. These include leaders of our internal audit function; 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, governance and geopolitical matters; and our Chief Ethics and Compliance Officer, who reports on risks related to ethics and compliance, labor and employment, and disputes and litigation.

Internal Audit

To provide for the independence of the internal audit function, the SpAARC team reports to the VP of SpAARC, who reports functionally to the Audit Committee and administratively to the Chief Financial Officer. SpAARC's mission 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.

SpAARC reports to the Audit Committee quarterly on its core activities and annually provides an assessment of the adequacy and effectiveness of Splunk's processes for controlling its activities and managing its risks.

In addition to evaluating whether financial, operational and compliance controls designed to manage Splunk's risks are operating in an efficient, effective and ethical manner, and determining whether risks are appropriately identified and managed, SpAARC works with different departments to develop management action plans to remediate significant gaps noted during its audits.

SpAARC's work directly supports and enables Splunk's growth and evolution. For example, our transition to a cloud-first platform strategy required the creation of many new controls and compliance programs for both Splunk and our customers, many of which SpAARC helped develop. The team also works with legal and other departments to determine if significant regulatory or legal issues impacting Splunk are being recognized and addressed appropriately.



Introduction

Social Impact

Ethical and Inclusive Growth

Data Responsibility

Environmental Sustainability

Appendix

Fostering a Culture of Ethics and Integrity

A critical element of Splunk's success and future stems from doing business honestly and ethically, and depends on Splunk being a trusted partner to our customers, suppliers, employees, stockholders, business partners and the global communities in which we operate. This commitment helps Splunk attract and retain loyal customers, hire top talent, and provide innovative products and services. At the end of the day, we will be judged not only by what we do, but also by how we do it.

Ethics and Compliance Program

Our Chief Ethics and Compliance Officer oversees 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 provides regular reports to the Audit Committee regarding these areas. Splunk's [Code of Business Conduct and Ethics](#) articulates our expectations of our employees, executives, board members and others. The Code of Conduct 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.

Mission:

To ensure ethics and compliance with legal requirements and our Code of Conduct are embedded into the everyday activities of Splunk's worldwide operations and to foster an organizational culture of integrity.

Key Tenets:

- 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



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 the protection of internationally proclaimed human rights 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 others who provide services to or for Splunk to adhere to the same high standards.

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 its suppliers to adhere to the same prohibitions and to similarly comply with applicable local law.



Introduction

Social Impact

Ethical and Inclusive Growth

Data Responsibility

Environmental Sustainability

Appendix

Promoting Splunker Health and Safety

Splunker safety and security are a leading priority. As we continue to scale and grow our efforts, our dedicated Global Health & Safety team focuses on three core areas: risk control, compliance and culture. A continuous improvement mindset ensures an adaptable and responsive program that enhances our health and safety culture.

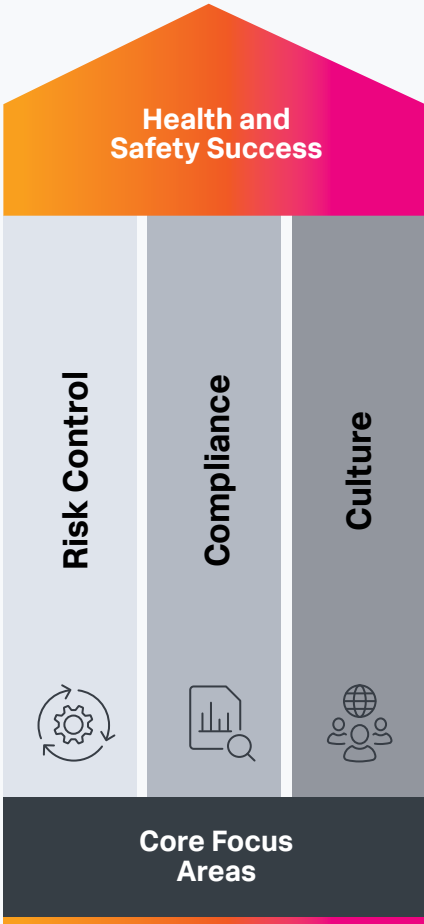
Having helped Splunk and Splunkers adapt to the dynamic changes brought on by the COVID-19 pandemic over the last few years, the team is focused on safe and healthy approaches to planning the pandemic-to-epidemic transition and managing the new realities of a distributed workforce where a portion of Splunkers work from offices, some from home, and others a blend of both.

The health and safety team promotes and enables Splunk to provide a healthy and safe workplace for our employees, contractors and visitors wherever we conduct business by identifying and controlling occupational health and safety risks. We achieve this by conducting frequent risk assessments, staying current with global occupational health and safety legal requirements, providing health and safety related training, and promoting Splunker engagement and participation in our health and safety program.

Aligning with leading practices for compliance, the health and safety team looks to ISO 45001 to provide the foundational elements of Splunk's occupational health and safety management system.









Splunk Global Health and Safety Program





Engaging in the Public Policy Process

Our Governmental Affairs function, which has a global focus and reports to our Chief Legal Officer, leads policy outreach and thought leadership on matters important to Splunk. Government Affairs engages with government entities in the U.S. and other countries in Asia-Pacific (APAC) and EMEA on a range of public policy issues, including those below.

	<b>Cybersecurity</b>	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 government–industry information sharing.
	<b>Digital trade</b>	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 such as digital service taxes from being applied to digital products; and limit requirements to disclose proprietary source code and algorithms.
	<b>Government procurement</b>	Government organizations are faced with the difficult task of keeping up with evolving technology in a budget-constrained environment while they seek to achieve mission success. Splunk supports government policies that encourage the procurement of best-in-class commercial off-the-shelf (COTS) software solutions to the maximum extent practicable 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 between countries where possible.
	<b>Cloud adoption</b>	Splunk supports the adoption of cloud solutions by government organizations as well as the private sector. Cloud computing services have the ability to provide scale, security and cost savings. Splunk is in favor of an internationally harmonized regime of laws and regulations that facilitate cloud computing. This would include appropriate policies related to market access, data privacy and cross-border data flows.
	<b>Data privacy</b>	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.
	<b>Artificial intelligence</b>	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.

Ensuring Fair Elections and Supporting LGBTQ+ Rights

Splunk actively engages in the public dialogue in support of a fair and inclusive society. In FY22, Splunk joined organizations advocating for fair elections and advancing LGBTQ+ rights:

- Splunk is a member of the [Civic Alliance](#), a nonpartisan coalition of businesses united by a commitment to a thriving democracy.
- Splunk is also a member of the Human Rights Campaign's [Business Coalition for the Equality Act](#), a group of leading U.S. employers that support the [Equality Act](#), federal legislation that would provide the same basic protections to LGBTQ+ people as are provided to other protected groups under federal law.



**LEARN MORE ABOUT SPLUNK CORPORATE GOVERNANCE, RISK AND INTEGRITY:**

[FY22 Annual Report and Proxy Statement >](#)

[Corporate Governance: Governance Documents and Committee Charters >](#)

[Code of Business Conduct and Ethics >](#)

[Supplier Code of Conduct >](#)

[Ethics and Compliance Hotline >](#)

[Public Policy Positions >](#)

Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

# Global Impact Strategy

Splunk’s Global Impact Strategy was launched in FY21, and we are excited to share our progress one year later.

## Mission

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

## Guiding Principles

Execution of our Global Impact mission is shaped by these guiding principles:

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

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

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

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

## Global Impact Strategy Pillars

Our mission and guiding principles provide focus and direction for the impact initiatives aligned under our four Global Impact Strategy pillars:

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

Each of these pillars reflects our values as a company and reflects an understanding of the accountability required at all levels to help ensure the success of our business. The pillars and the initiatives within each were developed through dialogue identifying the material issues that matter most to our internal and external stakeholders.



Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

# Bridging the Data Divide

Last year, we introduced Splunk’s Global Impact mission to “bridge the data divide to find actionable solutions for humanity’s greatest challenges.” In this interview, Kriss Deiglmeier, Chief Social Impact Officer at Splunk, and Jason Saul, Executive Director of the Center for Impact Sciences at the University of Chicago, discuss that work, its potential, and how to overcome barriers to effectively use data to achieve social impact.

**Q: What is the data divide and why is it an essential issue for Splunk?**

**Kriss Deiglmeier:** The data divide refers to the increasing gap between the rapidly expanding use of data to create commercial value and the comparatively weak use of data to solve our social and environmental challenges. As the data platform leader for security and observability, Splunk is well positioned to drive understanding and awareness, and to mobilize collective action for what it will take to bridge the data divide. Splunk helps unlock the power of data at scale every day. Our vision is a data ecosystem in the social impact sectors as robust as in the business sector.

**Q: What is the greatest misunderstanding decision-makers in the social impact field have when it comes to data?**

**Jason Saul:** I don’t think decision-makers in our field consider data nearly enough. The social impact field is structured to prioritize resource allocation and resources. Specifically, an enormous amount of time and money is spent on how to get money for the impacts you desire.

But everybody’s frustrated about that dance because it’s incredibly irrational and wasteful. That’s why this work is so important. What we’re talking about here is more intelligently spending money, funding what works, and getting better outcomes.

**Q: Jason, your work focuses on analyzing data to optimize social impact efforts. What are the obstacles there?**

**JS:** There are two big ones. One is a lack of a coherent data ecosystem, which is a wholesale field shift that Splunk is trying to solve here – taking all of the unstructured data that’s out there and turning it into structured information that makes sense. The other is the incentive structure. You don’t get rewarded with more money for producing better results in our field. It’s not that the people giving money don’t want more results, and it’s not like the charities don’t want to have more impact. But because the field has not invested in being data forward as a core foundation of organizational effectiveness, there are no standards or ways to measure, report or invest.



**Kriss Deiglmeier**  
Chief Social Impact Officer



**Jason Saul**  
Executive Director of the Center for Impact  
Sciences at the University of Chicago



Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

Q: Kriss, Splunk also emphasizes equity. Why is that an important lens?

**KD:** To truly get better solutions, we must ensure equity is embedded in how we work. Those on the ground are closest to the challenges; therefore, they must be the drivers of solutions. Without an equitable approach to data, particular populations are more likely to be left out. When we combine the power of data, ethics and equity, we have the potential to uncover data not about the average person but about all people. Such specificity has been lacking in the field and is now available through data.

Q: Splunk is partnering with the Center for Impact Sciences. What are its aims?

**KD:** You need to have the knowledge of a problem before jumping to solutions. Therefore, developing a concrete and informed understanding of the drivers of the problem is priority one. We're also choosing to partner with an academic institution that is a leader in the field of data science for impact. The University of Chicago has networks, expertise, and an approach that is distinct from a corporation like Splunk. By partnering with Jason and his team, we can comprehensively tackle this problem, uncovering what is needed to move the needle on closing the divide. This work is a long journey, and this partnership is a critical first step.

**JS:** For us, understanding the levers and constraints and the market dynamics is going to be crucial. Ultimately, to advance the field we need the private sector to innovate and create new tools. That requires a fundamental understanding of the problem and how to solve it. This partnership allows us to make the problem actionable.

Q: Kriss, you've previously said bridging the data divide requires a collective effort across the corporate, nonprofit and government sectors. Why? What does that look like?

**KD:** If we have just one sector doing it, we're barely going to move the needle. We need each sector to take a role. Government, quite simply, is the biggest spender on social impact programs. They will need to think differently around data sharing, open data and how to bring structure to a social impact data ecosystem. The nonprofit sector, first and foremost, needs funders to invest in building the field's data DNA. We will not magically get better data without financial investment. We would not fund organizations that did not have financial systems; we need the same for data systems. For business, I see multiple opportunities starting with funding, technology and talent, and voice.

The data divide may not feel like an urgent problem to many, but it underlies the world's most pressing problems. With so many global crises already unfolding, we need problem solvers from all sectors to harness the power of data for positive social and environmental impact.



By partnering with Jason and his team, we can comprehensively tackle this problem, uncovering what is needed to move the needle on closing the divide. This work is a long journey, and this partnership is a critical first step.”

*Kriss Deiglmeier, Chief Social Impact Officer*



Introduction

Social Impact

Ethical and Inclusive Growth

Data Responsibility

Environmental Sustainability

Appendix

FY22 Highlights

We present a detailed look at each of the individual pillars in the next four sections of this report, covering strategy and approach, risks and opportunities, initiatives, FY22 accomplishments, metrics and targets, and future plans.

Overall, we are very pleased with the progress achieved in the relatively short time since our Global Impact mission and strategy were launched. Selected FY22 highlights under each pillar include:



SOCIAL IMPACT

- Launching Splunk's Strategic Giving program
- Reaching 38% of our \$100 million, 10-year FY17 Splunk Pledge commitment through global community investments
- Donating, through Splunk and individual Splunkers, \$3.7 million to support 3,380 nonprofit organizations
- Expanding Splunk's matching gifts program and promoting virtual, skills-based volunteer opportunities

ETHICAL AND INCLUSIVE GROWTH

- Publishing our third Diversity Annual Report
- Expanding the number of diverse suppliers and increasing the amount of our spending with these businesses
- Investing in developing employee recruiting programs to improve the representation of women and underrepresented groups
- Updating key people systems (Workday, Slack and others) and employee badging systems to incorporate pronouns

DATA RESPONSIBILITY

- Establishing the Cybersecurity & Data Responsibility Committee of the Board
- Launching the Customer Trust portal at Splunk Protects
- Engaging in external working group to identify and assess potential human rights vulnerabilities in the business-to-business (B2B) Software-as-a-Service (SaaS) sector
- Continuing to advance discussions, both internally and externally, on the development of best practices for the ethical use of data in the enterprise software space

ENVIRONMENTAL SUSTAINABILITY

- Announcing our net zero climate commitment
- Launching the Splunk Global Climate Resilience and Innovation Strategy development project – a global, cross-functional climate initiative
- Forming the Splunk Earth Alliance – a grassroots employee-led group focused on action, support and the promotion of environmental sustainability
- Securing external assurance of our FY22 greenhouse gas inventory and implementing an ESG reporting and metrics tracking system

Introduction

Social Impact

Ethical and Inclusive Growth








Data Responsibility

Environmental Sustainability

Appendix

Engaging Our Stakeholders

Engaging with our stakeholders is an ongoing priority. Maintaining a two-way dialogue about the issues that matter most to our constituents and that are key to our business helps ensure that we remain aware and responsive, and that our actions are always principled and transparent. Splunk’s stakeholders include all those groups that have the ability to influence and be influenced by Splunk’s business, its products and services, and its presence.

Stakeholder Groups	Engagement Mechanisms	Topics of Interest Related to ESG
 <b>Customers</b>	We engage with customers through Requests for Proposal (RFPs), legal contract reviews, CDP Climate and EcoVadis ESG response requests, direct engagement, and Splunk Protects and security programs and certifications.	Topics most important to customers include Splunk’s programs and performance related to climate change, human rights and anti-slavery positions, ethics and codes of conduct, diversity, equity and inclusion (DEI), data privacy and cybersecurity, and the “cloud print” (environmental footprint) of the Splunk services they use.
 <b>Investors</b>	We engage with investors through earnings calls, one-on-one engagement with portfolio managers and investment stewardship teams, and our annual stockholder meeting. In FY22, we reached out to institutional stockholders representing approximately 62% of our shares and engaged in substantive discussions with institutional stockholders representing 43% of our shares. More details are available in our <a href="#">2022 Proxy Statement</a> .	Through regular stockholder engagement, we receive valuable insights and feedback on an array of governance and business topics, including business strategy and execution, board refreshment, executive compensation practices, risk oversight, human capital management, climate action, and ESG disclosures, reporting and strategy.
 <b>Employees (Splunkers)</b>	We engage with Splunkers through annual employee kick-offs, strategy and operational plan and 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 employee engagement surveys.	Splunkers care most about our customers’ success, Splunk’s business strategy and performance, leadership updates, distributed work, social impact and equity, career mobility, DEI, data responsibility, climate change, resource efficiency and ERGs.
 <b>Government entities and policy setters</b>	We engage with government and regulatory bodies in the countries in which we operate through direct engagement and collaborative initiatives, as well as through industry associations.	Splunk engages with governments and regulatory bodies on issues that include cybersecurity, digital trade, government procurement, the adoption of cloud solutions by government organizations and the private sector, data privacy and artificial intelligence.
 <b>Communities and NGOs</b>	We engage with communities and 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.	Social and environmental issues include health, education, homelessness, workforce development, poverty alleviation, racial equity, climate change, climate justice and climate tech inclusion.
 <b>Higher education</b>	We engage by teaming up with academic institutions as knowledge partners and through mechanisms such as Splunk University talent recruiters, Splunk Pledge product donations and free Splunk training.	Topics include bridging the data divide, DEI recruiting and early talent development.
 <b>ESG analysts, agencies and standard-setting bodies</b>	We engage with ESG analysts, agencies and standard-setting bodies through direct dialogue, surveys and questionnaires, and ESG standards and disclosure working groups.	Through ESG assessments, public advisory processes and direct engagement, topics most relevant to these stakeholders include corporate social impact initiatives, talent and careers, DEI, data responsibility, climate action and disclosures, sustainable sourcing and resource efficiency.





Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix



Voluntary Commitments,  
Initiatives and Affiliations

Splunk adopts many voluntary commitments, agreements and initiatives, and collaborates with impact-directed organizations, to amplify our ESG-related impact. We also endorse or are affiliated with a number of economic, environmental and social charters, principles and initiatives, and hold memberships in several industry associations, as well as national and international advocacy organizations. These include:

- Atlantic Council
- BSA | The Software Alliance
- National Minority Supplier Development Council Inc.®
- Science Based Targets initiative (SBTi)
- SBTi Business Ambition for 1.5°C
- Sustainability Accounting Standards Board (SASB) Standards Advisory Group
- Task Force on Climate-related Financial Disclosures (TCFD)
- World Economic Forum
- Women’s Business Enterprise National Council

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





Global Impact Shared Priorities

To determine the topics and issues to cover in this report, we engaged multiple internal and external Splunk stakeholders over a 12-month period to identify current and emerging issues that are top of mind. This process aligns with current and emerging practices for impact reporting, and it helps Splunk understand the priorities of our stakeholders and business. This process, which we call a “relevancy assessment,” can also be referred to as a “materiality assessment” or “impact materiality” in the evolving public dialogue regarding ESG and 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 about the process, reference the [GRI Content Index](#).

The results of this assessment inform what we cover in this report, help ensure that the Global Impact Strategy pillars remain timely and relevant, and allow us to “look around corners” to see emerging issues for future coverage.

Confirming Existing Focus Areas

The assessment confirmed that our Global Impact Strategy pillars are relevant and strong, with Social Impact, Ethical and Inclusive Growth, Data Responsibility and Environmental Sustainability remaining top focus areas for both Splunk and its stakeholders. Progress updates for these areas are covered in this report.

FY22 Relevancy Assessment: Shared Priorities and Emerging Issues		
Current priorities for Splunk and its stakeholders		Emerging issues to monitor over time
	<b>Social Impact</b> <ul style="list-style-type: none"><li>• Strategic giving, employee engagement</li><li>• Pledge product donations, impact technology</li><li>• Workforce development</li><li>• Splunk Ventures</li></ul>	<i>Stakeholders remain focused on our current priorities (shown in the left-hand column); we will continue to scan the Social Impact space for emerging issues to monitor over time.</i>
	<b>Ethical and Inclusive Growth</b> <ul style="list-style-type: none"><li>• Diversity, equity and inclusion</li><li>• Talent and careers, employee experience</li><li>• Supplier diversity</li></ul>	<i>Splunk culture and employee experience:</i> <ul style="list-style-type: none"><li>• Employee mental health and well-being</li><li>• Distributed workforce</li><li>• Pandemic-to-endemic transition planning</li><li>• Corporate stance on social, human rights issues</li><li>• Innovation management, fostering a culture of innovation</li></ul>
	<b>Data Responsibility</b> <ul style="list-style-type: none"><li>• Data privacy</li><li>• Data security</li><li>• Data and AI ethics</li></ul>	<i>Societal expectations regarding data responsibility:</i> <ul style="list-style-type: none"><li>• Human rights vulnerabilities in B2B SaaS</li><li>• Tech sector trust and accountability</li><li>• Ethical customer applications of Splunk technology</li></ul>
	<b>Environmental Sustainability</b> <ul style="list-style-type: none"><li>• Climate resilience and innovation</li><li>• Resource efficiency</li><li>• Sustainable sourcing and procurement</li></ul>	<i>Expanding interest and inclusion related to:</i> <ul style="list-style-type: none"><li>• Customer “cloud print” of Splunk product use</li><li>• Climate justice and impacts to vulnerable communities</li><li>• Representation and inclusion in climate action and climate tech solutions</li></ul>



Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

Understanding New and Emerging Issues

In addition to the current priorities for Splunk and its stakeholders in the areas shown on the previous page, our relevancy assessment identified some new and emerging issues that, while not fully relevant to all of our stakeholders at the time of this publication, have the potential to gain more relevance over time. We plan to monitor these issues on an ongoing basis.

- **Data Responsibility:** Tech sector-specific themes, including the potential human rights vulnerabilities in the B2B SaaS sector; growing societal concerns relating to public trust in the technology sector and the accountability of larger global tech firms; and the ethical customer applications of technology.
- **Ethical and Inclusive Growth:** Splunk culture and employee experience, including themes of employee mental health and well-being; distributed workforce and pandemic-to-endemic transition; Splunk expectations regarding formal public business stances in support of social and human rights issues; and innovation management.
- **Environmental Sustainability:** Customer “cloud print” and energy use associated with the use of SaaS offerings; environmental and climate justice for vulnerable populations; and inclusion and representation in climate action and climate tech solutions.







# Social Impact

At a time when our global community continues to battle ongoing issues in the wake of the COVID-19 pandemic – such as climate change, health equity, poverty, racial justice and education – Splunk’s Global Impact focus on bridging the data divide matters more than ever. We believe that data is crucial to solving humanity’s greatest challenges. That’s why we’re committed to harnessing the power of data for a more equitable future.

**PRIORITIES**

- Strategic Giving
- Employee Engagement
- Impact Technology
- Product Donations
- Workforce Development
- Social Impact Investments



The vision of harnessing the power of data for a more equitable future isn't ours alone. We partner with employees, nonprofits, academic institutions and businesses to bridge the data divide. Through our social impact initiatives – which include strategic giving, employee engagement programs, innovation technology, product donations, workforce development and impact investing – we empower partners with the financial resources, tools and talent they need to harness the power of data to solve social and environmental challenges.

## Impact, Risk and Opportunities

Through Splunk's social impact initiatives, we build equitable access to data in ways that meet rising stakeholder expectations.

Customers and investors increasingly seek positive social impacts in deploying their capital, while employees seek social impact programs that inspire them to stay and do their best work. As the [Edelman Trust Barometer's 2021 Special Report: "The Belief-Driven Employee"](#) points out, 71% of candidates cite opportunities for social impact as a strong expectation or deal breaker when considering a job, while 59% of those looking to leave their job role seek a company that fits better with their values.

Failing to meet stakeholder expectations has the potential to undermine Splunk's stature and position in the market for talent, customers and investors, making social impact programs more crucial than ever to our success. At Splunk, we design our social impact initiatives to enhance employee engagement and retention and bridge the data divide. These goals form a virtuous cycle. When we empower Splunkers to help remove the barriers between data and action to create social good, they reconnect with the mission of our company and the meaning of their work. Our social impact programs also help to build trust, loyalty and affinity with customers, investors, business partners and potential employees who share similar values.

## Governance and Accountability

The Audit Committee provides oversight of the Social Impact Investments program, and the Talent & Compensation Committee provides oversight of the Employee Engagement programs and activities, each as detailed in this section. At the management level, Splunk's Social Impact team is part of our broader Global Impact group, situated within the Legal & Global Affairs function.







# Strategy and Management Approach

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

In FY21, we adopted our Global Impact mission of bridging the data divide, which inspired us to redesign our social impact programs. In FY22, we took important steps to align our strategic giving, volunteerism, product donations and workforce development programs with our strategic focus on the data divide.

Key to our approach is building bridges across sectors to provide equitable access to data. We began creating an ecosystem of partners and collaborators aligned with our mission. We also focused on strengthening our infrastructure and ability to produce metrics that measure outcomes and impact. In our design and alignment efforts, we paid close attention to meeting our evolving employee needs in a distributed workforce environment.



## Highlights and Accomplishments

In a challenging time for nonprofits, access to funding is more vital than ever. In FY22, we launched the [Splunk Strategic Giving program](#), providing over \$1 million in unrestricted grants to nonprofit partners aligned with our mission.

Reflecting Splunk's emphasis on the power of data, we rebuilt our infrastructure to rigorously track our investments, outcomes and impact. Through those efforts, we are proud of our cumulative 38% progress against our FY17 \$100 million Splunk Pledge commitment.

Finally, we evolved our employee engagement programs to better support a distributed workforce. We promoted virtual volunteering and giving opportunities and expanded our matching gifts program. We are pleased to see that Splunkers' volunteer hours and personal donations grew significantly – by 110% and 117%, respectively – over the prior year. To learn more about our results, please see the [Appendix](#) of this report.





# Social Impact Programs

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

Our social impact initiatives fall under the umbrella of two commitments – the Splunk Pledge and Splunk Ventures.

## Splunk Pledge

Launched in FY17, the Splunk Pledge is our commitment to donating \$100 million over a 10-year period in financial donations, software licenses, training, support and volunteer time to generate social impact. As of year-end FY22, we have fulfilled 38% of that \$100 million commitment.

## Strategic Giving

We support nonprofit partners working to bridge the data divide with unrestricted grants augmented with donations of product licenses, training and services. We also support the diverse causes that matter to Splunkers through matching gifts and volunteer awards. In FY22, Splunk and Splunkers provided \$3.7 million in financial contributions to 3,380 nonprofit organizations.

## Employee Engagement

To make it easy for Splunkers to give back to their communities, we offer five paid days of volunteer time off (VTO) annually, promote local and enterprise-wide volunteering and giving opportunities, and match employees’ personal donations to the eligible nonprofits of their choice – up to \$500 per employee per year – through our year-round matching gifts program.

One of the ways we measure employee engagement is through our Loop survey. Each quarter, 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 FY22, average survey scores were 79% and 82%, respectively. We began measuring engagement in FY22 and look forward to reporting year-over-year progress on this metric in our next report.



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

Impact Technology

The Impact Technology team fills a gap for nonprofits that have identified opportunities to create data applications with Splunk technology, but lack the skills or capacity to build the apps on their own. Leveraging our expertise, nonprofits use data to deepen and scale their impact. In FY22, a highlight of our Impact Technology work was our support for the Leadership Council for Women in National Security (LCWINS). See the [Diversity, Equity and Inclusion](#) section of this report to learn more.

Product Donations

To bridge the data divide, nonprofits require access to data technology. Through the Splunk Pledge, we provide a one-year, 10GB license for Splunk Enterprise to all qualifying nonprofits at no cost, along with complimentary eLearning and support.

Workforce Development

As digital technology becomes more prevalent and the scope of the data economy continues to grow, the nature of work is transforming, creating a shortage of workers with the skills needed to power progress and growth.

Through Splunk’s Workforce Development program, we address this skills gap – one of the factors that contributes to the data divide. We partner across the nonprofit and academic sectors to provide students with free training for in-demand Splunk skills to increase their employability, with a focus on students from underrepresented and underserved communities.

Bridging the Cybersecurity Skills Gap

The lack of skilled workers is not a problem confronting nonprofits alone. Between 2020 and 2025, the World Economic Forum forecasts that 85 million jobs will be lost due to automation, while the expanding digital economy will create 97 million new jobs in the same period. Many of the workers who lose their jobs during this period of labor restructuring, however, will not be qualified to move into in-demand roles unless they invest in upskilling or reskilling.

This is especially true in the cybersecurity field, where the United States continues to face a critical shortage of trained workers. According to an article published in June 2022 by [Fortune Magazine](#), “around 715,000 [cybersecurity] jobs [were] yet to be filled as of November 2021.” In addition, “The number of unfilled cybersecurity jobs worldwide grew 350% between 2013 and 2021, from 1 million to 3.5 million. ...”

Through our workforce development initiatives, Splunk is actively working to bridge the cybersecurity skills gap and prepare people for these roles.







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



### Social Impact Investments

Through the Splunk Ventures program, we invest in for-profit social purpose startups that are innovatively applying data-driven solutions for pressing societal issues like environmental sustainability, equality and workforce development. To provide the most strategic value, Splunk Ventures looks for companies with a proven product-market fit that are ready to integrate or partner with us in order to enhance the joint customer value. retrain.ai, covered later in this section, is one example of a Splunk Ventures portfolio company.

### What’s Next

The data divide is a long-term issue, and bridging it requires a long-term commitment. Over the coming years, we plan to continue to align our social impact initiatives with our strategic focus on bridging the data divide. Our partner ecosystem will be crucial to these efforts, so we plan to focus on deepening and expanding relationships and impact. We also expect to continue to invest in research, innovation and workforce development initiatives to support this vital work.

Finally, we plan to continue to enhance our infrastructure and systems to meet new demands, set and monitor targets, and improve reporting – evolving our programs to become even more data-driven and data-powered. We are excited and energized by the work ahead, and we look forward to sharing updates and progress in our next report.

**LEARN MORE ABOUT SPLUNK AND SOCIAL IMPACT:**

- [Splunk Strategic Giving Program >](#)
- [Splunk Product and Training Donation Program >](#)
- [Splunk Ventures: Supporting innovation that transforms data into value >](#)



# Social Impact Case Studies

We're committed to partnering across sectors and leveraging our resources to bridge the data divide. Through our strategic giving, product donations, workforce development, and Splunk Ventures Fund investments and initiatives, we're helping organizations harness the power of data to solve social and environmental challenges.



## data.org Helps the Social Sector Strengthen and Build Data Capacity

Splunk is proud to support and partner with organizations working to build the field of data for social good. With the support of a Splunk Field Building grant, nonprofit capacity-builder and all-around data for social impact champion [data.org](#) launched its groundbreaking [Data Maturity Assessment](#) in January 2022. Tested with leading nonprofits such as [GiveDirectly](#) and [Benefits Data Trust](#), the free tool helps nonprofits strengthen and build their data capacity – critical steps to bridging the data divide.

“Social impact organizations see data as an opportunity for both operations and mission, but sometimes struggle with where to start,” says Perry Hewitt, Chief Marketing Officer at data.org. “The Data Maturity Assessment breaks down the data journey into purpose, practice and people, delivering a shareable snapshot with clear focus areas and relevant resources for moving forward.”

Making data science more accessible for social impact organizations is core to data.org’s mission of democratizing data for good. Complementing the Data Maturity Assessment, the data.org team created a [resource library](#) to help global changemakers get started in areas like data governance, data visualization and crafting a data strategy.

The organization also released a groundbreaking report, [Workforce Wanted: Data Talent for Social Impact](#), which included a review of more than 200 data talent initiatives and interviews with more than 30 leaders in the field. Its work on the [Epiverse project](#) – a global collaborative that is working to develop a trustworthy data analysis ecosystem to prevent the next public health crisis – led Fast Company to award data.org an Honorable Mention in its 2022 World Changing Ideas roster.

For Splunk, supporting data.org is a natural fit with our Global Impact mission to bridge the data divide. Over the next year, we expect data.org will be working on scaling its initiatives and increasing its global reach as a platform for partnerships.

“We are thrilled with the momentum and are on a steady cadence of delivering impact with new partners and programs,” says Danil Mikhailov, Executive Director at data.org. “Our continued investment in the data.org platform – both the broader community and the digital platform itself – provides a critical field-building capability to advance the use of data and tech in the social sector.”



## D4WN Empowers Informal Workers With Data Access, Helping Them Advance Financially

Access to data is vital to tackling the world's most pressing social and environmental problems, and through Splunk's Strategic Giving program, we support nonprofits doing this important work. [Fundación Capital](#), a Splunk Data to Action and Impact grantee, envisions data access as a way to improve the financial lives of people living in poverty.

For many people around the world, informal work is the only option for employment. For example, in Mozambique, 96% of all workers are employed in the informal sector. Many rely on acquaintances to find work, and without steady employment they face higher poverty rates, economic insecurity and fewer opportunities for economic advancement. Data is crucial to improving the livelihood of these workers, because without market information and insights, they cannot effectively find opportunities, advertise their services or connect with possible employers.

That's where Data for Workforce Nurturing, or [D4WN](#), comes in. Together with its partners, [Data Elevates](#) and [UX Information Technologies](#), Fundación Capital created D4WN, a purpose-built database that aggregates data from two

platforms that serve informal workers: Biscate, a text-based on-demand work marketplace, and Con-Héctor, a WhatsApp virtual assistant for workers. Supported by Splunk funding, D4WN improves the performance of these tools to expand access and provide business intelligence insights to support participating workers. With data science, says Rodrigo de Reyes, Fundación Capital Country Director in Mozambique, "we can take off the blindfold, give workers access to information they themselves are generating, and help them take steps and make decisions to improve their livelihoods."

Today, the number of D4WN's users stands at over 70,000, including more than 9,000 women workers. Fundación Capital and its partners have also evolved their products with an eye to impact, kicking off an ethics committee to help ensure they build a generative rather than extractive platform. Together, they are also developing a data repository so that other impact practitioners can learn from the market data they've compiled. "With the help of our partners, we are looking forward to replicating this model beyond the job market to increase the services we provide to informal workers," says de Reyes.

## Splunk Technology Helps South African Sugarcane Growers Leverage Real-Time Data Insights

The nonprofit [South Africa Cane Growers Association](#) (SA Canegrowers) supports cane farmers through innovation, research and advocacy. Recognizing the transformative power of data analytics, SA Canegrowers leveraged Splunk Enterprise technology to help its members thrive in a competitive global market.

From the days of almanacs, farmers have relied on data to improve yields and increase efficiency. Good data, however, can be hard to come by. While providing metrics is critical to SA Canegrowers' shipping timelines and advocacy efforts, in the

past, many members of SA Canegrowers could provide only averages and estimates, rather than granular data. Through Splunk's product donation program, SA Canegrowers received a free Splunk Enterprise license, along with eLearning and support resources. The organization uses Splunk to monitor the operational impacts of events such as political unrest, and the economic challenges impacting small-scale farmers in rural areas. By being able to quickly and robustly identify the exact number of growers and quantify their losses, the organization can ensure that relief efforts are equitably targeted toward those who are most vulnerable. SA Canegrowers also received implementation support from Atvance Intellect, a South Africa-based data analytics firm and Splunk Elite Partner.

Through the machine learning and artificial intelligence capabilities built into Splunk's platform, SA Canegrowers can leverage real-time, accurate data to predict market prices, evaluate growers' costs and present up-to-date industry insights. Splunk also provides much better visibility into when growers' deliveries reach processing mills, which directly affects their bottom line.

Through its partnership with Splunk and Atvance Intellect, SA Canegrowers can better serve its members, and cane farmers can run more effective, insight-led businesses.





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



### Skills Training Leads U.K. Vets to Technology Careers

Splunk is proud to support and partner with [TechVets](#), a U.K. nonprofit program within the Forces Employment Charity that helps veterans navigate the challenging transition out of the military and into new civilian careers in technology. Launched in 2018, TechVets provides British military veterans and their families with game-changing skills training.

The organization's efforts are yielding excellent results. During the first half of 2021, more than 100 TechVets members landed roles in IT, with an average salary of more than £52,000 (\$60,000 USD).

Splunk's funding, combined with free Splunk training through our workforce development program, enables TechVets to provide no-cost access to Splunk courses and certifications. The nonprofit has already seen success, with numerous graduates securing full-time employment with Splunk partners.

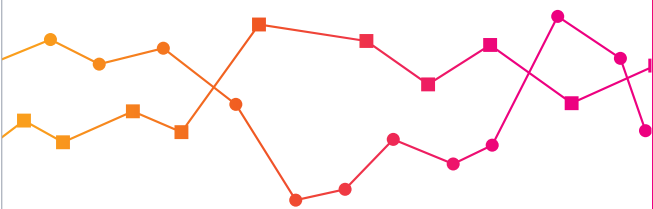
“Veterans provide a diversity of thought that is yet to be fully capitalized upon by the tech industry,” says James Murphy, CEO of TechVets. “They come with incredible professional skills and experience – as well as a ferocious appetite to learn new technical skills quickly. Careers in tech provide veterans a great sense of purpose as they embark on a journey to help build the future for society.”

Murphy also emphasizes the important role of partnerships in TechVets' success: “Our mission of creating a bridge into tech careers for the community we support isn't something we can do alone,” he says. “Collaboration is critical, and I'm extremely proud that TechVets has partnered with Splunk to upskill our members for meaningful careers in tech.”

### retrain.ai Connects People to Future Careers

A Splunk Ventures portfolio company, [retrain.ai](#) is a talent intelligence platform that uses artificial intelligence and machine learning to capture and forecast real-time trends in global occupations and skill demand. retrain.ai maps existing occupations that are due to expire (largely due to technology) to growing occupations with skill overlap and helps guide users through the workforce transition.

Using responsible AI and real-time data, retrain.ai has worked with the Israeli Department of Labor to help upskill and reskill its workforce at country scale, bringing clearer insights to data that was previously discombobulated and inactionable. In the words of one senior organizational official: “retrain.ai's platform has the most accurate and granular data based on skills and global labor market trends. Together, we are working to help thousands of people from a broad range of communities connect to training opportunities and career pathways based on real-time market insights.” retrain.ai's unique talent intelligence platform has led to its selection as a Global Innovator by the World Economic Forum.







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

# Ethical and Inclusive Growth

Splunk’s commitment to ethical and inclusive growth helps unlock our full potential. By prioritizing diversity, equity and inclusion (DEI), our people and their careers, as well as equity within our value chain, we create positive impact throughout our company and our global communities.

**PRIORITIES**

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



# Impact, Risk and Opportunities

Our approach to ethical and inclusive growth enables Splunk to attract and retain a widely skilled workforce with a broad array of skills, strengths and perspectives. In turn, Splunkers benefit from, and contribute to, a company culture that is inviting and equitable, and that fosters personal and career growth. We consider DEI to be 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 a diverse range of suppliers, we not only contribute to the well-being and economic development of historically underrepresented communities, but also bring a group of innovative and agile businesses into our supply chain. Such practices offer a cascade of secondary benefits by enhancing our reputation and building loyalty among other like-minded stakeholders.

# Governance and Accountability

The Talent & Compensation Committee provides oversight of the Diversity, Equity and Inclusion, and Talent and Careers programs discussed in this section. The People Organization's leadership team (which includes our Chief People Officer and our Chief Diversity Officer) manages the DEI and Talent and Careers programs; the Chief Executive Officer and the executive leadership team oversee these efforts. The Chief Procurement Officer and the Chief Social Impact Officer share senior-level management of our supplier diversity program.

Our Corporate Governance Guidelines explicitly state the Board's mandate to include qualified diverse candidates (with diversity including gender, race and ethnicity) in the pool from which nominees are considered. Our Chief Diversity Officer is a member of the leadership team and helps elevate DEI throughout our organization.

# Strategy and Management Approach

Splunk actively invests in our people-first culture, centered around employee experience and equal opportunity. We prioritize DEI, support our distributed workforce through health and well-being programs, and support global employee development through career training.

We celebrate Splunkers' Million Data Points – the multifaceted personal and professional experiences of Splunkers is part of what makes Splunk a fun and fulfilling place to work. These Million Data Points elevate and celebrate the rich diversity of our workforce and build a culture of belonging.

## Highlights and Accomplishments

Key highlights and accomplishments include the following:

- Publishing our third Diversity Annual Report.
- Expanding the number of diverse suppliers and the amount we spend with them.
- Continued investment in recruitment programs to improve the representation of women and underrepresented groups.
- Updating key people systems (Workday, Slack and others) and employee badging systems to incorporate pronouns.
- In the U.S., adopting Juneteenth as an official Splunk holiday.

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

# Diversity, Equity and Inclusion

Splunk's culture and our diverse workforce help us realize our vision of delivering actionable insights, accelerating positive change, promoting fairness, strengthening communities and creating a more just world.

Splunk's DEI strategy is built on three key themes: growing a diverse workforce, nurturing our culture of inclusion in the workplace, and driving positive change in the marketplace for Splunkers, customers and partners.

We believe diversity is essential for success and innovation, and that a diverse, equitable and inclusive company helps us leverage the power of data to solve problems, answer complex questions, make better decisions and take actions that drive positive outcomes for our customers, our company, our communities and each other.

## DEI at Splunk

DEI is an essential part of, and a strategic priority in, our People agenda. The DEI group develops distinct programming focused on driving outcomes for our people and our culture. We remain committed to ensuring our talent systems and processes are fair, equitable and inclusive.

In FY22, our Inclusion Council and the DEI at Splunk Council (DISCO) further advanced efforts to incorporate diversity, equity, inclusion and belonging within everyday practices across the enterprise and to connect DEI activities with our broader business-driven, results-oriented strategy.

## FY22 Progress Update

In FY22, Splunk published our third Diversity Annual Report, reflecting our ongoing commitment to advancing transparent progress on DEI, and highlighting positive trends and areas where more effort is required. We also rolled out our People Leader Diversity Learning Strategy, which engaged Splunk's senior management team in reviewing key issues, topics and tools for inclusive leadership and managing a diverse workforce.



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.”

**Rolddy Leyva**, Chief Diversity Officer



Splunk continues to recognize positive outcomes from our network of nine employee resource groups (ERGs), which help foster and grow our Million Data Points culture of belonging as well as providing critical support, connection and advocacy to Splunkers from underrepresented and marginalized communities in the tech sector.

Cross-collaborative efforts were a particular focus for our ERGs in FY22, as part of our effort to expand inclusionary initiatives and education throughout Splunk. For more details, see our [Diversity Annual Report 2021](#).





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

## Measuring Performance

With an expanding remote workforce, we were able to broaden our talent pool to reach even more underrepresented communities. The percentage of Splunkers identifying as women rose in all categories in 2021, including leadership, people managers and technical roles. We also saw overall increases in the representation of U.S.-based employees identifying as Black/African American and multiracial, particularly in people-manager roles. While in technical roles we experienced gains among Latinx and multiracial employees, we saw overall declines in the representation of the workforce identifying as Latinx and Indigenous. We aim to address such declines through a refreshed DEI strategy, outlined in the What's Next section on this page.

Splunk's FY22 DEI performance, workforce composition and hiring metrics are documented in our [Diversity Annual Report 2021](#).

The [Splunk FY22 Annual Report and Proxy Statement](#) contains our Board Diversity Matrix and the number of board members who self-identify as members of underrepresented groups as of May 2022.

## What's Next

Work is underway to evolve Splunk's overall DEI strategy with an increased focus on belonging. We recognize that the fundamental human need for belonging – to feel connected – has never been greater due to increasing societal polarization, pandemic and post-pandemic isolation and the evolution of a distributed workforce. A focus on belonging is essential to our DEI work because it is focused entirely on the experience of the beholder. It requires the understanding and centering of an individual's identity and experience in order to ensure that both our DEI intent and our DEI impacts are aligned.

We also expect to update a number of support structures and programs, including elevating our ERGs and reimagining our DEI council and governance frameworks.

## Advancing Diversity in National Security

The [Leadership Council for Women in National Security](#) (LCWINS) works to improve national security by enabling the elevation of more women to decision-making roles. LCWINS is a nonprofit founded by women national security experts who had experienced inequities and saw an opportunity for improvement and change.

In just three years, LCWINS has identified more than 900 high-quality women national security experts ready to serve in senior roles. While the organization's database is an incredible resource, the volume of data also created a challenge.

That's what led LCWINS to partner with Splunk. In early 2021, the partnership began by assessing the existing database: what it offered, what data and functionality were missing and how technology solutions could bridge the gap. Working closely with Splunk's Global Impact team and its product donation program, LCWINS built an innovative solution using Splunk's Enterprise platform to streamline access and information about women national security professionals with the goal of placing them in leadership roles. LCWINS receives the product license at no cost, along with free eLearning support and other resources.

"To elevate women in national security, we need high-quality and easily accessible data on promising candidates," says Simone Williams, Director of Programs at LCWINS. "Through our partnership with Splunk, we're leveraging technology to promote gender equity."



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

### Distinguished Alumna of Southern University Law Center Gives Back to Alma Mater

When she was a student at **Southern University Law Center** (SULC) in Baton Rouge, Louisiana, current Splunk Legal Counsel Trenika Fields-Smith attended an awards ceremony recognizing distinguished alumni. One of the honorees made a donation on behalf of her company to the historically Black law school. Fields-Smith was inspired by the attorney's humility and strength, and admired her commitment to help create opportunity for others. She remembers thinking that she hoped to make a similar impact someday. That hope became a reality in April 2022, when Fields-Smith got the news that she'd received the same Distinguished Alumni Award she'd been inspired by all those years before.

To honor her achievement, Splunk's Legal & Global Affairs team funded a \$10,000 donation to the **Technology and Entrepreneurship Clinic** at SULC. Fields-Smith presented the check at the awards ceremony. Established in 2019 to provide free legal services related to intellectual

property and business creation, the clinic gives SULC law students hands-on experience and prepares them for legal practice in tech and business. "I would like to reiterate my gratitude to our amazing SVP, Chief Legal Officer, Global Affairs and Secretary, Scott Morgan, for his support, and to Bobbie Travis, vice president of Splunk's Black Employees and Mentors (BEAMs) employee resource group, who helped drive the initiative," said Fields-Smith.

Since the award was granted, Splunk hired first-year SULC law student Julian Barker as a legal intern for the summer, and Fields-Smith is working with SULC leadership to cultivate more mentorship opportunities. Currently in the works is a panel discussion with Splunkers and SULC students so they can hear what it's like to become in-house counsel for a tech company. "The ultimate goal would be to build upon the relationship and turn a donation into partnerships to support the next generation of lawyers."



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

# Talent and Careers

Our ability to attract, retain and develop top talent is core to Splunk's growth and prosperity as a business. Operating in a dynamic sector, rich with opportunities, at a time when the changing nature of work is testing every organization, we know that our success depends on being responsive and agile in our approach to leadership, recruitment, and career growth and development. Splunk's efforts are guided by three principal objectives:

- Utilize inclusive hiring systems and processes that minimize the potential for unconscious bias in decision-making.
- Create a work environment that promotes autonomy, learning and open communication and trust.
- Deliver workforce insights that help inform talent and business decisions.

Recruitment and hiring in an ultra-competitive talent marketplace require a strategic, creative and multifaceted approach. We continue our focus on hiring Splunkers who reflect the diverse communities in which we operate, and employ inclusive interviewing practices, which enhance our talent pool while also fulfilling our DEI principles and objectives.

Career growth is a top priority for Splunk. We are building the infrastructure and capabilities needed to ensure Splunkers have regular career conversations, feel they have opportunities to learn and grow, and, above all, understand their direct impact on our business and the communities we serve. This in turn provides purpose and fulfillment, which drives engagement and retention. Splunkers' work teams are critical to their growth and learning. Therefore, we are also

investing in cross-functional collaboration capabilities and greater agility, taking into account the added challenges teams face in a distributed workforce environment.

Strong leadership is foundational to realizing our objectives. The role of the modern leader defines and establishes workplace culture while supporting the health and wellness of team members. Effective leadership in an inclusive and diverse post-pandemic world demands coaching in addition to traditional management, effectively balancing the intellectual ability to run complex and heavily matrixed businesses alongside the emotional intelligence required to lead with empathy and a growth mindset.

## Splunk HBCU Scholarship Program

Splunk's **HBCU Academic Scholarship Program** was established in 2020 to provide funds for students in underrepresented groups attending historically Black colleges and universities. A selection committee, which includes representatives from Splunk's Black Employees and Mentors (BEAMs) employee resource group along with the Early Talent Team, determines the winners. Since program inception, Splunk has awarded 20 scholarships.





Becoming a DEI Champion at Splunk: Kristina Blehm’s Journey

Kristina Blehm started at Splunk nearly six years ago as an administrative assistant, new to the tech industry. She quickly went from supporting two executives to supporting five – and her bosses recognized her hard work. She spearheaded the hiring and training of new assistants on her team, and soon worked her way up to senior administrative assistant. In 2018, when she joined Splunk’s Pride employee resource group, she didn’t necessarily expect it to change her career path, but that experience ignited a spark that made her dream of making equitable change on a larger scale. With the support of her manager, Kristina advised and led DEI-related initiatives in addition to her full-time role, and when a role on the DEI team opened up, she applied for – and got – the job.

Doing DEI work full-time can be emotional, Blehm admits. “You have to be in crisis mode a lot. But it’s also really fulfilling when you’re able to help create a workplace where everyone feels they belong.” She continues to work with ERGs as the Senior ERG Program Manager and helps advocate for and elevate the voices and stories of underrepresented groups in the tech industry. Her own journey helps her empathize with Splunkers



who didn’t always see themselves as leaders. “I knew DEI jobs existed, but never thought I’d have the opportunity to do this full-time,” Blehm says. “Now, when people ask me what I do, I get to say, ‘I create community, help people realize their strengths and help marginalized communities access jobs in tech. And in the meantime, I get to work openly and authentically as a queer, biracial woman.’ It feels like the right thing to do.”

FY22 Progress Update

We continue to invest in recruiting programs that improve the representation of women and underrepresented groups, including an interviewer training and certification program with a library of resources that help Splunk interviewers avoid the potential for bias.

We also made significant strides in learning programs and launched updated career development materials within a self-paced learning format for both Splunk employees and leaders. This content offers insights on career progression, while the material for leaders focuses on career coaching. In addition, we created learning pathways for all Splunkers to share good teaming-building practices, specifically within our distributed workforce environment.

Mentorship and sponsorship programs – well-established practices that have been proven to enhance personal and career growth, job satisfaction and people retention – are also a key focus. Specifically, we successfully launched a third cohort in our Career and Mentorship Program (CaMP), doubling our capacity from that of previous cohorts. We also began developing our first sponsorship program, to be coordinated by Splunk’s Black Employees and Mentors (BEAMs) employee resource group. At our most recent Senior Leaders Summit, support for coaching, mentoring and sponsorship was emphasized.

We are promoting internal career mobility by launching a dedicated platform and process/policy changes to help Splunkers explore and find internal opportunities. This is expected be expanded over time to provide Splunkers a diverse set of experiences through stretch assignments and rotation programs – all as an investment in Splunkers’ careers.



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

Measuring Performance

Our executive leadership team has launched a regular review of hiring and retention initiatives across the company to measure effectiveness and impact. We are also studying our critical talent pools in order to drive systemic improvements, and we continue to monitor attrition and engagement across these pools.

Our focus on employee listening provides insights that inform our people and culture strategies. Three times a year, we conduct a global employee opinion and engagement survey to measure and assess our progress related to key aspects of the Splunker experience, especially employee engagement and satisfaction.

While overall employee engagement trended lower at the end of FY22 than it did at the beginning of the year, employee satisfaction with the employee-manager relationship and employee ratings regarding DEI at Splunk were consistently high

What’s Next

Delivering an exceptional employee experience – one where every Splunker can be themselves, do their best work and thrive – is a key strategic priority for us. That includes investing in growth and development through programs like career mobility. We have built a multi-year employee experience roadmap that details the major initiatives and programs that drive talent outcomes for current and future Splunkers.

We expect to enhance our strategy of building an inclusive culture by integrating 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, through career development and retention. We view these as memorable and meaningful behaviors that define actionable ways of working at Splunk.

We also plan to advance our “leaders as coaches” strategy by introducing a standardized training program for all leaders to better support Splunkers in their departments with coaching and career development. Consistency of leadership in these respects is particularly helpful in supporting Splunkers who are members of underrepresented populations.

**LEARN MORE ABOUT ETHICAL AND INCLUSIVE GROWTH AT SPLUNK:**

- [FY22 Annual Report and Proxy Statement >](#)
- [Diversity Annual Report 2021: A Year of Reflection >](#)
- [Splunk Suppliers and Procurement >](#)
- [Careers at Splunk: A Bright Future With Big Data >](#)
- [Splunk Talent & Compensation Committee Charter >](#)





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

# Supplier Diversity

At Splunk, we're committed to sourcing from diverse suppliers, supporting their growth and building bridges toward industry leadership in this area.

Our commitment is an extension of Splunk's dedication to diversity and equity within our own workforce. Diverse businesses are innovative, agile and efficient – they add value and are essential to our business and our communities. These suppliers include small businesses and businesses owned by women, minorities, people with disabilities, veterans and folks in the LGBTQ+ community.

## FY22 Progress Update

Our dedicated Supplier ESG team uses a targeted approach to increase both our number of diverse suppliers and our spending with these businesses, partnering with leading diversity organizations to help identify and engage with qualified suppliers. In FY22, we expanded our partners list to the following five organizations:

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

With these groups, Splunk can identify and incorporate businesses with diverse ownership into our category goals, invite them to bid on Requests for Proposal, and participate in one-on-one matchmaking sessions with our Sourcing team. To make it easier for diverse suppliers to engage with Splunk, we added information about our supplier diversity program on our [Supplier Central](#) web page. We also began to investigate ways in which Splunk can help self-reported businesses gain certification as diverse suppliers.

Drawing on our strength as a data company, we incorporated near- and long-term internal supplier diversity metrics and targets into a new dashboard, built on Splunk technology, that serves Splunk's entire Global Spend Management (GSM) team. With this technology, we can track our entire supplier base and the volume spent with small and diverse businesses, measure our progress and performance, and identify improvement opportunities.

## Measuring Performance

In FY22, as our diverse supplier metrics dashboard came online, we set a diverse supplier spend target of 3% of Splunk's total procurement spend. We're proud to report that we exceeded that goal, hitting a final total of 5%. In FY23, our target is 4%.

## What's Next

One way in which Splunk can help small and diverse suppliers succeed is by providing shorter payment terms to help with cash flow. In FY23, we expect to pilot an expedited payment terms program with qualified diverse-owned businesses and small business suppliers. We're also analyzing our diverse supplier spend by category and intend to set category-based targets in FY23, contributing to our overall diverse spend target. We seek to increase engagement with diverse suppliers in FY23 by hosting Supplier Diversity Days, where diverse suppliers are matched with category and business leads to explore opportunities. We also plan to begin tracking and reporting Tier 2 spend (the supplier diversity spend of our suppliers), and to explore opportunities to establish international programs.







# Data Responsibility

The rapid digitalization of society, be it in finance, healthcare, technology, telecommunications, energy, the public sector or education, continues to create ever-expanding volumes of data that organizations need to manage, operationalize and protect. Along with that surge comes a complementary wave of new regulations and compliance regimes that those same organizations need to navigate.

**PRIORITIES**

- Data and AI Ethics
- Data Privacy
- Data Security

As data volumes grow and organizations undergo digital transformations, many organizations turn to Splunk to help them navigate this challenging journey. Building on our reputation as a company that people look to when they think of data, data responsibility, security and compliance is the fuel that carries us forward. Helping a customer solve a business problem, or helping an NGO bridge the data divide to deliver programs with impact, keeps us true to our purpose and values.

## Impact, Risk and Opportunities

We operate in a world where security threats are multiplying, and the development of regulations and new laws targeting data privacy, usage and residency is accelerating. It is mission critical that we offer solutions that help our customers and users navigate these vital areas and protect their data – no matter where or in which sectors they operate.

As Splunk is a data company, it's equally vital that we apply the same rigor to our internal 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. We also appreciate that we have a responsibility to use data ethically and transparently and to set the standard for best data practices.

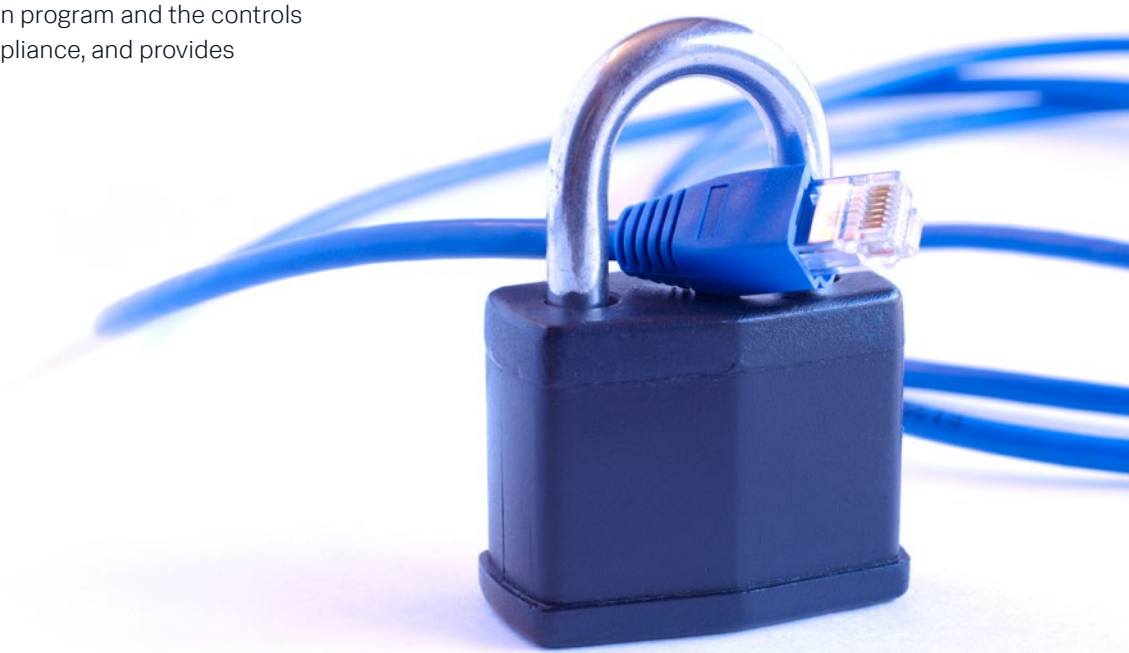
Splunk recognizes that we have an opportunity to serve a larger purpose – to help lead in efforts to ensure that as digitalization becomes ever more widespread, the data generated is obtained, used and stored in the safest, most secure way possible.

## Governance and Accountability

In March 2022, Splunk's Board established a Cybersecurity & Data Responsibility Committee (C&DRC) dedicated to the oversight of Splunk's cybersecurity and data responsibility strategies, initiatives and risks.

Splunk's Chief Information Security Officer leads our Global Security team, oversees our information security practices and programs, and provides periodic updates on cybersecurity risks to our C&DRC. Likewise, Splunk's Data Protection Officer leads our Global Data Protection team, oversees Splunk's data protection program and the controls needed to help ensure data compliance, and provides periodic updates to our C&DRC.

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



# Strategy and Management Approach

Splunk's programs, products and services are structured to provide effective data privacy protections for Splunk and its customers, partners and employees. Our approach involves performing careful analysis of evolving technological developments, regulatory standards, market trends and customer needs, and embedding them into our business.

In the quickly evolving world of data privacy and security, we are proud of our efforts to continuously develop and update our compliance programs in order to meet our customer needs – whether in social media, finance, healthcare or the public sector – wherever we have a critical volume of business around the globe.

Security by Design is the philosophy that shapes the development of our security products and services. Internally, we are committed to enterprise-wide cyber and information security awareness and training. Those with access to customer and other sensitive data at Splunk engage in rapid response training, such as tabletop exercises, and business continuity planning and testing.

We have an enterprise-wide program to respond to, contain and remediate events as they occur, and we leverage our technologies to monitor systems and assets to pre-emptively avoid them. Splunk's Detection and Monitoring Operations (DMO) team deploys our technologies to monitor and alert on anomalies. Events are tracked and reported through resolution and remediation, and lessons learned are captured for continuous improvement.

## Highlights and Accomplishments

These notable achievements occurred in FY22:

- Established a dedicated Cybersecurity & Data Responsibility Board Committee; prior to the formation of this committee, the Audit Committee oversaw these areas.
- Launched the Customer Trust portal at Splunk Protects. The portal enables potential customers and suppliers to audit Splunk's policies and practices by offering credentialed users access to Splunk's global privacy, security and compliance programs; certifications and compliance reports (e.g., our SOC 2 Type II, ISO, HIPAA and PCI attestations); and standard security questionnaires and white papers.
- Continued our discussions on the development of best practices for the ethical use of data in the enterprise software space and continued our examination of the role of advanced, automated processes, such as artificial intelligence and machine learning, on ethical software and cloud computing practices.
- Expanded our engagement with industry thought leaders on AI and data ethics matters, joining a BSA | The Software Alliance committee on AI and ethics and continuing our collaboration with the Future of Privacy Forum and the World Economic Forum, among others.





# Data and AI Ethics

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

## Collaborating to Assess Human Rights in Our Sector

As part of Splunk’s commitment to move the field forward, we accepted an invitation to work with the non-profit BSR to participate with six other business-to-business (B2B) Software-as-a-Service (SaaS) providers in order to understand more deeply the SaaS sector’s connection with human rights. The working group, composed of key players in the B2B SaaS sector, identified main areas where potential human rights violations could occur in our industry.

The results of this work were published in BSR’s [Human Rights Assessment of the Software-as-a-Service Sector report](#) in May 2022. The report identifies salient human rights risks and makes recommendations to SaaS providers on how to avoid, prevent and mitigate adverse human rights impacts associated with their individual services and the sector as a whole. Key findings include the important role of privacy and data governance in facilitating responsible AI practices.

# Data Privacy

We follow rigorous, detailed standards with regard to the data we collect and how we use it. Employees are trained on our policies and procedures for secure data handling, and we bolster that with physical and procedural safeguards to keep our assets secure. Management oversight of data security

is led by our Data Protection Officer and managed by our Chief Information Security Officer (CISO). Our [Data Privacy at Splunk](#) page, part of the Splunk Protects portal, provides additional details.

## Splunk’s Approach to Data Privacy Law

Splunk is an industry leader in establishing best practices for data privacy globally, and we advocate for a global standard. Like many businesses, we’ve seen how the harmonization of laws and processes in this area can lead to fair and consistent results.

We actively support the creation in the United States of a federal privacy law, accompanied by a single, robust data breach notification standard, that would apply equally to all Americans, protecting them and their data wherever they live.

Currently, individual Americans’ rights to privacy and the protection of their data varies from state to state. In most jurisdictions, that means they have no protection. In a handful of others, which have passed laws offering privacy protection for consumers, regulations vary in their level of protection and the remedies provided.

Putting in place a federal law – like the European Union, Australia, Japan, Canada and others have – would eliminate this patchwork, providing equal protection for everyone.

Splunk and our industry peers would also welcome a similar standard for consumer notification in the event of a data breach.

Right now, businesses are subject to multiple, at times conflicting, data breach notification standards enacted at the state and federal levels, and the requirements vary considerably, making uniform notices to consumers impossible.

A universally applied federal standard would eliminate potential conflicts or confusion, provide consistent protection, and clarify the expectations of how businesses need to respond across the 50 states and different industry verticals.

We look forward to continuing to work with our industry peers and other stakeholders to see that these much-needed federal laws are enacted. We also plan to continue to listen to our customers and learn from them about the data management policies and practices they need to serve their consumers globally.

## Ensuring Responsible AI: Splunk at the World Economic Forum’s Annual Meeting

We were delighted when the World Economic Forum (WEF) invited Kriss Deiglmeier, Splunk’s Chief Social Impact Officer, to moderate a panel on **“Responsible AI for Societal Gains”** at WEF’s Annual Meeting in May 2022.

Accelerating the benefits of artificial intelligence (AI) and machine learning, while prioritizing privacy, accountability, equality and inclusion, are core WEF objectives – hence the session’s theme: “How can global leaders place appropriate safeguards on AI usage and foster international cooperation to help ensure it is used as a force for good?”

While the issues are complex, the four panelists, all AI leaders in their fields – business, philanthropy, government and higher education – each spoke to the importance of first principles, seeing the big picture and being proactive.

The wish to avoid a replay of the harmful “unintended consequences” of social media platforms motivates Joanna Shields, CEO of BenevolentAI, a firm that uses artificial intelligence and machine learning to accelerate drug discovery and develop new therapies. “Get the organizing principles in place,” she urged, and by way of example pointed to the Global Partnership on AI, a multi-stakeholder organization that advises governments on how to develop and deploy ethical AI, where she has led as Co-Chair over the past two years.

Vilas Dhar, president and trustee of the Patrick McGovern Foundation, which equips nonprofits to develop AI tools that address social priorities, said civil society has to ensure that the public conversation around AI includes “the voice of communities of those who are closest to [the] problems.” Prioritizing inclusion, diversity and accessibility in decision-making will ensure “a common and public conversation,” said Dhar.

Stuart Russell, University of California at Berkeley computer science professor and founder of the Center for Human-Compatible Artificial Intelligence, called for large-scale, collective investments in AI solutions for healthcare and

education. Left solely to private enterprise, we’re more likely to see “a piecemeal approach [that] is never going to have the societal scale impact that we want,” said Russell. “Done collectively, [these investments]...can deliver enormous value.”

Panelists also included Omar Sultan Al Olama, United Arab Emirates’ Minister of State for Artificial Intelligence, Digital Economy and Remote Work Applications.

Watch a video of the session on the [WEF](#) website.



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Compliance certifications, standards and regulations for our products include:

- ISO 27001 Certification
- SOC 2 Type II Report
- HIPAA
- PCI DSS
- FedRAMP Authorized
- 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-prem and corporate), visit the Compliance section of the [Splunk Protects](#) website.



Data Security

Our products and services are designed to meet our customers’ data security needs, including access controls, logging and monitoring, data breach notification, penetration testing and encryption. To ensure the security of our cloud infrastructure, we employ a range of technologies and access protocols that undergo annual auditing by external auditors, as well as maintaining industry-leading cybersecurity certifications. Our corporate security operations are supported by a robust set of 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 remains focused on the global movement of data and, in particular, the standards for the compliant transfer of personal data. We’re updating our agreements to comply with the new U.K. and EU Standard Contractual Clauses (SCCs). We’re also pursuing Binding Corporate Rules for data processors, like Splunk, in support of our cloud customer requirements.

**LEARN MORE ABOUT SPLUNK AND DATA RESPONSIBILITY:**

[Splunk Protects >](#)

[Data Privacy at Splunk, including a listing of region-specific privacy information and resources >](#)

[Splunk Corporate Governance: Governance Documents and Committee Charters >](#)

[Splunk Cybersecurity & Data Responsibility Committee Charter >](#)

[FY22 Annual Report and Proxy Statement >](#)





# Environmental Sustainability

The Environmental Sustainability pillar of our Global Impact Strategy aims to identify, measure and reduce the environmental impacts of our operations, while also harnessing the power of data to foster innovative approaches to environmental challenges.

**PRIORITIES**

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



Three components inform our approach to environmental sustainability: climate action, resource efficiency, and sustainable sourcing and procurement. Collaboration and partnerships – both internally and with our customers, suppliers and communities – are key to leveraging this work. We are pleased to share an update on our progress.

## Impact, Risk and Opportunities

As the world rallies to head off the threats of climate change and resource constraints, many of Splunk's customers are taking action to help ensure an environmentally sustainable, carbon neutral future. These customers demand the same of their suppliers, including Splunk. We, in turn, have similar expectations for our own suppliers and are building programs and partnerships to help strengthen their approach.

A strong and impactful environmental sustainability program can also support talent retention and attraction, having a positive impact on employee morale and well-being as well as employee recruitment and retention.

Many investors and analysts are similarly focused on ensuring that we are taking the steps necessary to support the safety and resilience of our business in the face of risks from extreme weather, flooding, wildfires and other potential consequences of climate change.

Splunk believes in harnessing the power of data to solve some of humanity's greatest challenges, including climate change.

## Governance and Accountability

Splunk's Board, as a whole and through the Governance & Sustainability Committee, works with executive leadership to oversee the climate strategy. The Audit Committee oversees data and disclosure quality controls and assurance for Splunk's climate-related reporting.

Accountability for developing and implementing the Environmental Sustainability pillar of our Global Impact Strategy lies with our Senior Director of ESG and Sustainability, who reports to Splunk's Chief Social Impact Officer. Splunk's SVP, Chief Legal Officer, Global Affairs and Secretary provides executive oversight at the leadership level.



I'm very hopeful that human ingenuity, innovation and collaboration can lead to positive outcomes in addressing climate change. That's one of the reasons I was attracted to Splunk – I get to work at a company that can drive positive impacts through its technology.”

**Carrie Christopher**, Senior Director of ESG and Sustainability



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

# Strategy and Management Approach

While Splunk’s climate strategy is championed and led through our Legal & Global Affairs’ Global Impact and ESG and Sustainability teams, the program development, operations and management are vastly cross-functional.

## Environmental Sustainability Program Development

Internal collaboration is critical for developing, measuring and progressing our efforts:

- **Global Climate Resilience and Innovation Strategy:** The broad and deep climate strategy development work that is currently underway is our top environmental sustainability priority.
- **Resource Efficiency:** The resource efficiency program is scheduled for a future launch while we prioritize our climate work.
- **Sustainable Sourcing and Procurement:** The Splunk Procurement organization leads this program in close partnership with Splunk’s ESG and Sustainability function.

## Environmental Management and Compliance

As our [Splunk Code of Business Conduct and Ethics](#) reflects, Splunk is committed to avoiding, minimizing, mitigating and/or, when appropriate, offsetting our impacts on the environment. Although we are early in our environmental sustainability journey, these commitments guide our approach and are expected to serve as the foundation for future environmental sustainability initiatives, programs and disclosures.

Splunk’s Global Health & Safety team oversees an active environment, health and safety program. The program trains employees, who are responsible for the program implementation and oversight, as well as for maintaining compliance with local laws and regulations. Reference the [Promoting Splunker Health and Safety](#) section of the report to learn more about the team’s efforts.

The Splunk Supplier Program, governed by the [Splunk Supplier Code of Conduct](#), communicates expectations for our suppliers with regard to environmental compliance and safety. We expect to conduct supplier due diligence reviews in FY24. We share more details about this in the [Sustainable Sourcing and Procurement](#) section of this report.

## Highlights and Accomplishments

We are focused on laying the foundation for environmental sustainability through new efforts – cross-functional collaboration, and establishing the systems, quality controls and baseline performance metrics needed to support robust analysis, program development and performance measures.

- **Launched Global Climate Resilience and Innovation Strategy:** This multi-phased, cross-functional initiative is expected to span multiple years and engages many of Splunk’s functional teams to evaluate and plan our pathway to net zero emissions.
- **Launched Splunk Earth Alliance:** This grassroots employee-led organization is dedicated to personal and collective engagement on environmental issues.
- **Established in-house greenhouse gas accounting practice and quality controls:** We brought our greenhouse gas accounting practice in-house, obtained external assurance of our FY22 greenhouse gas inventory and implemented an ESG reporting system.
- **Advanced the Sustainable Sourcing and Procurement initiative:** We launched the next phase of our Sustainable Sourcing and Procurement initiative, bringing a second wave of suppliers into the directory we are developing in partnership with our third-party ESG registry, a global provider of supplier sustainability health scores.



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

# Climate Resilience and Innovation

Although we are early in our climate journey, we have moved quickly since announcing our net zero by 2050 greenhouse gas emissions commitment.

## FY22 Progress Update

In November 2021, Splunk made a series of broad commitments related to climate change, including our intention to achieve net zero greenhouse gas emissions by 2050 through the Science Based Targets initiative's Business Ambition for 1.5°C campaign, and our intention to announce, by the end of FY23, a second suite of shorter-term climate targets that demonstrate our progress towards net zero emissions.

Due to the complexity of this work, we are extending the timeframe for finalizing and announcing our climate strategy, net zero roadmap and second suite of climate targets to FY24. Our net zero target is registered with the [Science Based Targets initiative](#) (SBTi), a global registry that assesses the science and rigor of public climate targets. Our next suite of targets will be submitted to the SBTi for validation.

## BUSINESS AMBITION FOR 1.5°C

We also joined the [Task Force on Climate-related Financial Disclosures](#)' TCFD Supporter initiative, which commits to rigor and transparency in climate reporting – following global standards for sharing the resilience of the business against a range of climate scenarios, risks and opportunities.



Since then, we've rolled up our sleeves – diving into the data and details, setting up the reporting systems and controls, and deepening partnerships and relationships with our customers to support our comprehensive Global Climate Resilience and Innovation Strategy work. This is a necessary and welcome step in our shared vision to become a more substantial and enduring company.

## Developing the Splunk Global Climate Resilience and Innovation Strategy

Two aspects – resilience and innovation – inform Splunk's climate strategy.

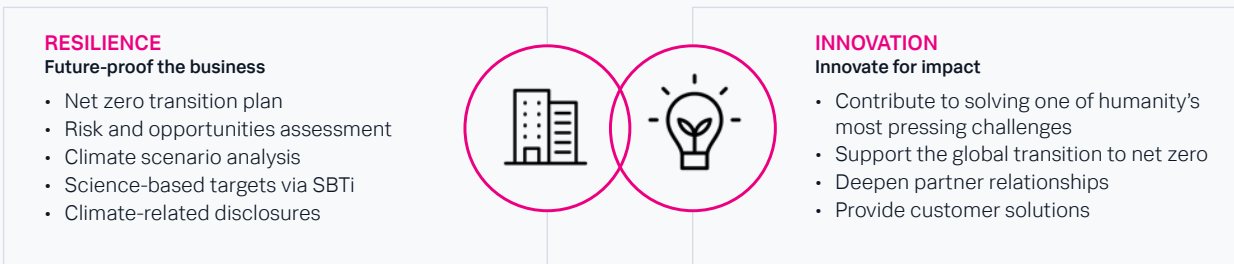
On the resilience side, we seek to future-proof the business, protect Splunkers and our facilities, and plan for climate-related disclosures and regulations that can impact our operations and our bottom line. Currently underway, the work is vastly cross-functional across these four workstreams:

- Assessing physical and business climate risk in order to understand the actual and potential impacts of climate-related risks and opportunities for the business.
- Conducting climate scenario analyses to assess the resilience of our business strategy relative to different climate-related scenarios identified by the Intergovernmental Panel on Climate Change (IPCC) and in alignment with TCFD guidance.
- Developing metrics and a suite of second-generation science-based climate targets that will track our progress towards net zero and be registered with the SBTi.
- Developing Splunk's net zero transition plan.

The innovation side of the strategy evaluates opportunities for novel approaches – where we can win by harnessing the power of Splunk to provide powerful solutions for our partners and our customers.

## Global Climate Resilience and Innovation Strategy

Our two-pronged strategy focuses on resilience and innovation, with multiple workstreams under each area.



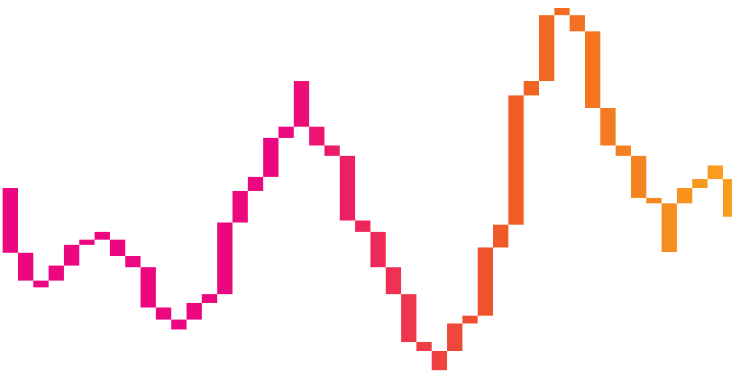


- Introduction
- Social Impact
- Ethical and Inclusive Growth
- Data Responsibility
- Environmental Sustainability**
- Appendix

## Building Bridges With Customers and Partners To Tackle Climate Change

Many Splunk customers are closer to understanding and unleashing the power of innovation for sustainability programs and objectives than they may realize. They already use Splunk to gain visibility into the data flowing through their systems. By expanding the lens, we can help customers understand how and where they can address their sustainability objectives using Splunk.

The evolution of our climate innovation journey is exemplified by visionary Splunk customer FLSmidth, which uses Splunk to develop carbon tracking dashboards (learn more in the [FLSmidth highlight](#)). This pioneering first step led us to build the Splunk [Sustainability Toolkit](#), a free app for Splunk customers that equips organizations with capabilities to gain deep insights into their carbon footprint and empowers them to take the necessary actions towards their carbon neutrality goals. Splunk partner Accenture has taken this one step further by integrating the Splunk Sustainability Toolkit into its sustainability services, highlighting this solution at its Accenture Cloud Innovation Center in Zurich, Switzerland. We look forward to sharing more about these customer and partner sustainability solutions in future reports.



### Splunk Sustainability Toolkit

Demonstrating the Art of the Possible



Cloud Migration of On-Premise Data Centers



Data Center Optimization



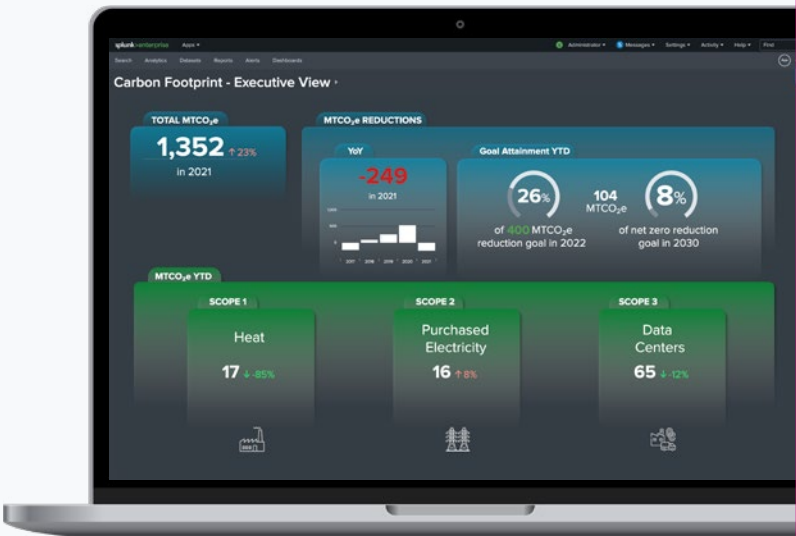
Sustainability Strategy



Compliance & Reporting



Buy-in from Management & Employees



Splunk Helps Manufacturers Visualize Data To Make Informed, Real-Time Decisions That Reduce Their Carbon Footprint

Customer FLSmidth developed custom applications on Splunk's platform to help provide holistic visibility into the cement and mining industry's carbon footprint.

As the world's leading supplier of equipment and a trusted service partner to the cement and mining industry, FLSmidth recognized a tremendous opportunity to influence decarbonization. Cement production accounts for 7% of global carbon emissions, but it's a crucial component of global urbanization and economic growth. With its **MissionZero** sustainability program, FLSmidth is committed to developing the technologies and new processes that will enable its customers to run productions at zero emissions by 2030. FLSmidth's system uses data from ECS/Process Expert within a Splunk platform. The resulting product is PXP Insights, and comprises dashboards that track, analyze and

monitor critical performance indicators, including emissions. Real-time insights have led to a reduction in coal consumption via direct reduction or by supporting the transition to alternative fuels.

According to Javier Pigazo Merino, FLSmidth's Global Product Line Manager in Cognitive Technologies and Intelligent Control, this new product reliably supports customers needing to reduce emissions due to environmental sustainability concerns or national regulations. They are "more aware of what works and how, and are able to make operational changes to get carbon reductions."

"Fuel and water consumption for cement and mining has a big impact on the communities in which they operate" Pigazo Merino says, and this new tool helps create awareness about the activities that reduce consumption.



Technology plays a key role in supporting ambitious CO<sub>2</sub> reduction targets in Europe and around the world. Digitization of manufacturing has the highest potential to contribute to CO<sub>2</sub> reduction."

*Bitkom study "Climate Effects of Digitization," conducted by Accenture*





Measuring Performance

In FY22, Splunk laid the foundation for a durable and visionary climate strategy by investing in the foundational systems, tools and staffing needed to ensure that our global, multi-year climate strategy is built upon accurate and verifiable underlying data. Reference the [ESG Data Tables](#) section of this report to review Splunk’s trailing three-year Scope 1, Scope 2 and Scope 3 emissions, along with energy consumption, data center power usage efficiency (PUE) ratings, energy and grid mix, and related metrics.

What’s Next

Upon completion of the Splunk Global Resilience and Innovation Strategy development work, we plan to publish our Splunk Climate Action Plan, which will follow TCFD guidelines.

We also plan to announce our second suite of science-based climate targets in FY24, extending our original timeline announced in November 2021, to accommodate the complexity of the net zero transition planning work that is currently underway.

Finally, we aim to expand our current Scope 3 emissions reporting to incorporate additional categories, including emissions associated with our cloud customers’ use of our products and services (what we refer to as the “customer cloud print”) to support our customers’ value chain emissions reporting.

Tech and Climate: Towards a More Responsible Use of Data

Data volumes are growing at incredible speed. Nearly 90% of the world’s data has been generated since 2015, and stored data is doubling in size every three years.

Online activities may be virtual, but the devices and infrastructure that make them possible have a significant impact on the environment. It is estimated that the digital sector represents 2% to 4% of global CO<sub>2</sub> emissions (depending on the calculation), and this will only increase in coming years. Data centers are under particular scrutiny for their rising power consumption and cooling needs.

The debate is complex, as data-driven technologies also have enormous potential to reduce carbon emissions across all economic sectors. Analysis by Accenture, in collaboration with the World Economic Forum, shows that digital technologies, if scaled across industries, could deliver up to 20% of the reduction needed to hit the International Energy Agency net zero by 2050 trajectories in the energy, materials and mobility industries.

- One fact is certain – if we wish to limit the environmental impact of data, we need to ensure that data is used responsibly, from monitoring our own personal online activities to helping large organizations adopt best practices. For example:
- **Utilizing the full potential of data:** 55% of data held by organizations sits unused. When organizations don’t ask any questions of their data, its potential is wasted.
  - **Ensuring data-driven projects respond to specific use cases:** Organizations should only develop algorithms or build data lakes if they have a specific purpose and create value.
  - **Collecting only necessary data, and avoiding duplicate data:** Businesses often collect extra data as a precaution, or store data in several places. Collecting data efficiently leads to stronger data governance and helps reduce its climate impacts.

Splunk is committed to the responsible use of data, and looks forward to engaging with our customers and stakeholders on this important issue.

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

# Resource Efficiency

Although Splunk has a distributed workforce, we maintain a global presence with office space and data centers that consume natural resources. In our leased buildings, we have an opportunity to engage our external property managers and fellow tenants on the importance of resource efficiency.

We also have an opportunity to influence Splunkers across the globe on good environmental stewardship practices, whether they are working in an office or working from home. We are excited to partner with the employee-led Splunk Earth Alliance and global facilities managers for programs and initiatives related to resource efficiency at work and at home.

Splunk’s resource efficiency program, currently in its early stages, aims to measure, reduce and, where possible, identify opportunities to donate, recycle, repurpose and extend the life cycle of materials and products used by Splunk. This approach, also called “circularity,” is a practice that aims to keep materials, products and services in circulation for as long as possible.

With the majority of our large leased office spaces (as measured in square feet) located in the U.S., we have an opportunity to identify key materials and waste streams that could serve as pilot programs for a larger-scale initiative in other locations around the globe.

## What’s Next

While climate change is our immediate environmental priority, we are in the planning stages of footprinting our water, materials and waste streams for future programs, goals and commitments.

We plan to start detailed tracking of the materials we buy, the materials circulating through the company, and how we dispose of them. As an office-based services company, our primary focus is likely to be office waste and recycling, as well as electronic waste, particularly discarded laptop computers and printers.



## Splunk Climate Hero: Abhinav Mishra

Splunk principal applied scientist Abhinav Mishra spent a May weekend this year bicycling through California’s Santa Cruz Mountains. He was among more than a hundred other cyclists taking part in Green Fondo NorCal, a weekend-long event hosted by the nonprofit Climate Ride. The organization coordinates biking, hiking and running events to raise money for, and awareness about, the environment. “It’s a win–win situation to bike in such a beautiful area and raise money in support of climate action,” says Mishra, a member of the Splunk Earth Alliance. He raised \$960 for Climate Ride, half of which was matched by Splunk through its employee matching gifts program.





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

## Introducing the Splunk Earth Alliance

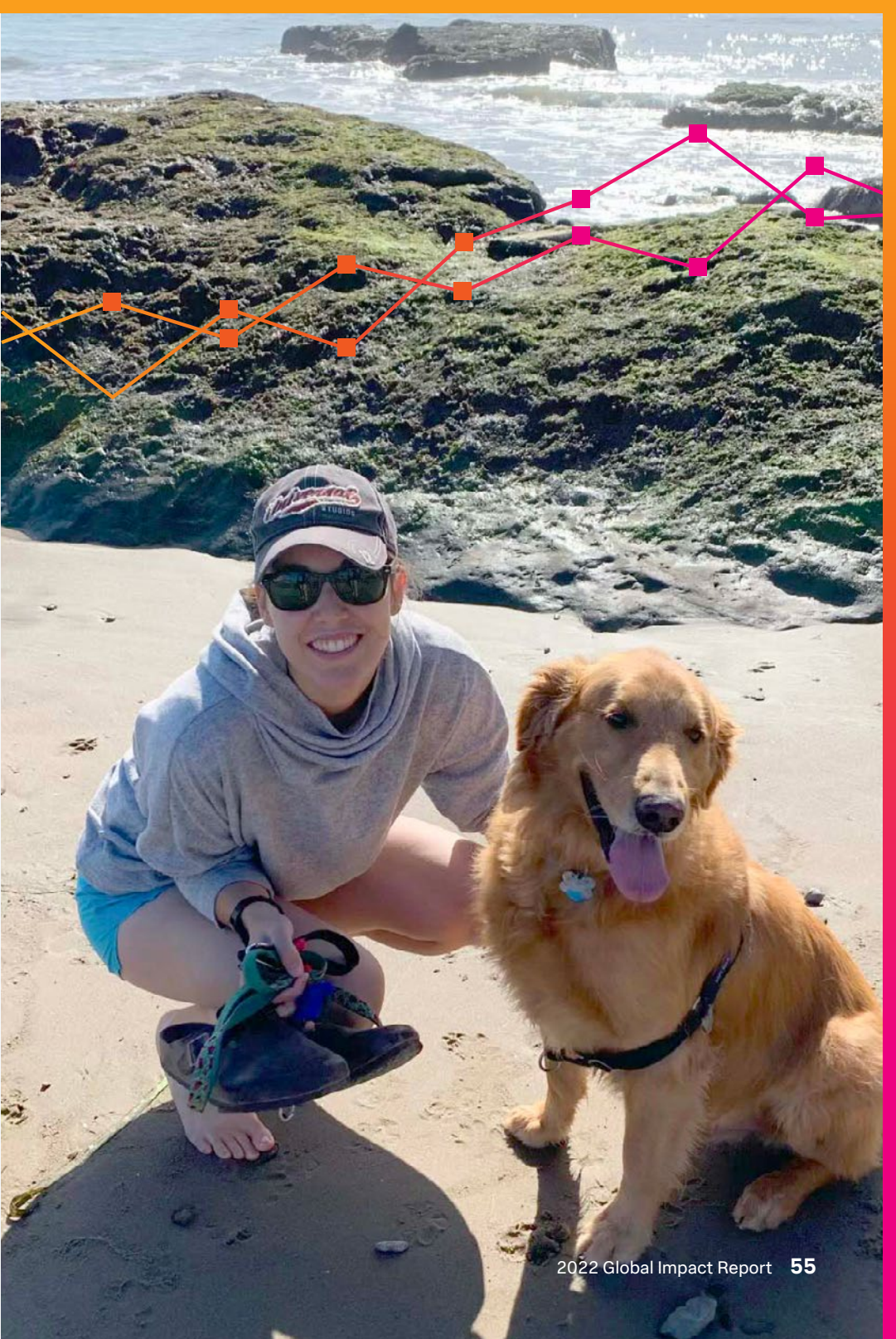
This past Earth Day, the Splunk Earth Alliance (SEA), a grassroots employee-led organization dedicated to motivating Splunkers toward personal and collective engagement on environmental issues, made its debut. “We saw the need for a dedicated community to rally Splunkers around the issues of climate change and sustainability,” says Splunk sales engineer and SEA co-founder and president Andrea Cooper. SEA rests on three tenets – education, action and support – and envisions a comprehensive approach to empowering Splunkers in a changing environmental landscape. “At the company level, we want to help make a corporate change,” Cooper says. “At the individual level, we want to inspire Splunkers to take action themselves.”

Within the newly formed group, inspiration already abounds. SEA’s Slack channel, which has grown to more than 200 members since its inception, is rife with ideas and educational resources. There, Splunkers swap tips on everything from butterfly gardens and greywater projects, to which apparel brands have upcycling options. The SEA is working to create programming like organizing volunteer and donation efforts, running sustainability challenges and hosting educational events through expert Q&As, book clubs, lunch and learns, and more. But Cooper says SEA wouldn’t have started without the support of Splunk leadership. “Nobody ever doubted us – they just gave us all the advice they could, and went above and beyond to make sure we had what we needed,” Cooper says. “We’re feeling very energized and humble and thankful for that. It doesn’t exist everywhere.”



We saw the need for a dedicated community to rally Splunkers around the issues of climate change and sustainability.”

*Andrea Cooper, SEA co-founder and president*





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

# Sustainable Sourcing and Procurement

Our Sustainable Sourcing and Procurement initiative – part of the broader Splunk ESG Supplier function shared earlier in this report – builds bridges across the company and throughout our supply chain, encouraging all of our vendors to adopt environmentally sustainable practices in their operations and embed environmental considerations into the goods and services they provide.

Splunk’s Sustainable Sourcing and Procurement program fosters supplier partnerships that reflect our environmental commitments and values. With a targeted focus on top-spend suppliers, the program creates a “multiplier effect” that cascades throughout our supply chain.

## Managing and Measuring Supplier Compliance and Performance

**Splunk’s Supplier Code of Conduct** lays out the expectations and standards of Splunk suppliers for a range of areas, including guidance and minimum requirements related to environmental laws and regulations, permits and reporting, resource consumption, pollution prevention and waste minimization.

We are also committed to working with as many suppliers as possible who stretch beyond the minimum – who are leading in sustainability initiatives and principles, utilizing environmentally friendly approaches that can address environmental issues, and are committed to sustainable environmental policies, standards and management systems.

To help our suppliers evaluate and improve their performance, we partner with a recognized third-party, global cloud-based ESG engagement and assessment firm that evaluates and rates suppliers.

The firm’s assessment helps us to evaluate supplier environmental performance across a standardized suite of criteria, and provides key insights into the health of our current supply chain. Last year, we invited an initial group of suppliers to participate in that assessment, and we added a second wave of suppliers in FY22.


## Fostering a Sustainable Supply Chain

In FY22, we developed and launched the Supplier ESG Curriculum, a sustainable training program designed for Splunk’s Global Spend Management (GSM) team. The training equips our GSM colleagues with the knowledge and tools they need to partner with our suppliers in order to identify key environmental performance indicators, highlight areas for improvement and help them advance the maturity of their overall sustainability.

## What’s Next

As more suppliers participate in the third-party ESG registry, we plan to group them according to each of our major spend categories, which we expect will support targeted programs and engagement initiatives based on category. By the end of FY23, we aim to identify ESG-rated suppliers in nine of the 12 major supplier spend categories, classified as: benefits and employee services, consulting and professional services, infrastructure technology, legal services, marketing, software, technology services, travel and entertainment, and workplace and facilities.

In the latter half of FY23 through FY24, we plan to identify and evaluate Scope 3 supplier climate targets, and will encourage key suppliers to establish their own science-based greenhouse gas reduction targets. We plan to share more about this work in future publications.



**LEARN MORE ABOUT SPLUNK AND ENVIRONMENTAL SUSTAINABILITY:**

- [Supplier Code of Conduct >](#)
- [Suppliers and Procurement: Doing business with Splunk Procurement >](#)
- [ESG Position Statement >](#)

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

# Appendix



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

# About This Report

Building on our first full annual Global Impact Report released in December 2021, this report covers Splunk’s progress for FY22, occurring between February 1, 2021 and January 31, 2022. In some areas, content may also cover updates and activities that occurred beyond FY22, generally extending from February 1, 2021 through June 30, 2022.

To inform our disclosure, we followed 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, who audited and assured our greenhouse gas data. The External Assurance Verification Statement is available at the Splunk [ESG web page](#).

The Environmental Sustainability and Social Impact data presented in the ESG Data Tables section of this report was internally audited, with the quality assurance processes, approach and documentation and attestations reviewed by the Audit Committee in December 2022.

## Reporting Frameworks

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

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





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

Performance Data

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

Data presented in this report covers our performance for the fiscal year 2022, which corresponds to February 1, 2021 through January 31, 2022.

Our Internal Audit, Legal and Financial teams reviewed the Environmental Sustainability and Social Impact data to confirm that the data can be traced to verifiable internal or external records, and that all assumptions and calculation methodologies used to derive performance measures are reasonable and clearly documented in the final report.

An external consulting agency reviewed and confirmed the stated alignment with GRI, SASB and TCFD disclosure frameworks and guidelines.

Our FY22 environmental sustainability data – greenhouse gas (GHG) emissions, energy, electricity and water data – was externally assured by a third party. Reference the [External Assurance Verification Statement](#) for additional details.

Performance Data Tables

- The performance data tables in this section include:
- **Environmental Sustainability Data:** Greenhouse gas emissions and electricity/energy use; depending on the data set, figures are either rounded to the nearest whole number or decimal place.
  - **Social Impact Data:** Product donations, training donations, employee volunteerism, and Splunk giving; Social Impact data is rounded to the nearest whole number.

Updated Data Since Our Last Report

**Revised FY21 Scope 3 market-based emissions:** This report revises figures from data that was previously over-reported in the 2021 Global Impact Report based on a review of the GHG Protocol guidance for Scope 2 market-based reporting and the determination that Splunk’s purchased Renewable Energy Certificates (RECs) associated with third-party data centers should be attributable to market-based reporting.

**Revised FY21 Scope 3 emissions:** This report revises figures from data that was previously over-reported in the 2021 Global Impact Report. Updated data reflects refinements made to the FY21 kilometers-to-miles conversion formulas used for Category 6 – Employee Business Travel and refinements made to the FY21 UK DEFRA emission factor formulas used to normalize certain methane (CH<sub>4</sub>) and nitrous oxides (N<sub>2</sub>O) global warming potentials to carbon dioxide equivalents used to determine air and rail travel associated with Category 6 – Employee Business Travel and Category 7 – Employee Commuting.

The details related to the assumptions and methodologies applied to the current and previously reported figures are provided in the Environmental Sustainability Data section of the ESG Data Tables.

Environmental Sustainability Data

Energy and Electricity

Summary FY22 Energy and Electricity Data Sets

Estimated FY22 Indirect Energy Consumption by Source, Measured as Market-Based Gigajoules (GJ), Megawatt Hours (MWh) and Percentage Overall (%)<sup>1, 2</sup>

Consumption Source	GJ	MWh	% Overall
Offices	29,086.9	8,079.7	59.9
Data Centers	19,476.0	5,410.0	40.1
Total	48,562.9	13,489.7	100.0

<sup>1</sup> 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 were obtained directly from the vendor's externally assured green power report provided to Splunk annually.

<sup>2</sup> GRI Standards disclosures 302-1: Energy consumption within the organization; 305-2: Energy indirect (Scope 2) GHG emissions; SASB Software & IT Services Sustainability Accounting Standard TS-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 process, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Estimated FY22 Indirect Data Center Consumption by Type, Measured as Gigajoules (GJ), Megawatt Hours (MWh) and Percentage Overall (%)<sup>1, 2</sup>

Consumption Type	GJ	MWh	% Overall
Computing (servers, IT assets)	13,867.2	3,852.0	71.2
General Facility (lighting, cooling)	5,608.8	1,558.0	28.8
Total	19,476.0	5,410.0	100.0

<sup>1</sup> 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 were obtained directly from the vendor's externally assured green power report provided to Splunk annually.

<sup>2</sup> GRI Standards disclosures 302-1: Energy consumption within the organization; 305-2: Energy indirect (Scope 2) GHG emissions; SASB Software & IT Services Sustainability Accounting Standard TS-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 process, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.



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

Appendix

Renewable Energy Certificates (RECs) by Percentage<sup>1, 2</sup>

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

<sup>1</sup> 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-operated data centers; 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.

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

Data Center Power Usage Effectiveness (PUE) Ratios<sup>1, 2</sup>

	FY21	FY22
Average Data Center PUE	1.39	1.54

<sup>1</sup> 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).

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



FY22 Global Energy Mix Detailed Data

Estimated FY22 Office Energy Mix Consumed by Region, Country and by Non-Renewable, Renewable, Other Sources: Location-Based (MWh)<sup>1, 2</sup>

Non-Renewable Sources: 5,418.1 MWh						Renewable Sources: 2,647.7 MWh			Other: 19.3 MWh	All Sources: 8,085.2 MWh
Region, Country	Coal	Oil	Natural Gas	Other Fossil	Nuclear	Hydropower	Biomass, Biofuels, Waste	Geothermal, Solar, Wind	Other/ Unknown	Combined
Asia-Pacific	140.4	83.0	58.1	0.7	8.7	11.8	3.2	26.1	0.6	332.4
China	33.2	2.7	15.6	0.0	7.5	1.4	0.0	7.5	0.0	67.8
Singapore	1.5	78.7	29.8	0.0	0.0	0.0	2.2	0.1	0.0	112.3
Japan	10.1	1.6	12.5	0.7	1.2	2.8	0.7	2.9	0.6	33.1
Australia	95.6	0.0	0.2	0.0	0.0	7.6	0.3	15.6	0.0	119.3
Europe and Middle East	17.4	7.9	89.3	0.0	30.8	0.3	0.0	80.5	5.2	231.3
U.K.	5.2	0.0	73.1	0.0	30.8	0.0	0.0	77.2	5.2	191.5
Poland	11.7	6.6	3.6	0.0	0.0	0.3	0.0	3.3	0.0	25.5
UAE	0.4	1.2	12.6	0.0	0.0	0.0	0.0	0.0	0.0	14.3
Americas	843.0	2.6	3,276.2	38.9	821.3	757.8	126.2	1,642.0	13.5	7,521.5
USA	727.4	1.3	3,159.4	37.6	800.5	468.5	119.2	1,563.7	12.9	6,890.4
Canada	115.6	1.3	116.9	1.3	20.8	289.3	6.9	78.3	0.6	631.1
Global Total	1,000.7	93.4	3,423.6	39.6	860.8	769.8	129.4	1,748.6	19.3	8,085.2

<sup>1</sup> Estimated fuel mix from electricity consumption at Splunk main offices uses publicly available information and follows the GHG Protocol location-based methodology. The 0.06% difference between the total of 8,085.2 MWh shown in this table and the total 8,079.7 MWh shown in other tables in this section is due to rounding.

<sup>2</sup> GRI Standards disclosure 302-1: Energy consumption within the organization; SASB Software & IT Services Sustainability Accounting Standard TS-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 process.

Estimated FY22 Electricity Mix Consumed by Region, Country and Non-Renewable/Renewable Source (Percentage)<sup>1, 2</sup>

Non-Renewable Sources: 67.0%						Renewable Sources: 32.7%			Other: 0.2%	All Sources: (100%)
Region, Country	Coal	Oil	Natural Gas	Other Fossil	Nuclear	Hydropower	Biomass, Biofuels, Waste	Geothermal, Solar, Wind	Other/ Unknown	Regional Percentage
Asia-Pacific	14.0	8.3	5.8	0.1	0.9	1.2	0.3	2.6	0.1	4.1
China	3.3	2.9	0.5	0.0	0.9	0.2	0.0	0.4	0.0	0.8
Singapore	0.1	84.2	0.9	0.0	0.0	0.0	1.7	0.0	0.0	1.4
Japan	1.0	1.7	0.4	1.8	0.1	0.4	0.6	0.2	3.1	0.4
Australia	9.6	0.0	0.0	0.0	0.0	1.0	0.2	0.9	0.0	1.5
Europe and Middle East	1.7	8.4	2.6	0.0	3.6	0.0	0.0	4.6	26.8	2.9
U.K.	0.5	0.0	2.1	0.0	3.6	0.0	0.0	4.4	26.8	2.4
Poland	1.2	7.1	0.1	0.0	0.0	0.0	0.0	0.2	0.0	0.3
UAE	0.0	1.3	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Americas	84.2	2.8	95.7	98.2	95.4	98.4	97.5	93.9	70.1	93.0
USA	72.7	1.4	92.3	95.0	93.0	60.9	92.2	89.4	66.8	85.2
Canada	11.6	1.4	3.4	3.2	2.4	37.6	5.4	4.5	3.3	7.8
Global Total	12.4	1.2	42.3	0.5	10.6	9.5	1.6	21.6	0.2	100.0

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

<sup>2</sup> GRI Standards disclosure 302-1: Energy consumption within the organization; SASB Software & IT Services Sustainability Accounting Standard TS-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 process.

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

Greenhouse Gas Emissions

Revisions to previously stated FY21 GHG data since our last report – detailed explanation:

- **Revised FY21 Scope 3 emissions:** This report revises figures from data that was previously over-reported in the 2021 Global Impact Report. Updated data reflects refinements made to the FY21 kilometers-to-miles conversion formulas used for Category 6 – Employee Business Travel and refinements made to the FY21 UK DEFRA emission factor formulas used to normalize certain methane (CH<sub>4</sub>) and nitrous oxides (N<sub>2</sub>O) global warming potentials to carbon dioxide equivalents used to determine air and rail travel associated with Category 6 – Employee Business Travel and Category 7 – Employee Commuting. The revised FY21 total Scopes 1, 2 & 3 – location-based emissions is 15,140 MTCO<sub>2</sub>e (originally reported as 24,345 MTCO<sub>2</sub>e), and total Scopes 1, 2 & 3 – market-based emissions is now 13,758 MTCO<sub>2</sub>e (originally reported as 23,362 MTCO<sub>2</sub>e). The revised FY21 total Scope 3 – market-based emissions is 11,430 MTCO<sub>2</sub>e (originally reported as 20,635 MTCO<sub>2</sub>e); the revised FY21 Category 6 emissions are 5,639 MTCO<sub>2</sub>e (originally reported as 13,817 MTCO<sub>2</sub>e) and the revised Category 7 emissions are 1,205 MTCO<sub>2</sub>e (originally reported as 2,232 MTCO<sub>2</sub>e).
- **Revised FY21 Scope 2 market-based emissions:** This report revises figures from data that was previously over-reported in the 2021 Global Impact Report based on a review of the GHG Protocol guidance for Scope 2 market-based reporting and the determination that Splunk’s purchased RECs associated with third-party data centers should be attributable to market-based reporting. For this reason, the emissions associated with data center usage that are offset by the purchase of RECs are allocated to location-based reporting (reported as a total of 3,686 MTCO<sub>2</sub>e) and omitted from market-based reporting (reported as a total of 2,703 MTCO<sub>2</sub>e) for Splunk’s FY21 Scope 2 emissions.
- **Commentary on increase of Scope 1 emissions:** Increases from FY21 Scope 1 emissions (24 MTCO<sub>2</sub>e) to FY22 Scope 1 emissions (374 MTCO<sub>2</sub>e) are based on updated assumptions and methodologies applied to the FY22 hydrofluorocarbons (HFCs) associated with office building refrigerants. Due to the relatively low amount of Scope 1 emissions (approximately 3.6% of overall emissions), Splunk does not plan to update the Scope 1 FY21 emissions for this report, but may do so for future disclosures.

Summary FY22 Greenhouse Gas Data Sets

Estimated Summary FY22 Greenhouse Gas Emissions: Market-Based Reporting (MTCO<sub>2</sub>e, % Total)<sup>1</sup>

Emissions Scope	MTCO <sub>2</sub> e	% Overall
Scope 1 Direct Emissions	374	4
Scope 2 Indirect Emissions	2,437	23
Scope 3 Other Indirect Emissions	7,570	73
Total	10,382	100

<sup>1</sup> 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 process, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.



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

Estimated Summary FY22 Greenhouse Gas Emissions: Location-Based Reporting (MTCO<sub>2</sub>e, % Total)<sup>1</sup>

Emissions Scope	MTCO <sub>2</sub> e	% Overall
Scope 1 Direct Emissions	374	3
Scope 2 Indirect Emissions	3,257	28
Scope 3 Other Indirect Emissions	7,938	69
Total	11,569	100

<sup>1</sup> 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 process, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Estimated FY22 Total Direct (Scope 1) and Indirect (Market-Based Scope 2) Greenhouse Gas Emissions (MTCO<sub>2</sub>e, % Total)<sup>1</sup>

Emissions Scope	MTCO <sub>2</sub> e	% Overall
Scope 1 Direct Emissions	374	13
Scope 2 Indirect Emissions	2,437	87
Total	2,811	100

<sup>1</sup> 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 process, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Estimated FY22 Emissions Intensity: Scopes 1 and 2 (MTCO<sub>2</sub>e)<sup>1, 2</sup>

Intensity-Based Metrics	FY22
Per Employee (Splunker)	0.92
Per Square Foot (Offices)	0.0042

<sup>1</sup> GHG emissions used to calculate the emissions intensity ratio include direct (Scope 1) emissions, market-based indirect (Scope 2) emissions, and other indirect emissions (Scope 3).  
<sup>2</sup> 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.

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

FY22 Scope 1 – Direct Emissions Details

Estimated FY22 Scope 1 Office Emissions by Emissions Source, Normalized CO<sub>2</sub>e and GHG Type:  
Reported as Normalized Carbon Dioxide Equivalents (Metric Tonnes) and as Greenhouse Gas Type (Kilograms)<sup>1</sup>

Emissions Source	Normalized to MTCO <sub>2</sub> e	Carbon Dioxide: kg CO <sub>2</sub>	Methane: kg CH <sub>4</sub>	Nitrous Oxide: kg N <sub>2</sub> O	Sulfur Hexafluoride: kg SF <sub>6</sub>	Hydrofluoro-carbons: kg HFCs <sup>2</sup>	Perfluoro-carbons: kg PCFs
Stationary Combustion	113	109,540	96	35	0	0	0
Mobile Combustion	0	0	0	0	0	0	0
Refrigerants	262	0	0	0	0	130	0
Total	374	109,540	96	35	0	130	0

<sup>1</sup> GRI Standards disclosure 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 process, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks. Differences in column sums are due to whole number rounding.  
<sup>2</sup> HFC approximations based on estimated office building leakage rate for refrigerant types R410A, R507A, R410A, HFC-134a, HFC-22/R22 and HFC 32.

FY22 Scope 2 – Indirect Emissions Details

Estimated FY22 Scope 2 Emissions by Source: Market-Based Reporting (MTCO <sub>2</sub> e) <sup>1</sup>	
Offices	2,437
Data Centers	0
Total	2,437

<sup>1</sup> GRI Standards disclosure 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 process, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

Estimated FY22 Scope 2 Emissions by Source: Location-Based Reporting (MTCO <sub>2</sub> e) <sup>1</sup>	
Offices	2,349
Data Centers	908
Total	3,257

<sup>1</sup> GRI Standards disclosure 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 process, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks. Differences in column sums are due to whole number rounding.

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

FY22 Scope 3 – Other Indirect Emissions Details

Estimated FY22 Scope 3 Emissions by Category: Market-Based Reporting (MTCO <sub>2</sub> e) <sup>1, 2</sup>	
Category 3: Fuel- and Energy-Related Activities (not in Scope 2) <sup>1</sup>	0
Category 5: Waste Generated in Operations (Water)	4
Category 6: Employee Business Travel	2,774
Category 7: Employee Commuting	449
Other: Teleworking (Work from Home)	4,344
Total	7,570

<sup>1</sup> For location-based reporting, the Category 3 Scope 3 emissions for fuel- and energy-related activities include 367 MTCO<sub>2</sub>e 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 7,938. Differences in column sums are due to whole number rounding.

<sup>2</sup> 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, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.



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

Greenhouse Gas Emissions: Year-Over-Year Performance

Estimated Trailing Two-Year Summary FY22 Greenhouse Gas Emissions:  
Scopes 1, 2 and 3 – Market-Based Reporting (MTCO<sub>2</sub>e)<sup>1</sup>

Emissions Scope	FY21	FY22
Scope 1 Direct Emissions	24	374
Scope 2 Indirect Emissions	2,703	2,437
Scope 3 Other Indirect Emissions	11,031	7,570
Total	15,758	10,382

<sup>1</sup> 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 process, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks. Increases from FY21 to FY22 Scope 1 emissions are generally attributable to updated assumptions and methodologies used to estimate FY22 HFCs associated with office building refrigerants.

Estimated Trailing Two-Year Summary FY22 Greenhouse Gas Emissions:  
Scopes 1, 2 and 3 – Location-Based Reporting (MTCO<sub>2</sub>e)<sup>1</sup>

Emissions Scope	FY21	FY22
Scope 1 Direct Emissions	24	374
Scope 2 Indirect Emissions	3,686	3,257
Scope 3 Other Indirect Emissions	11,430	7,938
Total	15,140	11,569

<sup>1</sup> 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 process, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks. Differences in column sums are due to whole number rounding. Increases from FY21 to FY22 Scope 1 emissions are generally attributable to updated assumptions and methodologies used to estimate FY22 HFCs associated with office building refrigerants.

Estimated Trailing Two-Year Scope 3 Emissions by Category:  
Market-Based Reporting (MTCO<sub>2</sub>e)<sup>1, 2</sup>

Category	FY21	FY22
<b>Category 3:</b> Fuel- and Energy-Related Activities (not in Scope 2) <sup>3</sup>	0	0
<b>Category 5:</b> Waste Generated in Operations (Water) <sup>2</sup>	0	4
<b>Category 6:</b> Employee Business Travel	5,639	2,774
<b>Category 7:</b> Employee Commuting	1,205	449
<b>Other:</b> Teleworking (Work from Home)	4,187	4,344
Total	11,031	7,570

<sup>1</sup> 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, and TCFD-M: b) Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

<sup>2</sup> Splunk plans to evaluate and report all relevant Scope 3 emissions categories over the next two years.

<sup>3</sup> For location-based reporting, the Category 3 Scope 3 emissions for fuel- and energy-related activities include an additional 399 MTCO<sub>2</sub>e (FY21) and 367 MTCO<sub>2</sub>e (FY22) associated with third-party data center energy attributable to data center facility operations (lighting and cooling) use. The FY21 and FY22 Scope 3 totals for location-based reporting are 11,430 MTCO<sub>2</sub>e (FY21) and 7,938 MTCO<sub>2</sub>e (FY22); the location-based total GHG emissions are 15,140 MTCO<sub>2</sub>e (FY21) and 11,569 MTCO<sub>2</sub>e (FY22).

Social Impact Data

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

Social Impact: Monetary Value <sup>1</sup>	FY17	FY18	FY19	FY20	FY21	FY22	Cumulative Total FY17-FY22
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	\$9,189,870
Monetary Value of In-Kind Donations							
Software Donations <sup>2</sup> (retail value of Splunk software licenses)	\$840,000	\$2,050,000	\$3,210,000	\$4,220,000	\$4,000,000	\$3,620,000	\$17,940,000
Training Donations <sup>3</sup> (retail value of Splunk training courses)	Not reported	\$16,000	\$1,815,000	\$2,591,000	\$3,414,000	\$2,654,500	\$10,490,500
Monetary Value of Employee Volunteerism							
Employee Volunteerism <sup>4</sup> (monetary value of self-reported volunteer hours)	Not reported	\$59,251	\$183,505	\$281,533	\$115,099	\$253,176	\$892,564
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	\$38,512,934
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	\$1,466,769
Total Giving (corporate and employee)	\$855,000	\$2,895,313	\$6,377,157	\$8,621,013	\$10,955,234	\$10,275,986	\$39,979,703

<sup>1</sup> Figures are rounded to the nearest dollar.

<sup>2</sup> We calculate the dollar value of product donations to nonprofits by multiplying the number of 10GB on-premise Splunk Enterprise licenses granted to nonprofits by the list price of \$10,000 per 10GB on-premise Splunk Enterprise license.

<sup>3</sup> Splunk partners across the nonprofit and education sectors to provide students with free Splunk Fundamentals 1 and Fundamentals 2. In October 2021 (Q4FY22), 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.

<sup>4</sup> 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 Independent Sector.org third party "Value of Volunteer" data tables to derive an average hourly rate per reporting year.



Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

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

Social Impact: Volunteer Hours	FY17	FY18	FY19	FY20	FY21	FY22	Cumulative Total FY17-FY22
Employee volunteerism (self-reported hours)	Not reported	2,400	7,216	10,350	4,033	8,453	32,453



# GRI Content Index

Splunk has reported the information cited in this GRI content index for the period of February 1, 2021 to January 31, 2022 with reference to the GRI Standards. Narrative disclosures on progress, programs and aspirations found in the Global Impact Report (GIR) may additionally cover material from February 1, 2021 through June 30, 2022, extending beyond the prior fiscal year. The following GRI Standards were used in developing the content index: GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics, GRI 201: Economic Performance 2016, GRI 302: Energy 2016, GRI 305: Emissions 2016, and GRI 405: Diversity and Equal Opportunity.

General Disclosures		References and Responses	
2-1 Organizational Details			
2-1-a	Report the organization’s legal name	<a href="#">FY22 Annual Report and Proxy Statement</a> GIR22, About Splunk	pg. 126/247 pg. 6/84
2-1-b	Report the organization’s nature of ownership and legal form	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 126/247
2-1-c	Report the location of the organization’s headquarters	<a href="#">FY22 Annual Report and Proxy Statement</a> GIR22, About Splunk	pg. 126/247 pg. 6/84
2-1-d	Report the organization’s countries of operation	<a href="#">Where We Work</a> GIR22, About Splunk	pg. 6/84
2-3 Reporting Period, Frequency and Contact Point			
2-3-a	Specify the reporting period for, and the frequency of, the organization's sustainability reporting	GIR22, Reporting Period	pg. 2/84
2-3-b	Specify the reporting period for the organization's financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this	<a href="#">FY22 Annual Report and Proxy Statement</a> GIR22, Reporting Period	pg. 126/247 pg. 2/84
2-3-c	Report the publication date of the report or reported information	GIR22, Forward-Looking Statements	pg. 83/84
2-3-d	Specify the contact point for questions about the report or reported information	GIR22, Back Cover	pg. 84/84
2-4 Restatements of Information			
2-4-a	Report restatements of information made from previous reporting periods and explain i) the reason for restatement and ii) the effect of the restatements	GIR22, ESG Data Tables	pg. 59, 64–68/84
2-5 External Assurance			
2-5-a	Describe the organization's policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	GIR22, Corporate Governance and ESG GIR22, About This Report	pg. 10/84 pg. 58/84

General Disclosures

References and Responses

2-6 Activities, Value Chain and Other Business Relationships

2-6-a	Report the sector(s) in which the organization is active	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 130–131/247
2-6-b	Describe the organization's value chain, including i) activities, products, services and markets served; ii) supply chain; and iii) entities downstream from the organizations and their activities	<a href="#">FY22 Annual Report and Proxy Statement</a> <a href="#">Splunk EX-21.1 List of Subsidiaries of the Registrant</a> GIR22, Our Suppliers	pg. 130–132/247  pg. 8/84

2-7 Employees

2-7-a	Report the total number of employees, and a breakdown of this total by gender and by region	<a href="#">Diversity Annual Report 2021: A Year of Reflection</a>	Workforce: Finding Balance data sets
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2-9 Governance Structure and Composition

2-9-a	Describe the organization's governance structure, including committees of the highest governance body	<a href="#">FY22 Annual Report and Proxy Statement</a> GIR22, Corporate Governance, Risk and Integrity	pg. 30/247 pg. 10/84
2-9-b	List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, the environment and people	<a href="#">FY22 Annual Report and Proxy Statement</a> GIR22, Corporate Governance, Risk and Integrity	pg. 30/247 pg. 10/84
2-9-c	Describe the composition of the highest governance body and its committees	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 13, 17–19, 22–27/247

2-10 Nomination and Selection of the Highest Governance Body

2-10-a	Describe the nomination and selection processes for the highest governance body and its committees	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 17–18/247
2-10-b	Describe the criteria used for nominating and selecting highest governance body members	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 17–19/247

2-11 Chair of the Highest Governance Body

2-11-a	Report whether the chair of the highest governance body is also a senior executive in the organization	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 26/247
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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	GIR22, Corporate Governance, Risk and Integrity <a href="#">Splunk Inc. Governance &amp; Sustainability Committee Charter</a>	pg. 10/84 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, the environment and people	GIR22, Corporate Governance, Risk and Integrity <a href="#">Splunk Inc. Governance &amp; Sustainability Committee Charter</a>	pg. 10/84 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, the environment and people	GIR22, Corporate Governance, Risk and Integrity	pg. 10–14/84
2-13-b	Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, the environment and people	GIR22, Generally discussed in the Governance and Accountability sections of the report	pg. 10, 24, 48/84
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	GIR22, Global Impact Shared Priorities, FY22 Relevancy Assessment	pg. 21–22/84
2-15 Conflicts of Interest			
2-15-a	Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	<a href="#">Corporate Governance Guidelines</a>	Section H
2-18 Evaluation of the Performance of the Highest Governance Body			
2-18-b	Report whether the evaluations are independent or not, and the frequency of the evaluations	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 33/247
2-18-c	Describe actions taken in response to evaluations, including changes to the composition of the highest governance body and organizational practices	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 33/247

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	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 14–16, 62, 63, 76/247
2-20 Process To Determine Remuneration			
2-20-a	Describe the process for designing the organization's remuneration policies and for determining remuneration	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 16, 38–41, 53–60/247
2-20-b	Report the results of votes of stakeholders (including stockholders) on remuneration policies and proposals, if applicable	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 56–57/247
2-21 Annual Total Compensation Ratio			
2-21-a	Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 87–88/247
2-21-c	Report contextual information necessary to understand the data and how the data has been compiled	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 87–88/247
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	GIR22, A Note From Our CEO <a href="#">FY22 Annual Report and Proxy Statement</a> CEO Stockholder letter, Building on Our Strengths section	pg. 2/84 pg. 4/247
2-23 Policy Commitments			
2-23-a	Describe the organization's policy commitments for responsible business conduct	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Splunk ESG Position Statement</a>  <a href="#">Splunk Supplier Code of Conduct</a>	pg. 6–7/30 Ethical Business Conduct section
2-23-b	Describe the organization's specific policy commitment to respect human rights	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Modern Slavery Act Transparency Statement</a> <a href="#">Splunk ESG Position Statement</a> GIR22, Respecting Human Rights	pg. 6–7/30  Human Rights section pg. 12/84



General Disclosures

References and Responses

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	GIR22, Engaging in the Public Policy Process <a href="#">Splunk's Public Policy Positions</a> <a href="#">Splunk ESG Position Statement</a>	pg. 14/84
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.	
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 the organization embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships	<a href="#">Splunk's ESG Position Statement</a> 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 the organization's commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	The <a href="#">Splunk Ethics and Compliance Hotline</a> , managed by an independent third party, is a means to address grievances.	



Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

General Disclosures		References and Responses	
2-26 Mechanisms for Seeking Advice and Raising Concerns			
2-26-a	Describe the mechanisms for individuals to seek advice and raise concerns	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Splunk Ethics and Compliance Hotline</a>	pg. 24/30
2-28 Membership Associations			
2-28-a	Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	GIR22, Voluntary Commitments, Initiatives and Affiliations	pg. 20/84
2-29 Approach to Stakeholder Engagement			
2-29-a	Describe the organization's 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	GIR22, Engaging Our Stakeholders	pg. 19/84

Material Topics		References and Responses	
3-1 Process To Determine Material Topics			
3-1-a	Describe the process the organization has followed to determine its material topics	GIR22, Engaging Our Stakeholders GIR22, Global Impact Shared Priorities	pg. 19/84 pg. 21–22/84
3-1-b	Specify the stakeholders and experts whose views have informed the process of determining the organization's material topics	GIR22, Engaging Our Stakeholders GIR22, Global Impact Shared Priorities	pg. 19/84 pg. 21/84
3-2 List of Material Topics			
3-2-a	List the organization's material topics	GIR22, Global Impact Shared Priorities	pg. 21/84
3-2-b	Report changes to the list of material topics compared to the previous reporting period	GIR22, Global Impact Shared Priorities	pg. 21/84
3-3 Management of Material Topics			
3-3-a	Describe the actual and potential, negative and positive impacts on the economy, the environment and people, including impacts on their human rights	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 three 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.	



Introduction

Social Impact

Ethical  
and Inclusive  
Growth

Data  
Responsibility

Environmental  
Sustainability

Appendix

Material Topics		References and Responses	
3-3-c	Describe the organization's policies or commitments regarding the material topic	GIR22, Engaging in the Public Policy Process <a href="#">Splunk's Public Policy Positions</a> <a href="#">Splunk ESG Position Statement</a>	pg. 14/84
3-3-d	Describe actions taken to manage the topic and related impacts	Reference the Strategy and Management Approach sections for Social Impact (pg. 25), Ethical and Inclusive Growth (pg. 33), Data Responsibility (pg. 43) and Environmental Sustainability (pg. 49).	
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	GIR22, Climate Resilience and Innovation <a href="#">FY22 Annual Report and Proxy Statement</a> , Risk Factors, Climate Change <a href="#">CDP Climate Response</a>	pg. 50/84 pg. 169/247  C2.3a, C2.4a, C3.1, C3.2a, C3.3, C3.4, C3.4a
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 83/247
302 Energy			
302-1	Energy consumption within the organization	GIR22, ESG Data Tables	pg. 60, 62–63/84
302-2	Energy consumption outside the organization	GIR22, ESG Data Tables	pg. 61/84
305 Emissions			
305-1	Direct (Scope 1) GHG emissions	GIR22, ESG Data Tables	pg. 64–65, 68/84
305-2	Energy indirect (Scope 2) GHG emissions	GIR22, ESG Data Tables	pg. 64–66, 68/84
305-3	Other indirect (Scope 3) GHG emissions	GIR22, ESG Data Tables	pg. 64–65, 67–68/84
305-4	GHG emissions intensity	GIR22, ESG Data Tables	pg. 65/84
405 Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	<a href="#">FY22 Annual Report and Proxy Statement</a> , Director Diversity <a href="#">Diversity Annual Report 2021: A Year of Reflection</a>	pg. 20/247  Workforce data

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

SASB Topic		References and Responses	
Energy Management			
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	GIR22, ESG Data Tables	pg. 60, 62–63/84
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	100% of the estimated FY22 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	GIR22, Data Privacy <a href="#">Splunk Privacy Policy</a> <a href="#">Data Privacy at Splunk</a>	pg. 44, 46/84
Employee Engagement, Diversity and Inclusion			
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Splunk plans to expand our coverage to further align with the SASB TC-SI-330a.1 topic over the next three years.	
TC-SI-330a.2	Employee engagement as a percentage	GIR22, Employee Engagement	pg. 26/84
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees	<a href="#">Diversity Annual Report 2021: A Year of Reflection</a> , Workforce Data Tables Note that the data is reported by gender and racial/ethnic group representation for the overall workforce; Splunk plans to disclose the data by management, technical staff and all other employees over the next one to two years.	
Systemic Risk Management			
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	<a href="#">FY22 Annual Report and Proxy Statement</a>	pg. 139–171/247

# TCFD Index

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

Theme	Recommendation	Source	Reference
Governance	a) Describe the Board's oversight of climate-related risks and opportunities	<a href="#">Governance &amp; Sustainability Committee Charter</a> , Responsibilities and Duties <a href="#">Audit Committee Charter</a> , Purpose (oversee the adequacy and effectiveness of the company's enterprise risk management framework, which includes climate risk) <a href="#">FY22 Annual Report and Proxy Statement</a> GIR22, Governance and Accountability <a href="#">CDP Climate Response</a>	pg. 23, 36–37/247 pg. 48/84 C1.1b
	b) Describe management's role in assessing and managing climate-related risks and opportunities	GIR22, Environmental Sustainability <a href="#">CDP Climate Response</a>	pg. 48–49/84 C1.2, C1.2a
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	<a href="#">FY22 Annual Report and Proxy Statement</a> GIR22, Climate Resilience and Innovation <a href="#">CDP Climate Response</a>	pg. 169/247 pg. 50/84 C2.1a, C2.3, C2.3a, C2.4, C2.4a
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	GIR22, Climate Resilience and Innovation <a href="#">FY22 Annual Report and Proxy Statement</a> <a href="#">CDP Climate Response</a>	pg. 50/84 pg. 169/247 C2.3a, C2.4a, C3.1, C3.2a, C3.2b, C3.3, C3.4, C-FS3.7, C-FS3.7a
	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 page 50 of GIR22) provides an update on our work to evaluate the resilience of the business to three climate-related scenarios, in alignment with this TCFD disclosure recommendation. The work is underway; we expect to share the results in FY24.	

Introduction

Social Impact

Ethical and Inclusive Growth

Data Responsibility

Environmental Sustainability

Appendix

Theme	Recommendation	Source	Reference
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks	GIR22, Climate Resilience and Innovation <a href="#">CDP Climate Response</a>	pg. 50/84 C2.1, C2.2, C2.2a, C-FS2.2b, C-FS2.2c, C-FS2.2d, C-FS2.2e
	b) Describe the organization's processes for managing climate-related risks	Splunk's Global Climate Resilience and Innovation Strategy (discussed on page 50 of GIR22) provides an update on our work to refresh our assessment of physical and transitional climate risk in order to understand the actual and potential impacts of climate-related risks and opportunities for the business. The work is underway; we expect to share the results in FY24. <a href="#">CDP Climate Response</a>	C2.1, C2.2, C-FS2.2d, C-FS2.2e
	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. <a href="#">CDP Climate Response</a>	C2.1, C2.2
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. <a href="#">CDP Climate Response</a>	C4.2, C4.2a, C4.2b
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks	Splunk's Global Climate Resilience and Innovation Strategy (discussed on page 50 of GIR22) provides an update on our work to refresh our assessment of physical and transitional climate risk in order to understand the actual and potential impacts of climate-related risks and opportunities for the business. The work is underway; we expect to share the results in FY24. GIR22, Climate Resilience and Innovation GIR22, ESG Data Tables <a href="#">CDP Climate Response</a>	pg. 50/84 pg. 64–68/82 C6.1, C6.3, C6.5, C6.5a, C9.1, C-FS14.0, C-FS14.1, C-FS14.1a, C-FS14.1b
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	GIR22, Climate Resilience and Innovation <a href="#">CDP Climate Response</a>	pg. 50/84 C4.1, C4.1a, C4.1b, C-FS4.1d, C4.2, C4.2a, 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 and impacts on information technology 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 sales of licenses to sales of cloud services, which impacts the timing of revenue and margins; a shift from generally invoicing multi-year contracts upfront to invoicing on an annual basis, which impacts cash collections; 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; COVID-19 and related public health measures on our business and the business of our customers, as well as the impact of new variants on the overall economic environment, including customer buying capacity, urgency and patterns; and general market, political, economic, business and competitive market conditions. A discussion of factors that may affect future results is contained in our most recent SEC Form 10-Q filing available at [www.sec.gov](https://www.sec.gov), including descriptions of the risk factors that may impact us and the forward-looking statements made in this report. The forward-looking statements made in this report are made as of December 15, 2022. If this report is reviewed after December 15, 2022, 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](mailto:globalimpact@splunk.com).

Thank you for your engagement.

