



**CHARTER OF THE
SECURITY COMMITTEE
OF THE BOARD OF DIRECTORS
(EFFECTIVE MAY 23, 2024)**

I. PURPOSE AND POLICY

The purpose of the Security Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of MongoDB, Inc. (“**MongoDB**” or the “**Company**”) is to enhance the Board’s understanding and oversight of the systems (including, processes, policies, controls and procedures) that management has put in place to:

- assess, safeguard and mitigate the Company’s key cybersecurity and information technology (“**IT**”) risks against cybersecurity threats¹ and cybersecurity incidents²;
- assess, safeguard and mitigate the Company’s physical security risks and other matters of security that may arise, including those related to operational resilience and business continuity;
- ensure information and business continuity systems are adequate to protect against physical security or cybersecurity threats and effectively safeguard the Company’s information systems, including IT infrastructure, assets, intellectual property development environment, Company data, and customer and other third-party confidential information in the Company’s possession or custody;
- develop and monitor the integrity of the Company’s information systems and controls to ensure compliance with applicable laws and regulations; and
- respond to and manage physical security threats, physical security incidents, cybersecurity threats and cybersecurity incidents.

The Committee will maintain and foster an open avenue of communication with MongoDB’s management. It will also be responsible for any additional duties and responsibilities that the Board mandates.

¹ “*Cybersecurity threat*” means any potential unauthorized occurrence on or conducted through the Company’s information systems that may result in adverse effects on the confidentiality, integrity, or availability of the Company’s information systems or any information residing therein.

² “*Cybersecurity incident*” means an unauthorized occurrence, or a series of related unauthorized occurrences, on or conducted through the Company’s information systems that jeopardizes the confidentiality, integrity, or availability of the Company’s information systems or any information residing therein; “information systems” means electronic information resources, owned or used by the registrant, including physical or virtual infrastructure controlled by such information resources, or components thereof, organized for the collection, processing, maintenance, use, sharing, dissemination, or disposition of the registrant's information to maintain or support the Company’s operations.

II. COMPOSITION

The members of the Committee, including the Chairperson, will be appointed by and serve at the discretion of the Board. Vacancies occurring on the Committee will be filled by the Board. Resignation or removal of a Committee member from the Board for any reason will automatically constitute resignation or removal from the Committee. The Committee will consist of such number of members as the Board may determine from time to time.

III. AUTHORITY

The Committee will have full access to all books, records, facilities and MongoDB personnel as deemed necessary or appropriate by any member of the Committee. If the Committee concludes that it must retain legal, accounting, or other outside advisors, it may do so and determine compensation for those advisors at the expense of MongoDB. The Committee may also pay any ordinary administrative expenses it deems appropriate in carrying out its duties at the expense of MongoDB.

The Committee may form and delegate authority to one or more subcommittees to the extent allowed under applicable law. By delegating an issue to a subcommittee, the Committee does not surrender any authority over that issue. Although the Committee may act on any issue that has been delegated to a subcommittee, doing so will not limit or restrict future action by the subcommittee on any matters delegated to it. Any action or decision of a subcommittee will be presented to the full Committee at its next scheduled meeting. By approving this Charter, the Board delegates authority to the Committee with respect to these responsibilities.

IV. RESPONSIBILITIES

The Committee's responsibilities are a guide and should remain flexible to account for changing circumstances and needs. The Committee may supplement its duties as appropriate and establish policies and procedures consistent with applicable rules and regulations. The Committee's principal responsibilities include the following:

- A. Review with management, at least annually, the Company's assessment of risks related to physical security and cybersecurity threats and the Company's management and mitigation of physical security threats, physical security incidents, cybersecurity threats and cybersecurity incidents.
- B. Review with management any major physical security and cybersecurity incidents that have occurred and steps that have been taken to mitigate against reoccurrence.
- C. Evaluate the effectiveness of the Company's risk management and data security programs measured against the Company's cybersecurity threat landscape, including the following program components: cybersecurity risk monitoring, effectiveness testing, integrity of information security systems and controls and adequacy of resources, security awareness training and cybersecurity insurance coverage.
- D. Review and discuss with management the regulations, as well as key legislative and regulatory developments, that could materially impact the Company's cybersecurity risk exposure.
- E. Evaluate the integrity of the Company's information systems, processes, policies and controls

to ensure compliance.

- F. Assess the effectiveness of the Company's business continuity plan and cybersecurity incident response plan, including disclosure, investigation, remediation and post-incident security measures.
- G. Review and assess the Company's physical security and cybersecurity risk systems against industry benchmarks and best practices, and make recommendations on enhancements.
- H. Review the Company's information security planning and resources to manage changes in the Company's cybersecurity threat landscape. Assess the potential impact of cybersecurity risk on the Company's business, operations and reputation.
- I. The Committee shall periodically report to the Board on its findings and actions.
- J. The Committee shall make such recommendations to the Board and management with respect to any of the above and other matters as the Committee deems necessary or appropriate.
- K. The Committee shall evaluate the Committee's performance and the performance of its members on an annual basis, including the Committee's compliance with this Charter, and provide the Board with any recommendations for changes in procedures or policies governing the Committee. The Committee shall conduct such evaluation and review in such manner as it deems appropriate.

V. MEETINGS AND MINUTES

The Committee will meet whenever its members deem a meeting necessary or appropriate. The Committee will meet at least quarterly but may meet more frequently if its members deem doing so necessary or appropriate. The Committee will determine where and when to meet and provide this schedule in advance to the Board.

Subject to this Charter and applicable law, the Committee members and management may invite any director, executive or employee of the Company, or such other person as the Committee or management deems appropriate, in order to carry out its responsibilities, to attend and participate in all or a portion of any Committee meeting. Notwithstanding the foregoing, the Committee may exclude from its meetings any person it deems appropriate other than the members of the Committee.

The Committee will maintain written minutes of its meeting and regularly report to the Board on its actions and recommendations. The Committee may act by unanimous written consent; when it does so, those actions will be filed in the minute book.

VI. AMENDMENTS TO THE CHARTER

This Charter may be amended from time to time by the Committee and the Board. Any amendments to this Charter proposed by the Committee shall be approved first by the Committee and then presented to the Board for final approval, which approval shall be final and in the Board's sole discretion. The Board may also amend this Charter unilaterally without first seeking approval by the Committee.