



Corporate Sustainability Report

FY 22



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Letter from our CEO

FY22 was a successful year for the company. We added 8,000 customers to our platform, saw revenue growth accelerate to 48% year-over-year, and the business reached a \$1Bn+ revenue run rate. To support the growth of the company, we also added over 1,000 employees during the fiscal year.

As we continue to innovate and grow, we are also working to ensure that our success is sustainable. We recognize that we can capture the large market opportunity ahead of us only if we do it together with all of our stakeholders — customers, employees, investors, and our communities.

In FY22 we focused on sustaining and strengthening our culture as the COVID-19 pandemic began to subside. We believe that the future of work will be hybrid, and the companies that design their “return-to-office” strategies to balance in-person office experiences while providing the flexibility to work remotely will have a meaningful competitive advantage.

We are committed to our values including building a diverse workforce and a culture that embraces the power of differences. In FY22, we made investments to expand our ability to source and recruit diverse talent and as well as to develop existing high-potential employees from underrepresented groups.

Cybersecurity also remains a critical area of focus for MongoDB. Several high-profile security incidents in the past year have demonstrated how fragmented software supply chains can create security vulnerabilities, while consolidated, general-purpose platforms can mitigate such vulnerabilities. We are investing in advanced security features of our products, as well as the compliance and control framework of our platform.

While our direct impact on the environment is relatively small, we strongly believe that we have a role to play in environmental sustainability. We continue to evaluate our direct and indirect emissions footprint and are designing programs to reduce the impact that our broader value chain has on the environment.

The following pages highlight our commitment to our sustainability initiatives as well as the progress we made in the past year. I invite you to learn more about MongoDB’s strategic approach to managing sustainability risks and opportunities as we continue to innovate and grow.

Sincerely,

Dev Ittycheria
President & Chief Executive Officer



MongoDB's mission is to empower innovators to create, transform and disrupt industries by unleashing the power of software and data.



MongoDB Values

Think Big, Go Far

We are big dreamers with a passion for creativity. We eagerly pursue new opportunities and markets through innovation and disruption.

Make It Matter

We are relentless in our pursuit of meaningful impact. We think strategically and are clear on what we are and are not trying to do.

Build Together

We achieve amazing things by connecting and leveraging the diversity of perspectives and skills of our entire organization. We discuss things thoroughly but prioritize commitment over consensus.

Embrace the Power of Difference

We commit to creating a culture of belonging, where people of different origins, backgrounds and experiences feel valued and heard.

Be Intellectually

Honest

We embrace reality. We apply incisive thinking and rigor and operate with transparency. We have courage in our convictions but work hard to ensure biases or personal beliefs do not get in the way of finding the best solution.

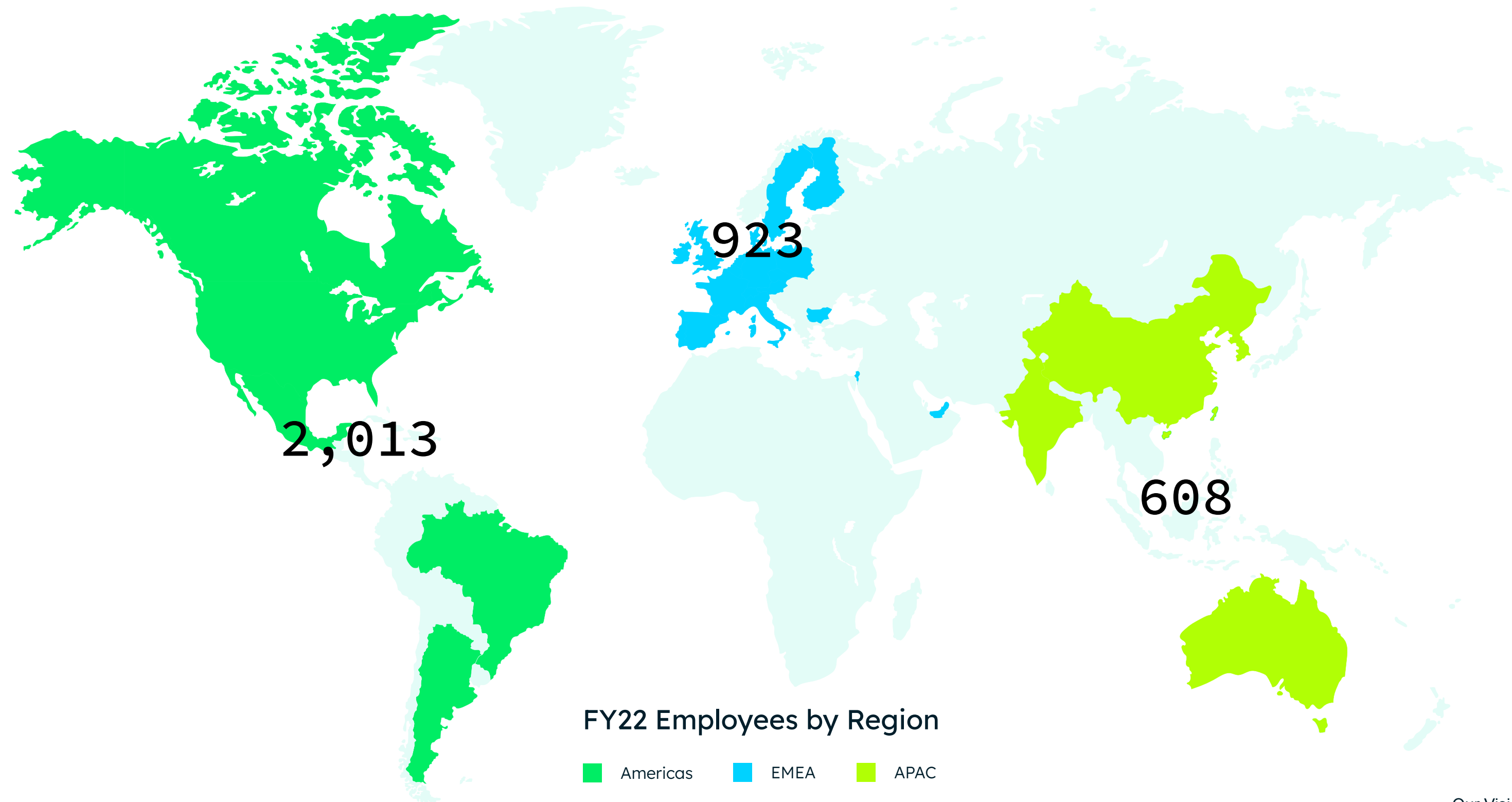
Own What

You Do

We take ownership and are accountable for everything that we do. We demand excellence from ourselves. We each play our own part in making MongoDB a great place to work.



Building a Global Enterprise

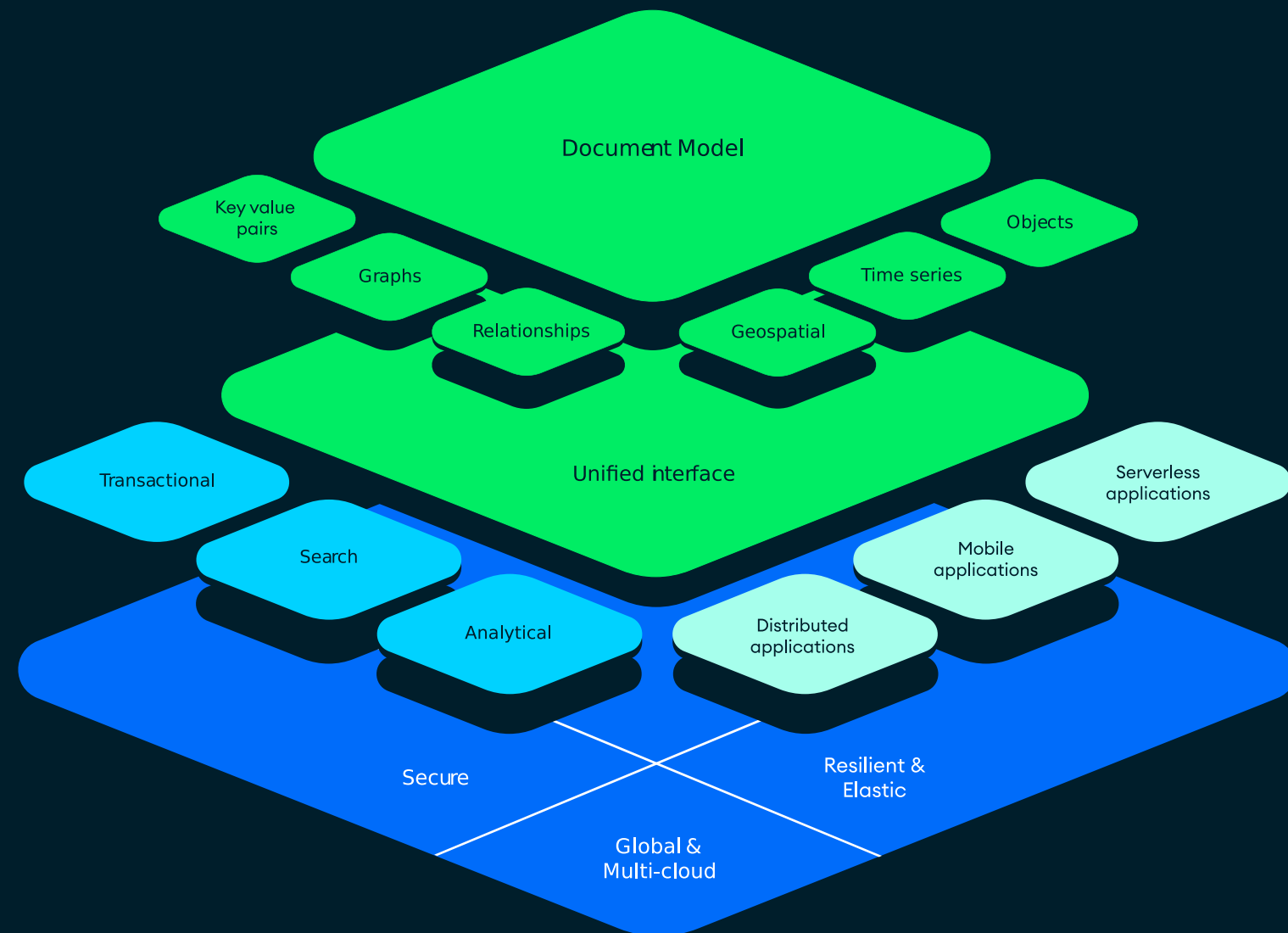


FY22 Employees by Region

■ Americas ■ EMEA ■ APAC



MongoDB Developer Data Platform



At the core of our offering is the MongoDB database, the world's **leading modern, general purpose database**. A database is at the heart of every software application and it directly impacts the performance, scalability, flexibility and reliability of an application.

Our database is built on the document model. We believe that **the document model** is the best way for software developers to work with data, as it is flexible and maps to how developers think and code. The document model is a superset of all other data models, which makes our database applicable to the broadest range of use cases.

We continue to innovate to make it easier for developers to work with data, not just in the operational database, but **wherever data reside**. In recent years we have enhanced search, mobile and analytical capabilities of our platform.

Our platform offers our customers access to industry-leading security, the ability to distribute data globally, as well as the **freedom to run their applications anywhere**. Our customers can self-manage their database using Enterprise Advanced or consume our offering as a service on any major cloud provider using MongoDB Atlas, our hosted DBaaS (database-as-a-service) platform.

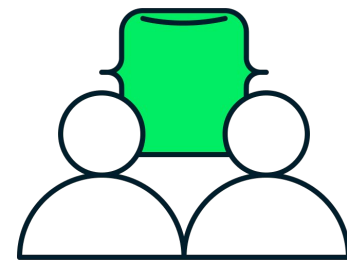


Our Competitive Advantage



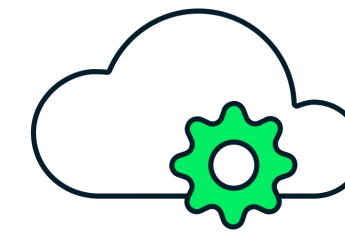
Best-in-Class Technology

Our platform was built to address the performance and scalability challenges of legacy offerings. We deliver the extreme throughput and predictable low-latency required by the most demanding applications. Our platform was built from the ground up with distributed architecture, allowing horizontal scaling and the creation of globally distributed environments. It is easy to add capacity to our platform in a modular, predictable and cost-efficient manner.



Developer Mindshare

MongoDB was built by developers for developers. Our platform increases developer productivity by making it easy and intuitive for developers to build, deploy and maintain applications. Our document-based architecture enables developers to manage and interact with data in a more natural way than legacy alternatives. According to the Stack Overflow Annual Developer Survey, MongoDB continues to be one of the top databases developers want to work with.



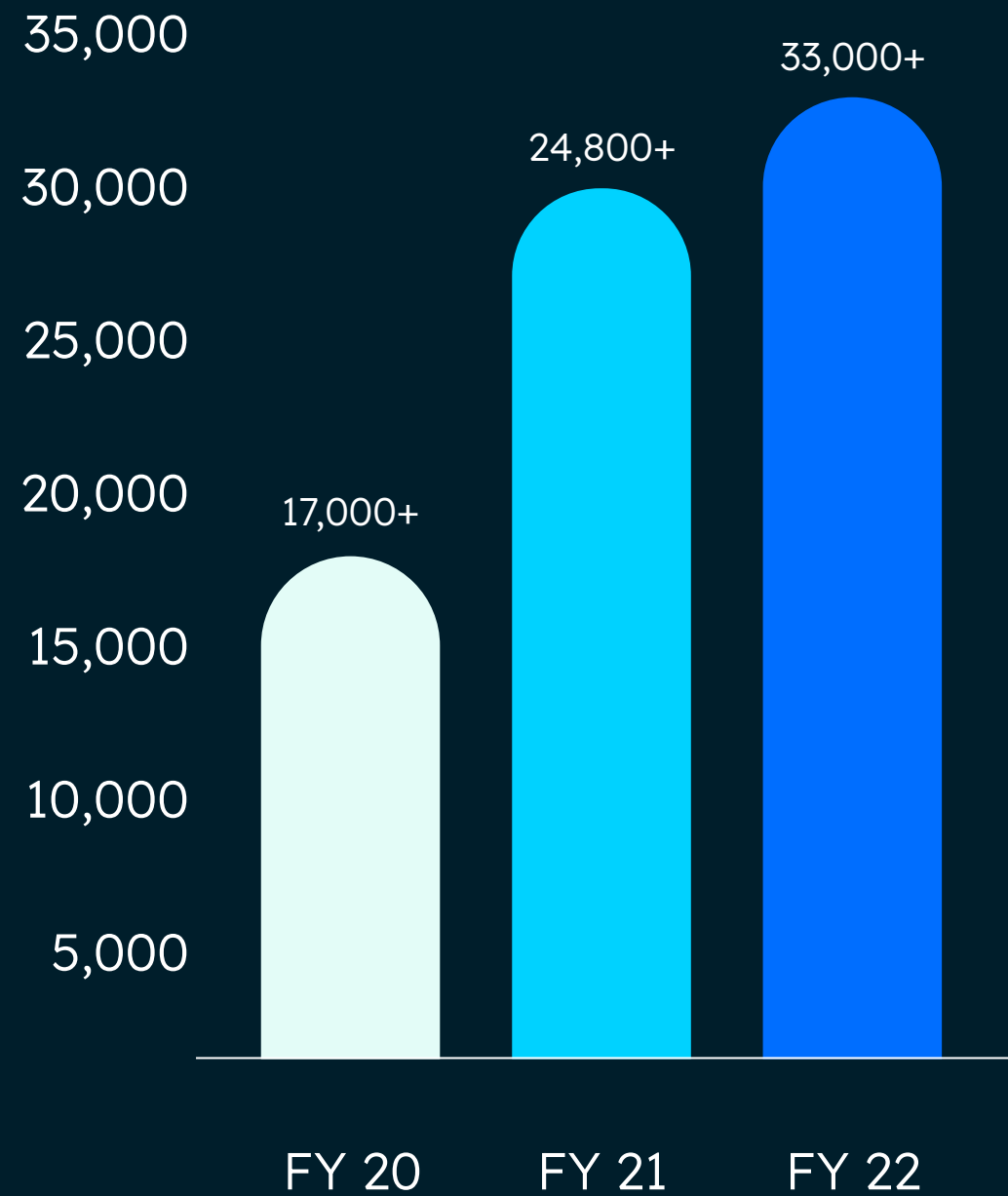
Infrastructure Independence

Customers can run our platform in any environment: fully managed as a service or self-managed in the cloud, on-premise or in a hybrid environment. Customers can deploy our platform in any of the major public cloud alternatives, providing them with increased flexibility and cost-optimization opportunities by preventing public cloud vendor lock-in. Customers have a consistent experience regardless of infrastructure, providing optionality, flexibility and efficiency.

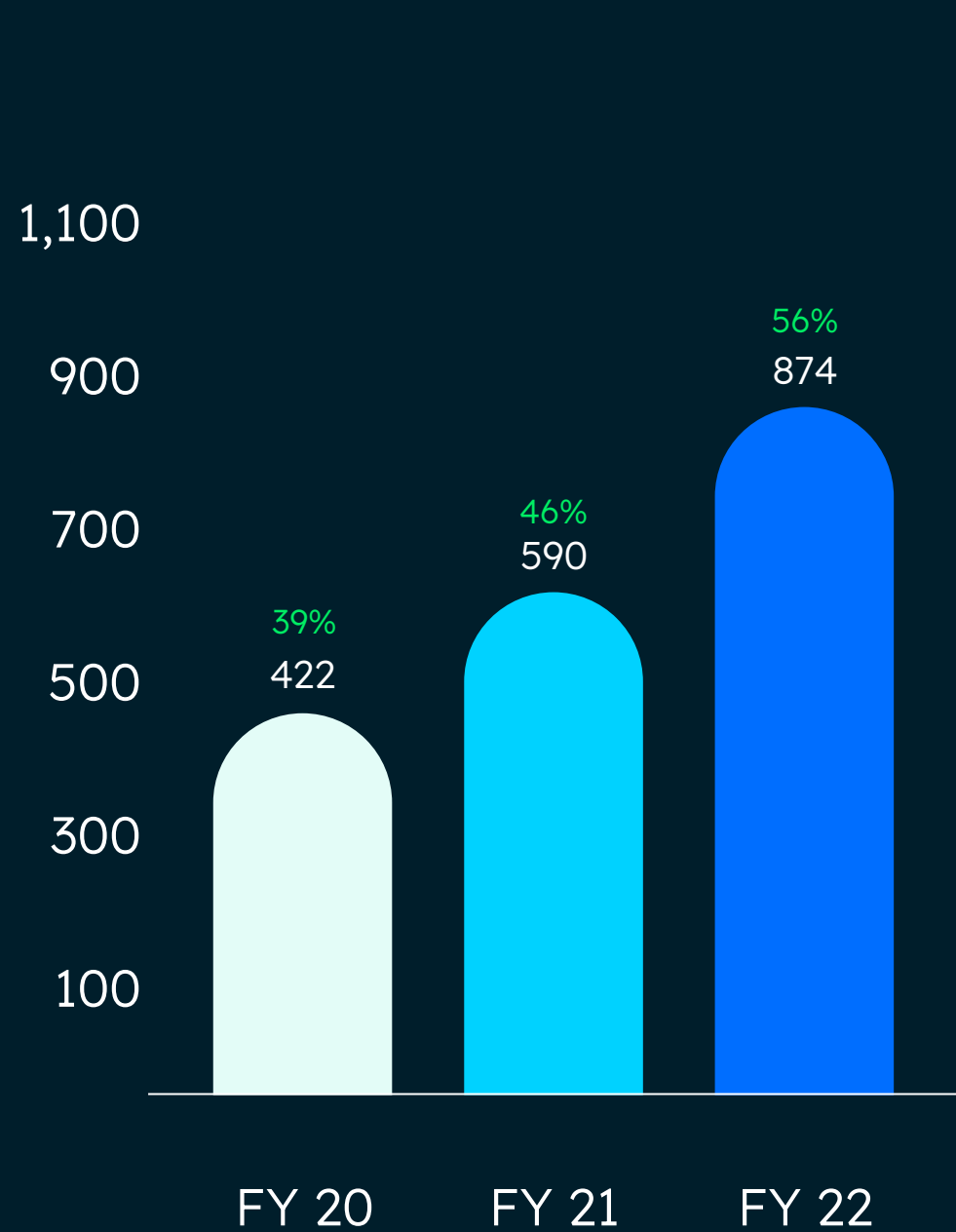


Strong Financial Performance

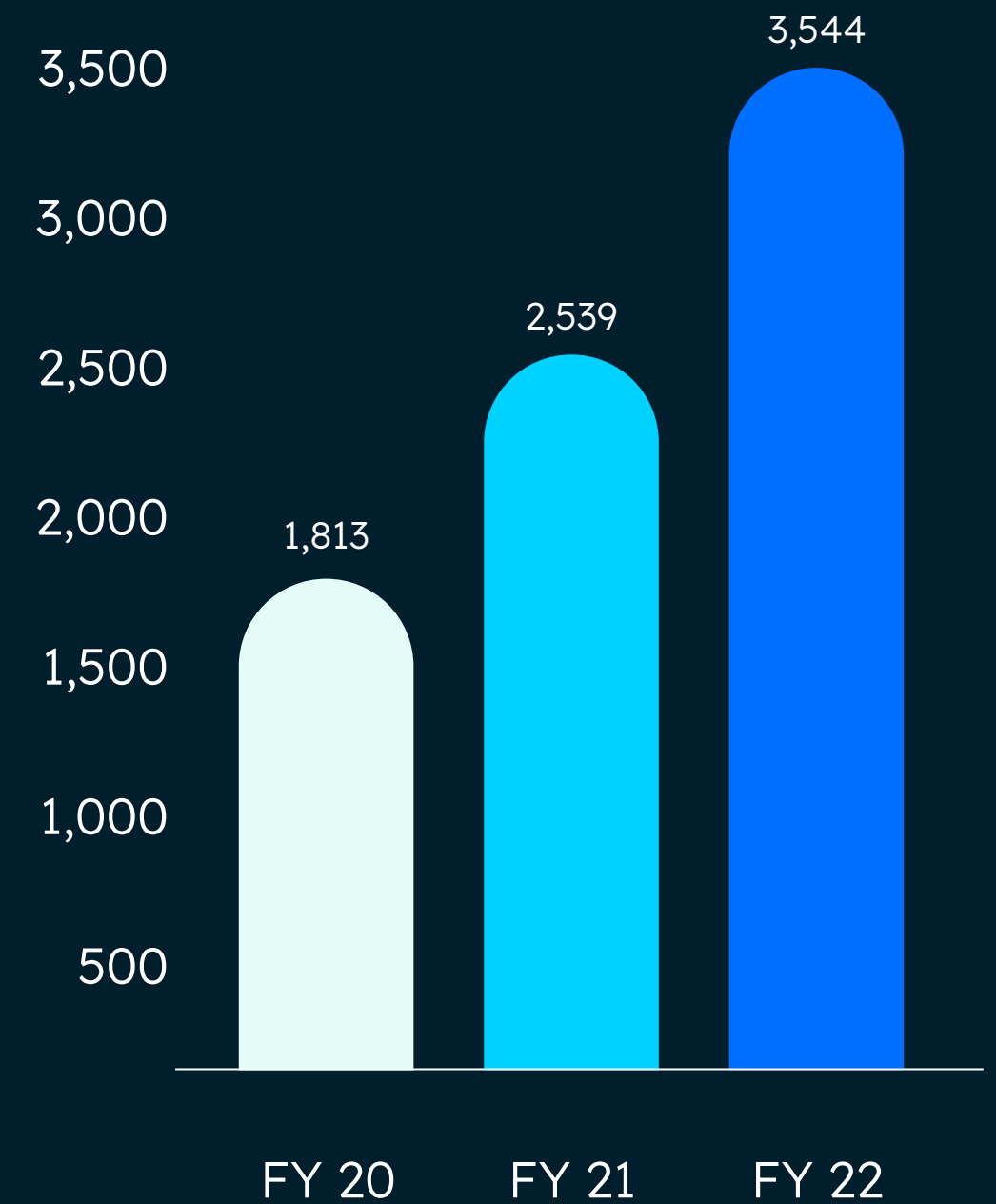
CUSTOMERS



REVENUE \$ (MM)



HEADCOUNT



■ Atlas % of Revenue



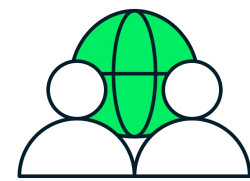
MongoDB Sustainability Framework

Corporate governance and responsibility help advance the long-term interests of our company and stockholders. As a part of its primary duty to oversee corporate strategy, our Board of Directors also oversees how environmental and social issues may impact the long-term interests of stockholders and stakeholders. At MongoDB, we champion the idea that corporate responsibility is part of every employee's job, as we believe that achieving operational excellence is intrinsically tied to how responsibly we run our business.



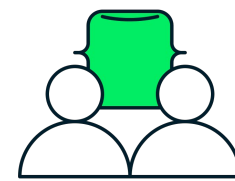
Identifying Significant Sustainability Factors

We performed a sustainability-related diagnostic examination to better understand the views held by our stockholders, internal stakeholders, as well as leading ESG frameworks and rating agencies.



Stockholder Analysis

Analyzed our current stockholder base, as well as prospective investors, to identify key sustainability issues impacting stockholder voting history. In addition, we spoke directly to several of our largest stockholders to get their direct feedback.



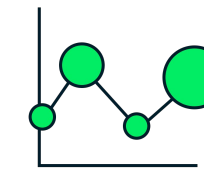
Internal Feedback

Considered feedback from employees to help determine which sustainability topics have the greatest impact on our business.



Best Disclosure Practices

Researched best disclosure practices used by peer companies such as SASB (Sustainability Accounting Standards Board) to determine how we can best disclose, share, and communicate our sustainability policies, principles, and practices.



ESG Rating Agency Analysis

Identified, analyzed, and summarized the key factors evaluated by the most influential agencies issuing ESG scores, including, but not limited to, Institutional Shareholder Services, MSCI, and Sustainalytics.

Based on our analysis, **Employee Engagement, Diversity & Inclusion, Cybersecurity and Environmental Impact** are significant sustainability factors that influence the overall operations of MongoDB's business.



Board Committee Oversight

Our Board of Directors oversees an enterprise-wide approach to risk management, designed to support the achievement of organizational objectives — including strategic objectives, improving long-term organizational performance, and enhancing stockholder value. The sustainability issues identified in our assessment are critical to our long-term success. As such, they are overseen by our Board and the Board’s independent Audit, Compensation, and Nominating and Corporate Governance Committees. Below is a high level summary of how the Board and its committees have overseen these key issues.

	Audit Committee	Compensation Committee	Nominating and Corporate Governance Committee	Full Board
Employee Engagement		●		●
Diversity and Inclusion		●	●	●
Cybersecurity	●			●
Environmental Impact				●



As the world emerges from the COVID-19 pandemic and MongoDB continues experiencing exceptional growth, we must remain focused on preserving and strengthening our culture, continue investing in our employees and creating an environment where everyone can succeed.



Jolene Skinner
VP Employee Engagement and Inclusion



Employee Engagement

Our employees and culture are critical to our success. To compete and succeed in our industry, we must attract, retain and motivate qualified employees. To support these objectives, we offer attractive total rewards programs, support the health and well-being of our employees, foster an inclusive, diverse and engaged workforce, and develop talent.

We provide competitive compensation and benefits for our employees globally. Broad-based equity compensation is an important tool for us to attract and retain talent. In addition, we believe that periodic equity grants and access to the employee stock purchase plan serve to align employees' interests with our long-term success.

Employee growth is essential for retaining talent, and we offer a number of resources and programs to support that commitment. We facilitate semi-annual employee self-reflection sessions where employees discuss their development with managers. We are also increasing our focus on leadership development by establishing clear leadership principles and investing in building manager capability to lead through change and to further strengthen culture within teams.

We conduct anonymous engagement surveys regularly to understand the employee experience and identify opportunities for improvement. These surveys are managed by a third-party to encourage candor. The results are reviewed by senior management and the Compensation Committee of the Board of Directors. Our leaders work with their teams to determine actionable steps based on survey results.

In our September 2021 employee survey, **our company-wide engagement placed us in the top quartile of New Tech companies***. 86% of our employees participated in the survey.

*New Tech is a benchmark created by our survey provider CultureAmp, consisting of disruptive, young and fast-growing tech companies



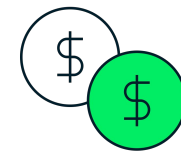
Benefits Overview

We want employees to be fulfilled personally as well as professionally, which is why we provide benefits that promote health and support strong performance. Our benefits are structured for a holistic experience and are chosen according to our four pillars of well-being.



Physical well-being

We offer our employees access to highly comprehensive and competitive medical coverage in local markets, often covering the employee and dependent insurance premiums. Our plans often include dental, optical, maternity, hospitalization, outpatient care, etc. In an effort to promote healthy lifestyles, we offer our employees access to highly subsidized or discounted monthly gym and exercise class memberships.



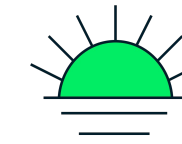
Financial well-being

We believe that financial security is an enabler of creativity and productivity, which is why we offer retirement saving options for our employees, as well as benefits such as life insurance, disability insurance and critical illness and accident coverage.



Family well-being

We provide global fertility benefits to our employees and their partners, including fertility care, adoption and surrogacy assistance. We feel strongly that parents should be able to share the responsibilities of caregiving and our parental leave policy gives all new parents 20+ weeks of paid leave.



Emotional well-being

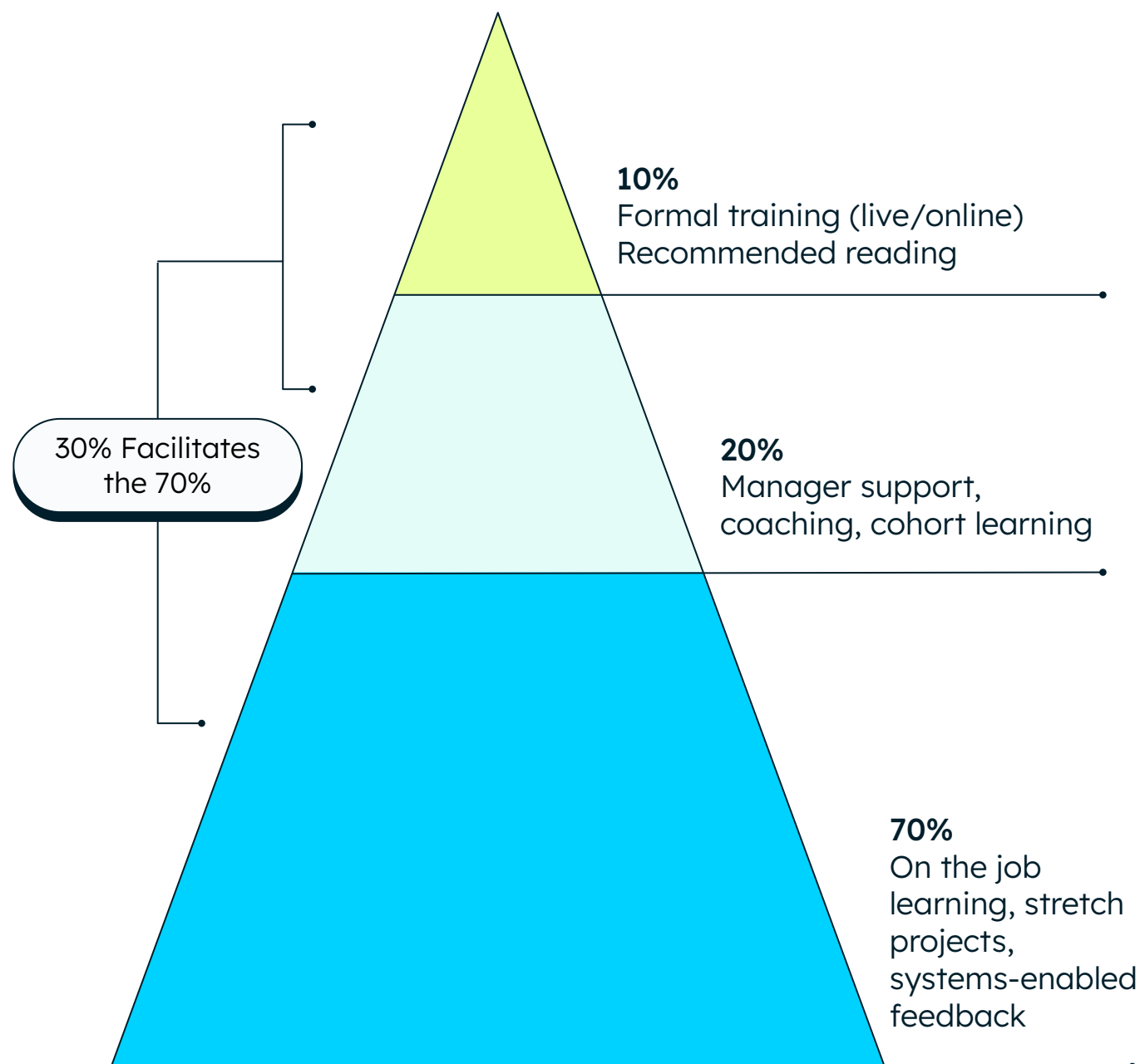
Our employees and their families have 24-hour access to our Employee Assistance Program (EAP). Our EAP offers confidential guidance on matters such as family support, mental health and legal assistance. In addition, all employees receive a complimentary subscription to a meditation app, which provides hundreds of themed meditation sessions on everything from sleep to focus to reducing stress.

FY22 Benefits Improvements
Expanded parental counselling benefits
Increased coverage for fertility assistance
Enhanced mental health support



Our Approach to Talent Development

We hope that MongoDB will be an inflection point in the careers of our people. We believe every employee and role has growth potential. Growth happens through formal training, social learning and on-the-job experiences; we provide support in all three categories.



Formal training includes on-demand, self-guided courses, as well as organized training sessions. In addition, we organize Learnathons, which are company-wide workshops covering a variety of topics. In FY22, we organized 44 sessions and workshops with over 1,000 attendees.

Social learning involves internalizing and reflecting on one's learnings, as well as sharing and comparing experiences with peers. For example, for first-time managers, we offer a Leadership Development Program (LDP), a four-day workshop focused on self-awareness, building trust and team development. LDP not only provides new managers with valuable formal training but also creates a network of peers on which they can rely.

On-the-job learning occurs through practicing new skills, solving problems and working through challenges, all with the support and feedback from one's manager. We support on-the-job learning through a Performance and Growth feedback program, a bi-annual opportunity for structured feedback and goal-setting conversations between an employee and their manager. All full-time employees participate in the program.

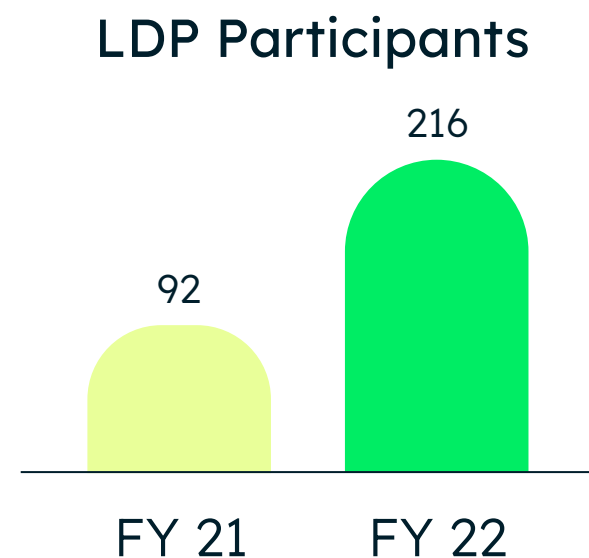


Spotlight: Leadership Development Program

MongoDB is dedicated to the continuous learning and career progression of its employees; nowhere is that commitment more visible than in the opportunity for individual contributors to take on manager responsibilities.

The centerpiece of our new manager training is our Leadership Development Program, a four-day course focused on foundational skills for new managers.

The LDP reinforces the role of managers in creating an inclusive, engaging team culture; setting and managing performance expectations; and supporting their employees' growth and development.



Leadership Development Program Summary

Day 1: Managing Yourself	The role of the manager Building self-awareness
Day 2: Managing the Team	Team culture Psychological safety & trust Creating inclusive norms Work / life alignment
Day 3: Managing the Work	Setting clear expectations Assessing performance Running effective 1:1s Giving & receiving feedback
Day 4: Managing Individuals	Coaching Development plans Delegation



MongoDB's Hybrid Future of Work

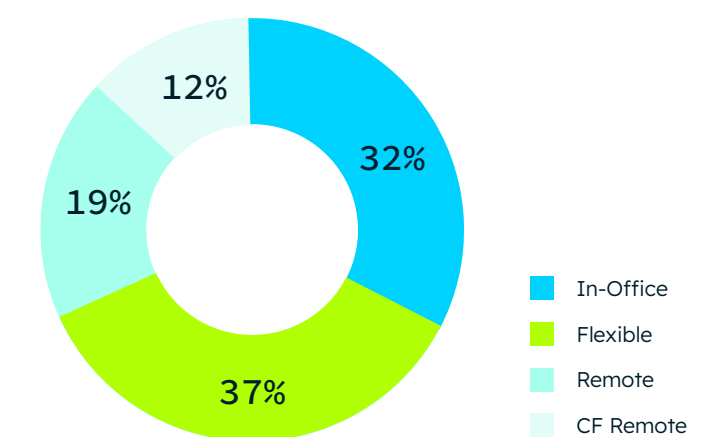
In early FY22, with the global rollout of COVID-19 vaccines, we started preparing for a post-pandemic reopening of our offices. At MongoDB, we believe that the future of work will be hybrid. During the pandemic, employees in all industries have come to appreciate the flexibility that comes with remote work. While we recognize that our employees may not need to be in the office five days a week, we do value in-person interaction as an important tool for building our company culture. In-person contact helps build stronger relationships, facilitates a deeper connection to a company's mission and goals, and improves collaboration, mentorship, and development. We believe that companies that find the right balance between in-person and remote work will have a competitive advantage in the market for talent.

We organized our RTO framework around four working models for our employees. **In-Office employees** are expected to be in the office 3-5 days per week as their jobs require a high degree of collaboration or on-the-job training. **Flexible** employees are expected to be in the office 1-2 times per week, especially around larger group or team meetings. **Remote** employees can perform their role from any geography but would travel to an office when requested. **Customer-Facing Remote** employees can work remotely but are committed to a specific geography so they can attend customer functions as needed. Each working model encompasses a specific set of employee benefits. For example, In-Office employees have access to a dedicated desk, while other employees would have access to shared working spaces when in the office.

We relied on business unit leaders to determine the most suitable working model for their teams based on job requirements for specific roles. We communicated working model designations to all employees in mid-FY22. We then provided an opportunity for employees to apply for a change in their working model designation.

Our return to office date was delayed several times due to the emergence of the Delta and Omicron COVID-19 variants. We officially implemented our future of work framework starting on April 4, 2022.

Working Model Distribution, FY22





Recognition for MongoDB's Culture

glassdoor

4.7 ★★★★★

95% Recommend to a Friend

98% Approve of CEO





We are fostering diversity and inclusion at every step of our talent development process — from sourcing diverse candidate pools, to providing mentorship and development support, to creating forums for individuals of similar backgrounds to build community and connections.



Nneka Ogbourne
Sr. Manager, Corporate and Diversity Recruiting



Diversity and Inclusion at MongoDB

MongoDB is committed to attracting, retaining and developing a diverse workforce. We are focused on creating an environment where all employees feel like they belong and can equitably advance and thrive. We believe this approach is in the interest of all our stakeholders as organizations with higher levels of diversity experience higher rates of innovation and growth.

We have expanded our efforts to recruit a more diverse workforce by investing in diversity sourcing teams, adjusting our recruitment marketing campaigns and building key external partnerships.

As signatories to the Corporate ParityPledge®, we've committed to interviewing at least one qualified female candidate for every open role at the vice president level and above, as well as for every additional directorship on our Board of Directors.

MongoDB is committed to pay equity. We benchmark and set pay ranges based on market data and consider factors such as an employee's role and experience, job location, and performance. And we continually review our systems and processes for fairness and efficacy.

Our commitment to diversity and inclusion is unwavering. We will continue to set goals, dedicate resources, evaluate processes, and identify areas of opportunity. At MongoDB, we want everyone to do their best work and feel comfortable doing it.

As of the end of FY22, **30% of employees self-identified as women**, representing an increase from a year ago.



MongoDB’s Commitment to Board Diversity

In 2021, the Securities and Exchange Commission (SEC) approved Nasdaq listing rules implementing new board diversity disclosure requirements that will apply to most Nasdaq-listed companies (Nasdaq Board Diversity Rules).

The Nasdaq Board Diversity Rules will generally require Nasdaq-listed companies to have, or publicly disclose why they do not have, at least two diverse directors (including at least one self-identified female director and at least one director who self-identifies as an underrepresented minority or LGBTQ+).

The Nasdaq Board Diversity Rules will also require companies to publicly disclose board diversity statistics using a standardized format on an annual basis (the Board Diversity Matrix).

Since becoming a public company in 2017, MongoDB has at all times met the diversity criteria of the Nasdaq Board Diversity Rules.

Board Diversity Matrix				
Total Number of Directors	9			
	Female	Male	Non-Binary	Did Not Disclose Gender
Part I: Gender Identity				
Directors	2	6	—	1
Part II: Demographic Background				
African American or Black	—	—	—	—
Alaskan Native or Native American	—	—	—	—
Asian	1	2	—	—
Hispanic or Latinx	—	—	—	—
Native Hawaiian or Pacific Islander	—	—	—	—
White	1	4	—	—
Two or More Races or Ethnicities	—	—	—	—
LGBTQ+	—	—	—	—
Did Not Disclose Demographic Background	—	—	—	1



Employee Affinity Groups

Affinity groups are employee-led resource groups that bring together employees with similar backgrounds, interests, or goals. These groups build community and connections and offer networking and professional development opportunities to their members. Affinity groups also play an important role in our overall company culture. The groups help us raise awareness of issues unique to their members' experiences, and they partner with management to build an inclusive work environment.



Queeries

Queeries aims to create and maintain a safe environment for those identifying as LGBTQ* or questioning (in terms of sexuality, gender, and romantic interest). Members do not need to be out.



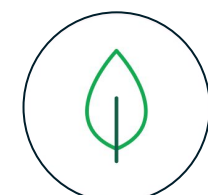
MDBWomen

A community of MongoDB employees identifying as women. Working women face many challenges and not everyone experiences them in the same way. The purpose of the group is to connect and amplify the voices of working women at MongoDB by providing a space for support and advocacy.



TUPOC

The Underrepresented People of Color (TUPOC) Network aims to foster community and inclusion amongst employees who identify as people of color from underrepresented groups in tech at MongoDB. We offer a space to network and build friendships, as well as address challenges faced by members in and out of the workplace.



Underrepresented Genders in Tech

The Underrepresented Genders in Tech (UGT) group is a community for people of underrepresented genders in technical roles at MongoDB who want to provide and receive technical mentorship, career mentorship, and support from each other.



Green Team

The Green Team is committed to driving MongoDB to become a sustainable, social, and environmentally responsible company, that is relentless in our pursuit of reducing our impact on the environment.



Veterans

To support MongoDB employees who are veterans of the armed forces, to encourage recruiting of veterans, and to provide a social framework for veterans and their supporters to build together. We will work to increase the visibility of veterans already working at MongoDB, and so by encourage esprit de corps among veterans.



Queer Collective

The Queer Collective is open to all members of the LGBTQIA+ community and allies. It's our goal to create a safe and open space for queer people and allies to meet, exchange thoughts, and build their network within MongoDB.



Sell Like a Girl

Sell Like a Girl aims to make MongoDB a top employer for people who identify as women in Sales by supporting the recruitment process of women candidates and retention of women sales executives through support, leadership development, and mentorship.



Participating in the AWIT mentorship program has been one of the most meaningful milestones in my career development at MongoDB. Speakers were credible and passionate and covered relevant topics for the cohort of participants. In addition, having access to a curated mentor provided me with an outlet to work on my development needs as a leader.



Hang Zhang
Director of Customer Operations



Spotlight: Investing in Our Women and Non-Binary Leaders

In FY22, we partnered with Advancing Women in Tech (AWIT) to create a mentorship program to accelerate the growth of women and non-binary directors. Founded in 2017, AWIT empowers women and underrepresented groups to achieve the highest levels of tech leadership through skill-based training, mentorship, and advocacy.

AWIT Program Components	
Mentoring	Participants were paired with mentors selected from AWIT's network. In monthly sessions, mentors and mentees discussed individual leadership growth areas.
Discussion Groups	Facilitated by AWIT chapter leaders, bi-weekly discussion groups focused on personal development through sessions such as building your executive profile and managing diverse teams.
Leadership Workshops	Monthly leadership development workshops facilitated by technology industry executives emphasized the importance of motivating teams, building sponsorship and continuously investing in your career and network.



Spotlight: Investing in Diverse Wall Street Relationships

In June 2021 we issued 2.5 million shares of our common stock for net proceeds of \$889 million. We used this transaction as an opportunity to expand our underwriting syndicate and include financial services firms owned by women and underrepresented groups.



Guzman & Company is a Hispanic minority-owned boutique investment bank and broker-dealer headquartered in Miami, FL.



Tigress is a disabled women-owned full-service research, trading and investment banking firm.



A women and minority-owned independent non-bank financial services firm that offers investment banking, sales and trading, research, advisory, and asset management services.



A service-disabled owned investment bank and broker-dealer that is 100% owned by military veterans.



Company Report – Initiation of Coverage

February 11, 2022
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Research
(646) 780-8880
research@tigressfp.com

Trading
(646) 780-8890
trading@tigressfp.com

Tigress Financial Partners LLC
Member of FINRA / MSRB / SIPC / NYSE
410 Park Avenue
New York, NY 10022
(212) 430-8700
www.tigressfinancialpartners.com

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Data security is of critical importance to MongoDB's ongoing success and sustainability. In FY22 we continued aggressively investing in our security and compliance efforts, growing the team by 75% year-over-year.



Lena Smart

Chief Information Security Officer

Cybersecurity

Customer trust is critical to MongoDB and the services we deliver. We maintain that trust by continually investing in our cybersecurity practices and adhering to industry-standard compliance frameworks.

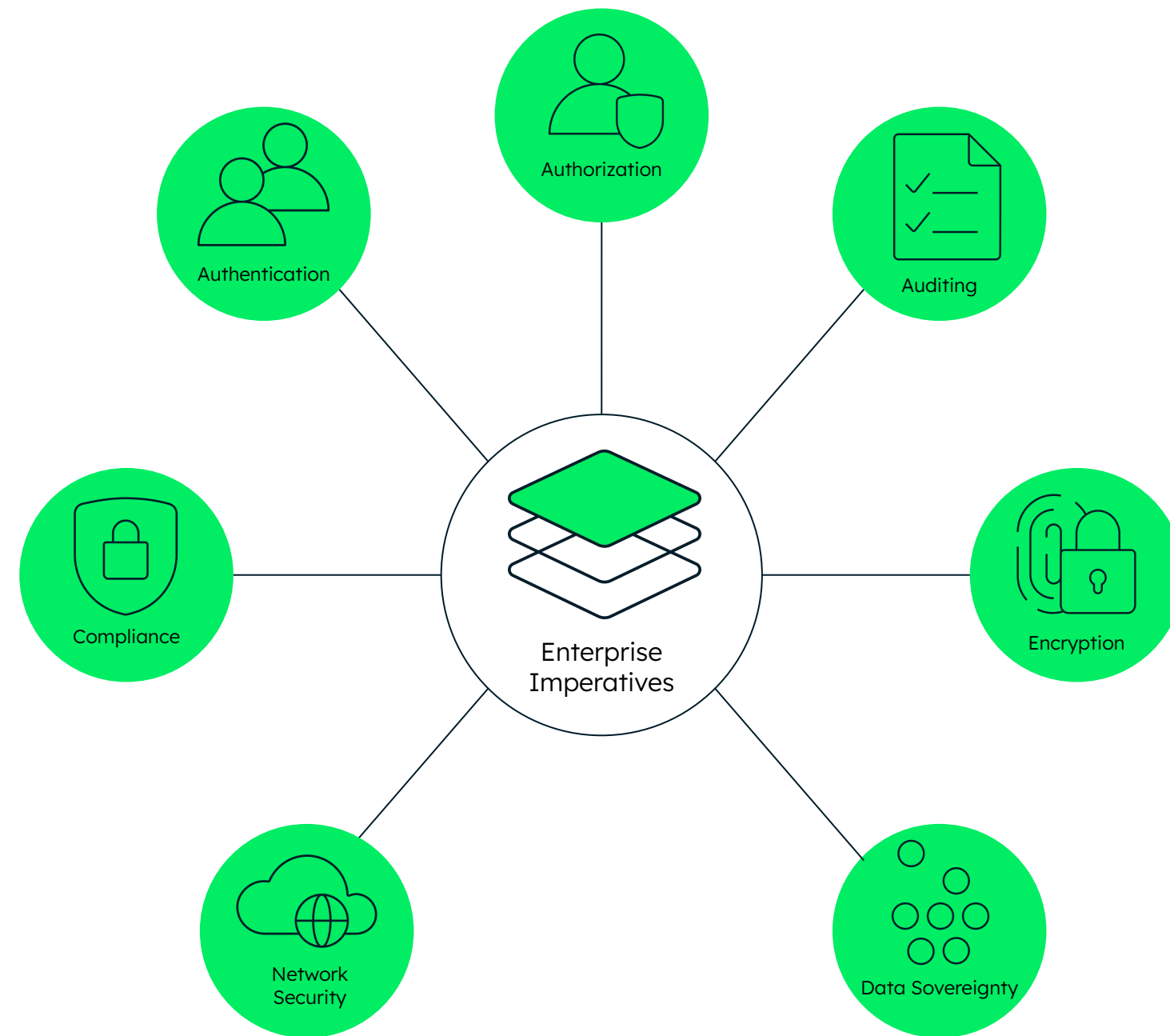
We design our systems to reduce the chance of human error, we continuously monitor our infrastructure for vulnerabilities and enforce rigorous cybersecurity controls. Our engineering and operating procedures are regularly audited by independent third parties.

Privacy is critical to MongoDB's mission. We adhere to the GDPR principles of privacy by design and privacy by default. We have a highly qualified global Privacy Counsel and Data Protection Officer with expertise in the rapidly evolving global landscape of privacy law, policy and practice, including not only GDPR in Europe but also existing and emerging privacy regimes in the United States, Canada, Brazil, and elsewhere.

As part of its cybersecurity risk oversight role, the Audit Committee receives regular updates on cybersecurity threats to our business and mitigation processes. In addition, on a quarterly basis, certain members of our Board of Directors meet with our Chief Information and Security Officer and other senior technology executives to perform in-depth reviews of relevant cybersecurity matters and report back to the Board as a whole regarding the matters reviewed.



MongoDB Security Capabilities



Authentication

Modern authentication mechanisms for the platform and database.

Authorization

Role-based access control, with built-in default roles for meeting a variety of use cases out of the gate.

Auditing

Always-on user activity and granular database auditing. Supported integrations with multiple third-party security tools for audit logs.

Encryption

Always-on encryption at-rest and encryption in-transit in Atlas. Encryption in-use using client-side field-level encryption.

Data Sovereignty

Control data residency via cloud provider and region selection (80+) across AWS, Azure, & Google Cloud.

Network Security

Abstracting network complexity by providing network segmentation with a click of a button in Atlas.

Compliance and Security Assurance

ISO 27001, ISO 27017, ISO 27018, Cloud Security Alliance (CSA) STAR II, SOC 2, HITRUST, PCI, VPAT, DoD STIG.

US Gov: Atlas for Government (FedRAMP In-Process).



MongoDB Atlas Compliance Certifications

Our efforts to adhere to the highest cybersecurity standards have been recognized by a number of industry bodies.



MongoDB has a SOC 2 Type II report that covers the MongoDB Cloud Suite of products and features. It provides an independent assessment of how well MongoDB Cloud manages data with respect to privacy, security, availability, and confidentiality.



MongoDB Cloud is HIPAA-ready and enables covered entities and their business associates to use a secure cloud database environment to process, maintain, and store protected health information (PHI/ePHI).



PCI DSS is a data security standard developed by the PCI Standards Security Council, and applies to all entities that store, process, and/or transmit cardholder data. MongoDB Cloud is a PCI DSS certified service provider.



ISO/IEC 27000 is a set of internationally recognized security standards. MongoDB Cloud has achieved ISO/IEC 27001:2013 certification, which mandates numerous controls for the establishment and maintenance of an information security management system. In addition, in **FY22 MongoDB Cloud achieved ISO/IEC 27017:2015 and 27018:2019** certifications, which focus on cloud-specific security and personal data protection, respectively.



The Cloud Security Alliance (CSA) is an organization dedicated to defining and raising awareness of best practices to ensure a secure cloud computing environment. CSA manages the Security, Trust, Assurance, and Risk (STAR) Registry. MongoDB has achieved both **CSA STAR Level 1 and Level 2** certifications.

New FY22 Certifications
ISO/IEC 27017:2015 · ISO/IEC 27018:2019
CSA STAR Level 1 · CSA STAR Level 2



Spotlight: Achieving FedRAMP “In-Process” Status

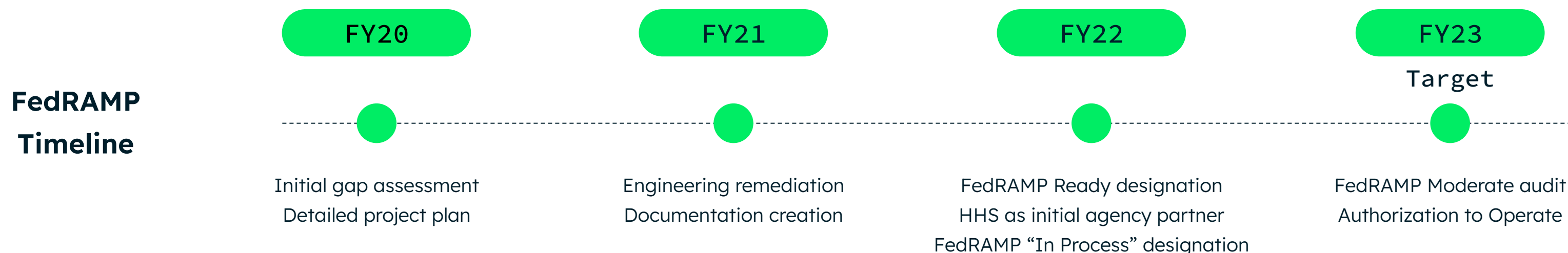
The Federal Risk and Authorization Management Program (FedRAMP) is a government-wide program that provides a standardized approach to security authorizations for cloud service offerings.

The FedRAMP authorization process aims to make it easier for federal agencies to contract with cloud service providers by determining whether those providers meet federal cloud security guidelines. A growing number of state and local governments use the same requirements to evaluate their own cloud service providers.

To better capitalize on the significant popularity of MongoDB technology with federal and state governments, in FY20 we embarked on a process to achieve FedRAMP Moderate Authorization for our MongoDB Atlas for Government offering.

The multi-year process has involved ten teams across the company and has resulted in the establishment of 325 incremental controls.

In FY22, MongoDB Atlas for Government achieved two significant milestones. First, we received approval as FedRAMP Ready for Agency Authorization. Second, MongoDB Atlas for Government achieved the FedRAMP designation of “In-Process,” with the Department of Health and Human Services (HHS) serving as the initial agency partner.





We credit MongoDB as one of our trusted partners behind the scenes for helping SHOPLINE rise up to become Asia's largest online and offline smart commerce company, adhering to the highest standards of security and compliance as we continue to grow and take advantage of new opportunities.



Ian Chan
Engineering Director

Spotlight: SHOPLINE Securely Scales with MongoDB Atlas

Overview

SHOPLINE is Asia's biggest smart commerce platform. Founded in 2013, SHOPLINE has helped over 350,000 merchants reach more than 680 million customers via e-commerce, social commerce and offline point of sale (POS) transactions.

Challenges

SHOPLINE needed a dynamic platform that could host a wide variety of data and would adapt to changes as the company grew. In addition, as a retailer, SHOPLINE faced seasonally variable demand and needed easily scalable data infrastructure. Finally, the company had increasingly complex compliance and security requirements as it grew in size and geographic coverage.

The Solution

The team chose MongoDB because our document data model provided them with dynamism and flexibility. In 2019, SHOPLINE moved to MongoDB Atlas, our fully-managed cloud database service, to benefit from strong security, resilience and automatic scalability.



The Green Team is dedicated to encouraging its members to strive to live sustainably through discourse and education and advocating for positive environmental policies within the company.



Janna Golden & Lydia Stepanek
Co-Heads of Green Team

Environmental Initiatives

At MongoDB, it's our duty to play a role in conserving natural resources and practicing good environmental stewardship. Simply put, there is no economy without a healthy planet.

As a software company, our impact on the environment may be smaller than that of a manufacturing business. We believe, however, that environmentally responsible operating practices will serve to benefit stockholders, partners, customers, and employees alike. We are striving to incorporate environmental sustainability into the business wherever possible, from product development to office selection. We continue to look for and adopt new ways in which we can positively address sustainability challenges.

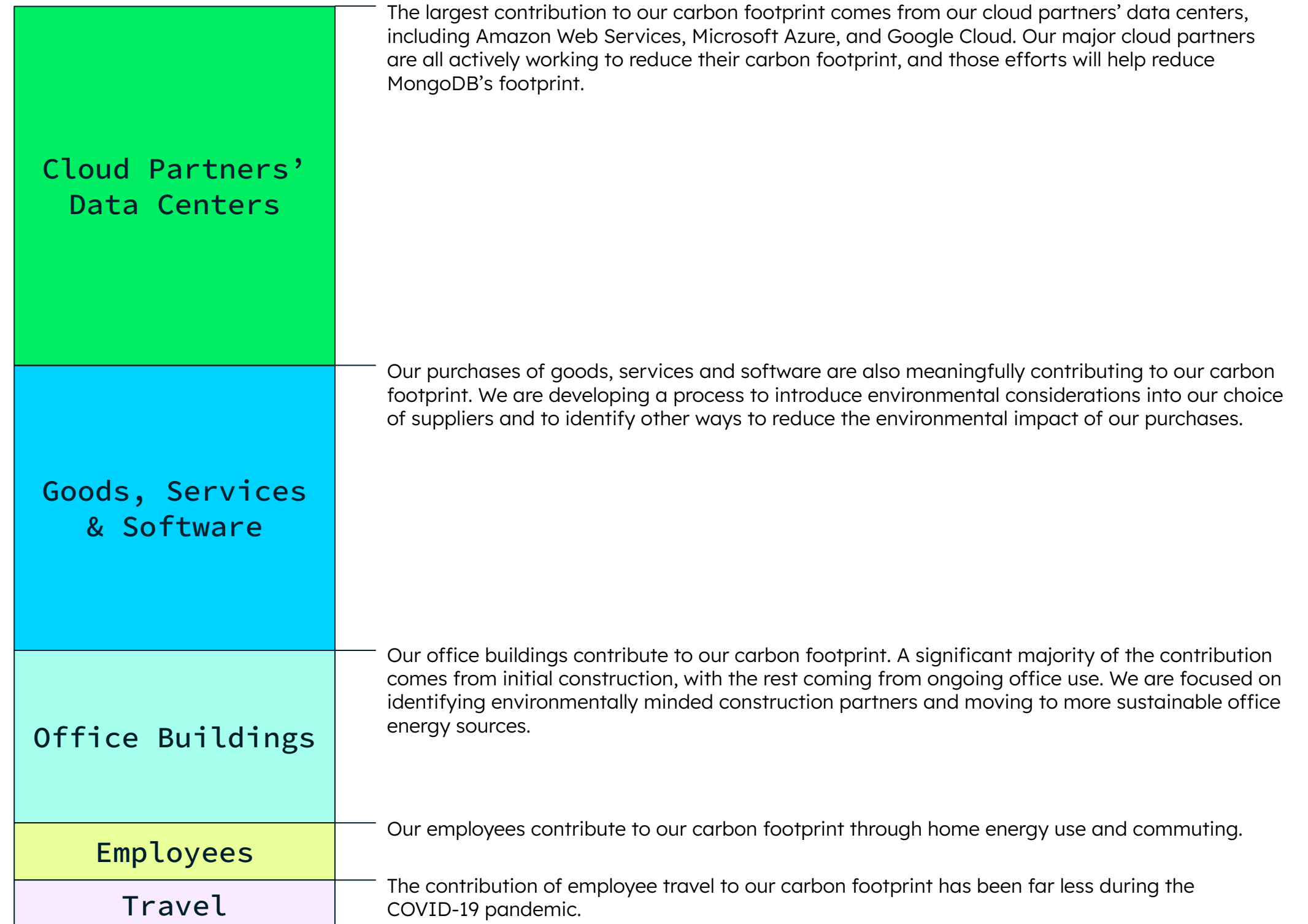
The MongoDB Green Team consists of 330 employees committed to driving sustainable and environmentally-responsible behaviors at our company and relentlessly pursuing the goal of reducing our impact on the environment. This team works to educate employees on sustainable lifestyle practices and evaluates actions we can take as a company, locally and globally.



Understanding MongoDB's Carbon Footprint

MongoDB, as a software company, produces limited Scope 1 and Scope 2 carbon emissions. The vast majority of our carbon footprint is attributable to Scope 3 emissions related to our value chain.

In March 2022, the SEC proposed new rules to enhance and standardize disclosures that registrants make about climate-related risks, their climate-related targets and goals, their greenhouse gas (GHG) emissions and how the board of directors and management oversee climate-related risks. MongoDB is carefully monitoring the evolution of reporting requirements and will tailor its future disclosure policies in line with SEC guidelines.





Charging must be easy and convenient – both in everyday life, and on longer trips. This is why we run and expand our high quality fast charging network all over Germany and other countries. For the same reason, we also offer an e-mobility product to our customers that frequently wins independent tests and awards. MongoDB Atlas is a core instrument of all this because the flexible platform allows us to optimize customer experience and high availability is assured.



Steffen Wagner
Software Architect, EnBW



Spotlight: EnBW Builds on MongoDB to Support E-Mobility

Overview

EnBW is a leading energy company in Germany, supplying 5.5 million customers with electricity, gas and water. EnBW also operates Germany's largest E-Mobility fast-charging network, with over 700 charging sites in service today and a goal to deploy 2,500 fast-charging locations by 2025.

Challenges

When choosing the underlying data architecture for its E-Mobility network, EnBW needed a platform that could provide high availability and strong throughput of geographically distributed data. In addition, EnBW was looking for flexibility to handle diverse and fast growing data volumes.

The Solution

EnBW chose MongoDB Atlas for a variety of E-Mobility applications -- running the charging points, invoicing customers and for its EnBW mobility+ mobile app. MongoDB distributed and scalable platform supports strong performance and, thanks to using our DBaaS offering, the EnBW team can rely on lean operations and can focus on additional innovation.



Cautionary Note Regarding Forward Looking Statements

This Corporate Sustainability Report (this “Report”) contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended (the “Securities Act”) and Section 21E of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), that are based on our management’s beliefs and assumptions and on information currently available to our management. Forward-looking statements are inherently subject to risks and uncertainties, some of which cannot be predicted or quantified. All statements other than present and historical facts and conditions contained in this Report, including statements regarding our future results of operations and financial position, business strategy, plans and our objectives for future operations, are forward-looking statements. In some cases, you can identify forward-looking statements by terminology such as “anticipate,” “believe,” “can,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “might,” “objective,” “ongoing,” “plan,” “potential,” “predict,” “project,” “should,” “will,” or “would,” or the negative or plural of these terms or other comparable terminology. Actual events or results may differ from those expressed in these forward-looking statements and these differences may be material and adverse. Forward-looking statements include, but are not limited to, statements about our plans, intentions, expectations, strategies and prospects, which are based on the information currently available to us and on assumptions we have made. Although we believe that our plans, intentions, expectations, strategies and prospects. We have based the forward-looking statements contained in this Report primarily on our current expectations and projections about future events and trends that we believe may affect our business, financial condition, results of operations, prospects, business strategy and financial needs. The outcome of the events described in these forward-looking statements is subject to risks, uncertainties, assumptions and other factors described in the section titled “Risk Factors” in our Annual Report on Form 10-K for the fiscal year ended January 31, 2022, as updated by our other SEC filings filed after such annual report. These risks are not exhaustive. We operate in a very competitive and rapidly changing environment. New risks and uncertainties emerge from time to time and it is not possible for us to predict all risks and uncertainties that could have an impact on the forward-looking statements contained in this Report. We cannot assure you that the results, events and circumstances reflected in the forward-looking statements will be achieved or occur, and actual results, events or circumstances could differ materially from those described in the forward-looking statements. In light of the significant uncertainties in these forward-looking statements, you should not regard these statements as a representation or warranty by us or any other person that we will achieve our objectives and plans in any specified time frame or at all.

The forward-looking statements made in this Report relate only to events as of the date on which such statements are made. We undertake no obligation to update any forward-looking statements after the date of this Report or to conform such statements to actual results or revised expectations, except as required by law.