

**SUMMARY ANNUAL REPORT
FOR
SALESFORCE.ORG HEALTH AND WELFARE PLAN**

This is a summary of the annual report of the Salesforce.org Health And Welfare Plan (Employer Identification Number 26-2409769, Plan Number 501) for the plan year 1/1/2019 through 12/31/2019. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Salesforce.Org has committed itself to pay certain dental and vision claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with Concern EAP, Prudential Insurance Company of America, Aetna Life Insurance Company, Kaiser Foundation Health Plan Inc. and Standard Insurance Company to pay certain employee assistance program, life insurance, voluntary life, voluntary dependent life, voluntary spouse life, voluntary AD&D, accidental death and dismemberment, health, prescription drug, long-term disability and temporary disability claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2019 were \$8,635,109.

Because benefits with Standard Insurance Company are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending 12/31/2019, the premiums paid under such "experience-rated" contracts were \$450,210 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$619,217.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The item listed below is included in that report:

1. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the plan administrator, at 123 Mission St 22nd Floor, San Francisco, CA 94105 and phone number, 800-667-6389.

You also have the legally protected right to examine the annual report at the main office of the plan: 123 Mission St 22nd Floor, San Francisco, CA 94105, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.