

# Executive Summary FY23 Impact Report

## Overview

New Relic has sought to grow sustainably from its founding. FY23 report highlights include:

- › Built and launched strategy to achieve **net-zero greenhouse gas** emissions by 2030.
- › **Expanded free access to New Relic’s platform** by donating \$8.5 million in product and discounts to nonprofits.
- › **Reduced employee turnover by 15-20 percentage points** and doubled Black representation among leaders.
- › **Centralized management** of data security and trust issues into one team.

“This year, New Relic turns 15 years old. We’re proud to be an early pioneer in application performance monitoring, and we now have more engaged customers on our platform than any other. In many ways, however, we feel that we’re just getting started on our mission to help the tens of millions of engineers around the world make decisions every day using telemetry data. We’re renewing our commitment to building a more equitable and sustainable future for all, mobilizing our business, people, and resources as leaders in observability to effect positive change while meeting the demands of our customers, investors, employees, and communities.”




Bill Staples, CEO New Relic

## New Relic ESG At-A-Glance

### Our Employees

- › Tracked 15-20 percentage point decrease in turnover among all regions, ages, and genders and doubled Black representation among its leaders.
- › Published a Gender Transition and Inclusion Support Policy and developed a self-paced training for all employees to shed light on how to support transitioning Relics.
- › **Looking ahead:** Enhance our commitment to pay equity by launching a new strategy covering our philosophy on pay transparency.

**SASB TC-SI-330a.3 Percentage of gender and racial/ethnic group representation for management, technical staff, and all other employees.** Management or leadership at New Relic is defined as VP level and above as defined by job level. Ethnicity categories align with US government reporting requirements.

		FY22 Leadership	FY22 Non-Tech	FY22 Tech	FY23 Leadership	FY23 Non-Tech	FY23 Tech
Gender	Female	25%	43%	24%	19%	42%	23%
	Male	75%	57%	76%	81%	58%	77%
Ethnicity (USA)	American Indian or Alaska Native	0%	0%	0%	2%	0%	0%
	Asian	26%	18%	19%	26%	19%	21%
	Black or African American	4%	8%	4%	9%	8%	4%
	Hispanic or Latino	8%	7%	4%	5%	8%	5%
	Native Hawaiian or other Pacific Islander	0%	1%	0%	0%	1%	0%
	Not Declaring	N/A	N/A	N/A	N/A	N/A	N/A
	Two or more races	0%	3%	5%	2%	4%	6%
	White (Not Hispanic or Latino)	62%	62%	68%	57%	59%	64%

## Data Security and Trust

- › Created a new Security, Legal, and Compliance (SLC) team to more deeply weave data security into engineering.
- › Maintained a well-established security program that leverage industry-standard technologies and practices; continued certifications such as SOC 2 Type 2, FedRAMP Moderate Impact SaaS authorization, HITRUST, TISAX, and ISO 27001.
- › **Looking ahead:** As we deepen our industry-leading innovation in generative AI with New Relic Grok, we will continue to strengthen and refine our policies around AI use.

## Environmental Impact

- › Announced our net-zero 2030 commitment and submitted our commitment letter to SBTi in order to set near-term emissions reduction targets.
- › Developed a climate strategy that takes into account our facilities footprint, data centers, cloud usage, and corporate travel.
- › **Looking ahead:** Continue to purchase removals and renewable energy for our Scope 1, 2, and work-from-home (Scope 3) emissions based on our FY23 footprint and fully operationalize our net-zero climate goal in FY24.

## Equitable Access to Technology

- › Expanded free access to New Relic's platform by donating \$8.5 million in product and discounts to nonprofit customers.
- › Engaged nearly 76% of Relics in volunteering or giving campaigns.
- › **Looking ahead:** Grow the New Relic for Students program and continue to partner with organizations that share its mission and promote open source projects and standards.



GRI 305-1-a Direct (Scope 1) GHG emissions; GRI 305-2-a Energy indirect (Scope 2) GHG emissions; GRI 305-3-a Other indirect (Scope 3) GHG emissions; GRI 302-1-e. Total energy consumption within the organization, in joules or multiples; SASB TC-SI-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable; TCFD Metrics and Targets a., b., and c.

	FY20		FY21		FY22		FY23	
	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based
Scope 1 emissions (tCO2eq)	156	156	168	168	185	185	268	268
Scope 2 emissions (tCO2eq)	1,217	1,186	1,025	1,019	1,013	1,128	2,675	2,826
Scope 3 emissions (tCO2eq)	44,547	44,541	28,162	28,159	32,019	32,016	39,886	46,509
<b>Net emissions (tCO2eq)</b>	<b>45,920</b>	<b>45,882</b>	<b>29,355</b>	<b>29,346</b>	<b>33,217</b>	<b>33,329</b>	<b>42,829</b>	<b>49,603</b>
Total energy consumed within the organization (gigajoules)	16,725		14,353		15,840		31,095	
Percentage grid electricity energy (as % of total energy) <i>The remainder of total energy consumed in the organization is natural gas usage.</i>	82%		76.78%		63.44%		78%	
Percentage renewable energy (as % of total energy)	0%		0%		13.33%		9.8%	

Progress on offsetting our emissions.

- › **Scope 1:** Purchased reforestation credits from Trees for Global Benefits Uganda to offset 100% of natural gas consumption based on our FY22 footprint .
- › **Scope 2:** Purchased 100% clean energy to offset our FY22 Scope 2 global energy consumption through certified renewable energy certificates.
- › **Scope 3:** Purchased 100% clean energy for all FY22 work-from-home emissions globally based on employee's home ZIP Codes.

## RESOURCES

[FY23 Report](#)

[GRI & SASB Aligned Disclosures \(Pages 43-51\)](#)

Contact: [ESG@newrelic.com](mailto:ESG@newrelic.com)