MongoDB®

Corporate Sustainability Report

FY23

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Our Vision
and Values

Letter from our CEO

FY23 was another year of rapid growth at MongoDB. We grew revenue 47% year-over-year despite experiencing macroeconomic headwinds starting in the second quarter. We added nearly 8,000 customers, ending the year with over 40,000 customers. We also added over 1,000 employees in FY23, although our hiring slowed down in the second half of the year due to a slower revenue growth environment.

As we continue to innovate and grow, we are also working to ensure that our success is sustainable. We understand that we can capture the market opportunity ahead of us only if we do it together with all our stakeholders — customers, employees, investors and our communities. We recently implemented a more robust, cross-functional ESG governance structure to ensure that, as we operate the business, our ESG approach is consistently integrated into each of our business units and informs how we pursue new opportunities and manage risk.

In FY23 we focused on ensuring that our culture and leadership remain strong as we continue to scale. We introduced the MongoDB Leadership Commitment, which reinforces to all our employees that everyone is a leader at MongoDB, and that all employees have a responsibility to live our values every day.

In order to achieve our long-term ambitions, we know that we need to be able to attract the best talent. That means not only providing competitive compensation, benefits and growth opportunities, but also ensuring that all employees feel welcome and valued at MongoDB. One of our core values is to embrace the power of differences, as we believe that diverse teams are more innovative and productive. To increase transparency into our D&I progress, we are disclosing detailed employee D&I metrics for the first time in this report.

As a developer data platform that supports critical business imperatives for our customers, we understand that cybersecurity is a critical area of business sustainability for MongoDB. We continue to develop our products to meet our customers' increased security needs. In FY23 we were proud to achieve the Federal Risk and Authorization Management Program (FedRAMP) Moderate Authorization for our MongoDB Atlas for Government offering. The FedRAMP Moderate Authorization demonstrates our commitment to the highest cybersecurity standards, and will allow us to address the significant demand for our product among federal agencies, as well as state and local governments.

While our direct impact on the environment is relatively small, we strongly believe that we have a role to play in environmental sustainability. This year, we are publishing our audited Greenhouse Gas (GHG) emissions for the first time, as well as announcing our commitment to be fully powered by renewable energy by 2026 and to have net zero emissions (CO2e) by 2030.

The following pages highlight our ESG efforts in the past year. We are in the early days of what we can accomplish as a company, but our FY23 data reflects our progress against our commitments and helps us understand where we need to focus moving forward. 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's 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. We have a pioneering spirit - always ready to forge new paths and take smart risks.

Build Together

We achieve amazing things by connecting and leveraging the diversity of perspectives, skills, experiences and backgrounds of our entire organization. We place the success of the company over any individual or team. 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. This is cultivated by learning from and respecting each other's similarities and differences. We approach conversations with positive intent and believe that others value the perspective we bring to the table. We recognize that a diverse workforce is the best way to broaden our perspectives, foster innovation, and enable a sustainable competitive advantage.

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. We accomplish an amazing amount of important work, and we are obsessed with delivering on our commitments.

Be Intellectually Honest

We embrace reality. We apply high-quality 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 empower and we are empowered to make things happen, and balance independence with interdependence. We demand excellence from ourselves. We each play our own part in making MongoDB a great place to work.

Business Overview

MongoDB Developer Data Platform

Document Model

Key value pairs

Objects

Graphs

Time series

Relationships

Geospatial

Unified interface

Transactional

Serverless applications

Search

Mobile applications

Analytical

Distributed applications

Secure

Resilient & Elastic

Global & Multi-cloud

Our developer data platform is an integrated set of database and related services that allow developers to address the growing variety of modern application requirements, all in a unified and consistent user experience.

The foundation of our platform is **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.

In addition to the database offering, our developer data platform includes **additional capabilities** that allow developers to address a broader range of application requirements. Our platform's integrated capabilities allow organizations to reduce the need for disparate, single-purpose data technologies, thereby lowering the cost and complexity of their application infrastructure. These complementary capabilities of our platform include search, time series, data lifecycle, application-driven analytics and mobile.

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 MongoDB 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.
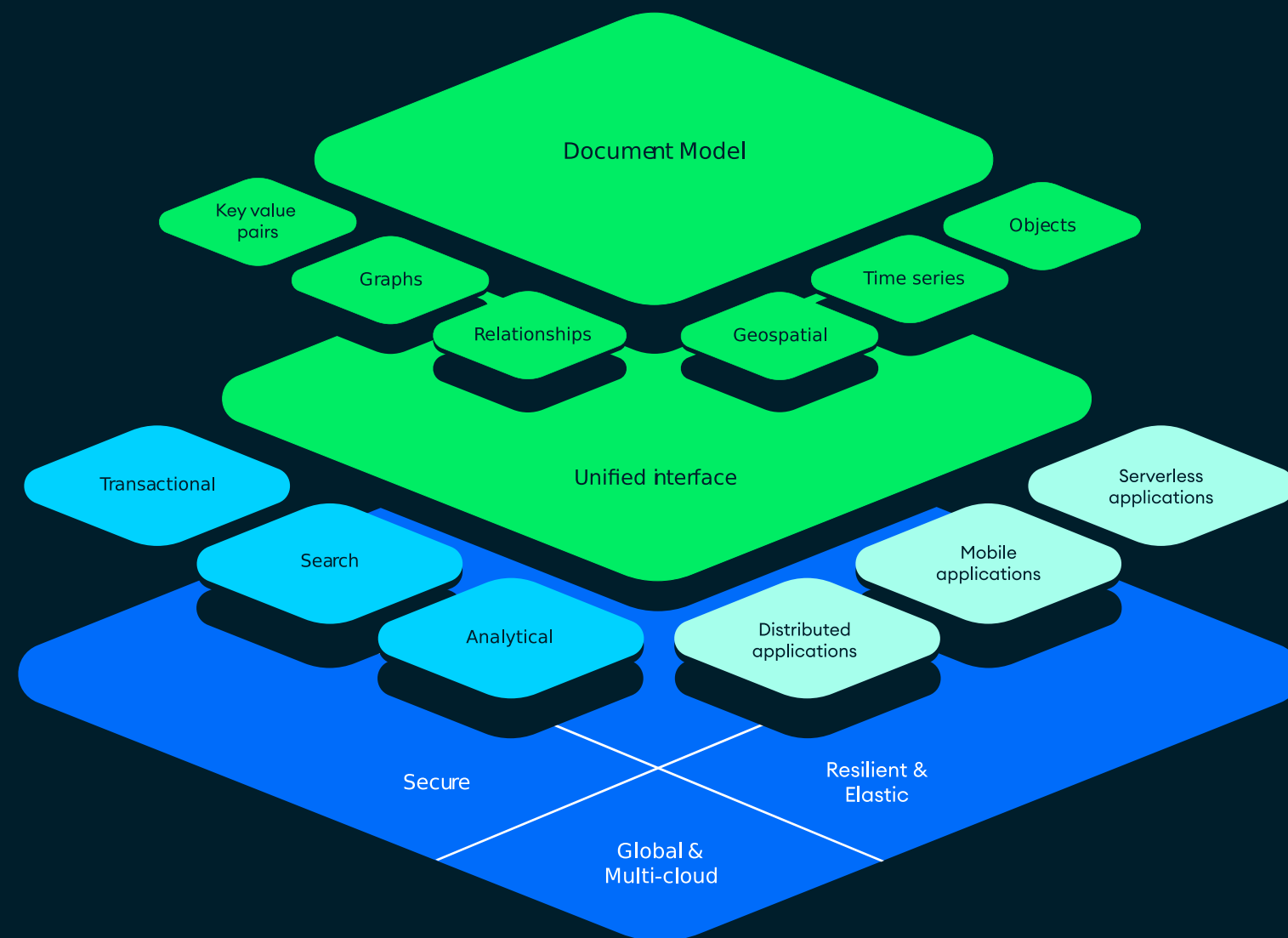
Our Competitive Advantage

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.
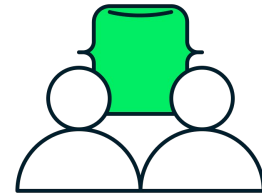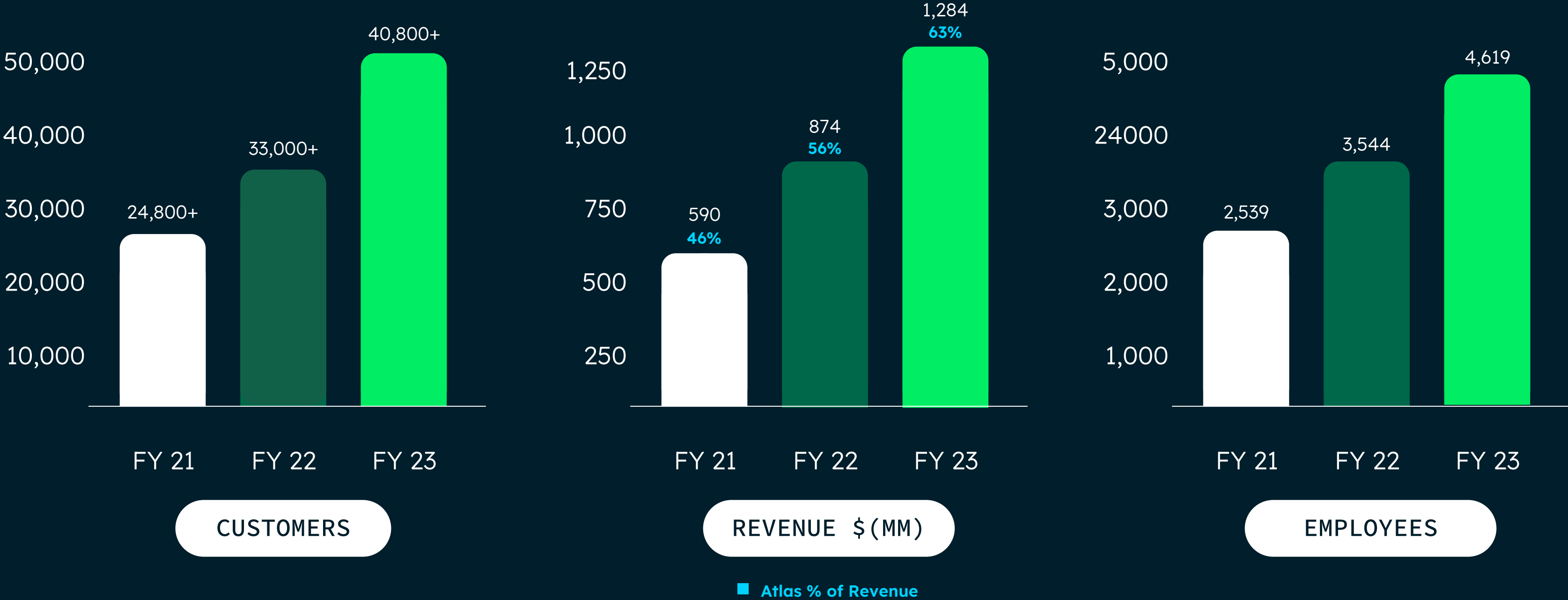
Developer Mindshare

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 more naturally than legacy alternatives. According to the Stack Overflow Annual Developer Survey, MongoDB is consistently one of the top databases developers want to work with.
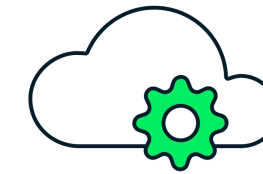
Infrastructure Independence

Customers can run MongoDB 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

- FY 21: 24,800+
- FY 22: 33,000+
- FY 23: 40,800+

REVENUE $(MM)

- FY 21: 590, 46%
- FY 22: 874, 56%
- FY 23: 1,284, 63%

■ Atlas % of Revenue

EMPLOYEES

- FY 21: 2,539
- FY 22: 3,544
- FY 23: 4,619

Building a Global Enterprise

2,593

1,181

845
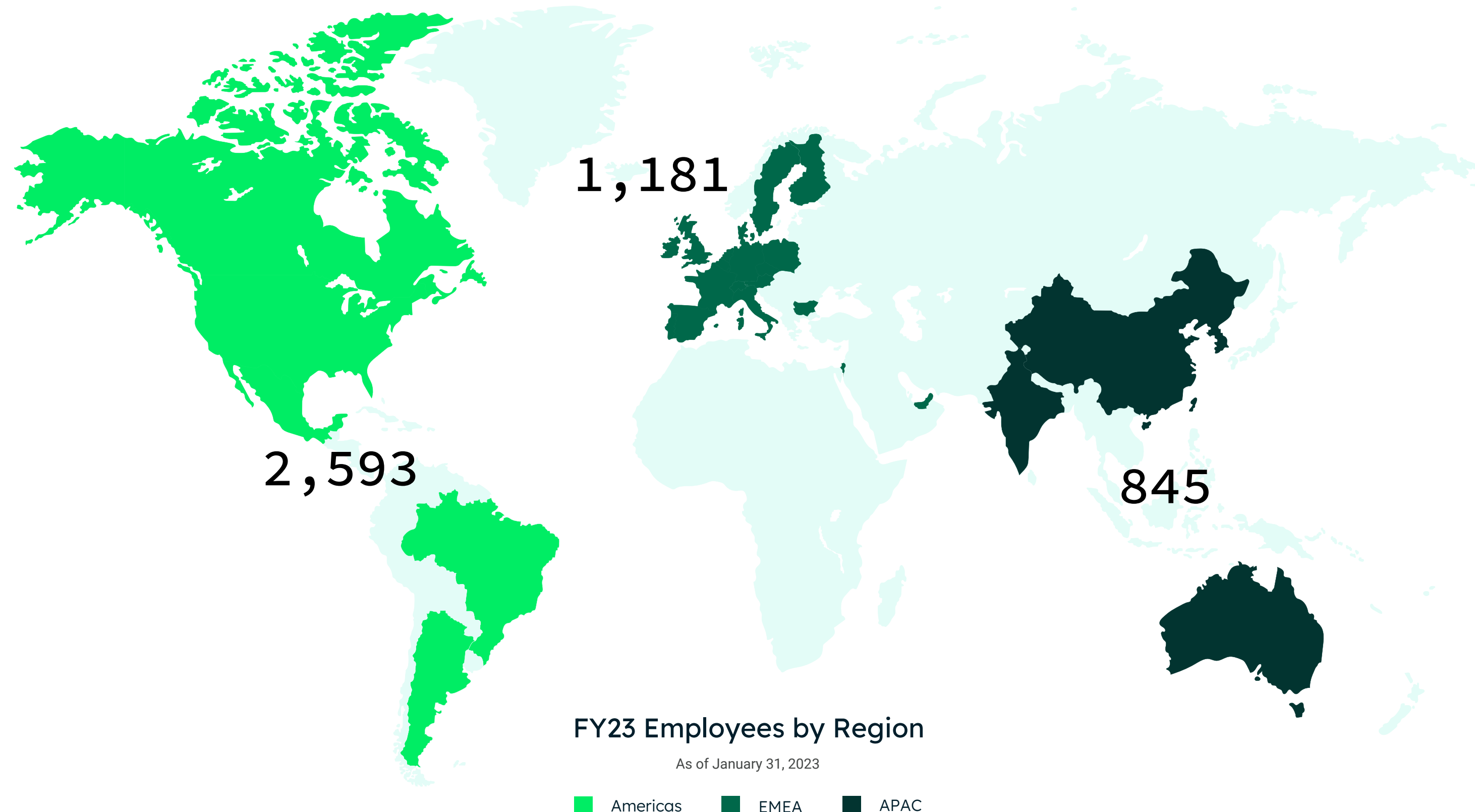
FY23 Employees by Region

As of January 31, 2023

Americas   EMEA   APAC

MongoDB Sustainability Framework

Identifying Significant Sustainability Factors

To identify key sustainability factors to our business, we regularly engage with internal and external stakeholders and consult ESG standard setters and rating agency guidelines, as well as monitor best practices used by peer companies.

Constituents	Engagement Mechanisms
Customers	Collect feedback from our customers, either through our sales teams or through our customers' sustainability questionnaires, on key ESG factors that our customers analyze to determine which vendors and partners can help them achieve their own sustainability goals.
Employees	Engage our employees through Employee Resource Groups (ERGs), engagement surveys and regular company-wide meetings to help determine which sustainability topics they believe will have the greatest impact on our business.
Stockholders	Analyze our current stockholder base, as well as prospective investors, to identify key sustainability issues impacting stockholder voting decisions. In addition, we regularly speak to our largest stockholders to receive their direct feedback.
Peers	Research best disclosure practices used by peer companies, as well as review guidelines from bodies 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 Agencies	Monitor and analyze key factors identified by the most influential ESG ratings agencies, including, but not limited to, Institutional Shareholder Services, MSCI, and Sustainalytics.

Four Pillars of Sustainability at MongoDB

Our ongoing dialogue with various stakeholders and analysis of ESG trends indicates that there are four principal factors that impact our sustainability as an organization

Employee Engagement

Diversity & Inclusion

Cybersecurity

Environmental Impact
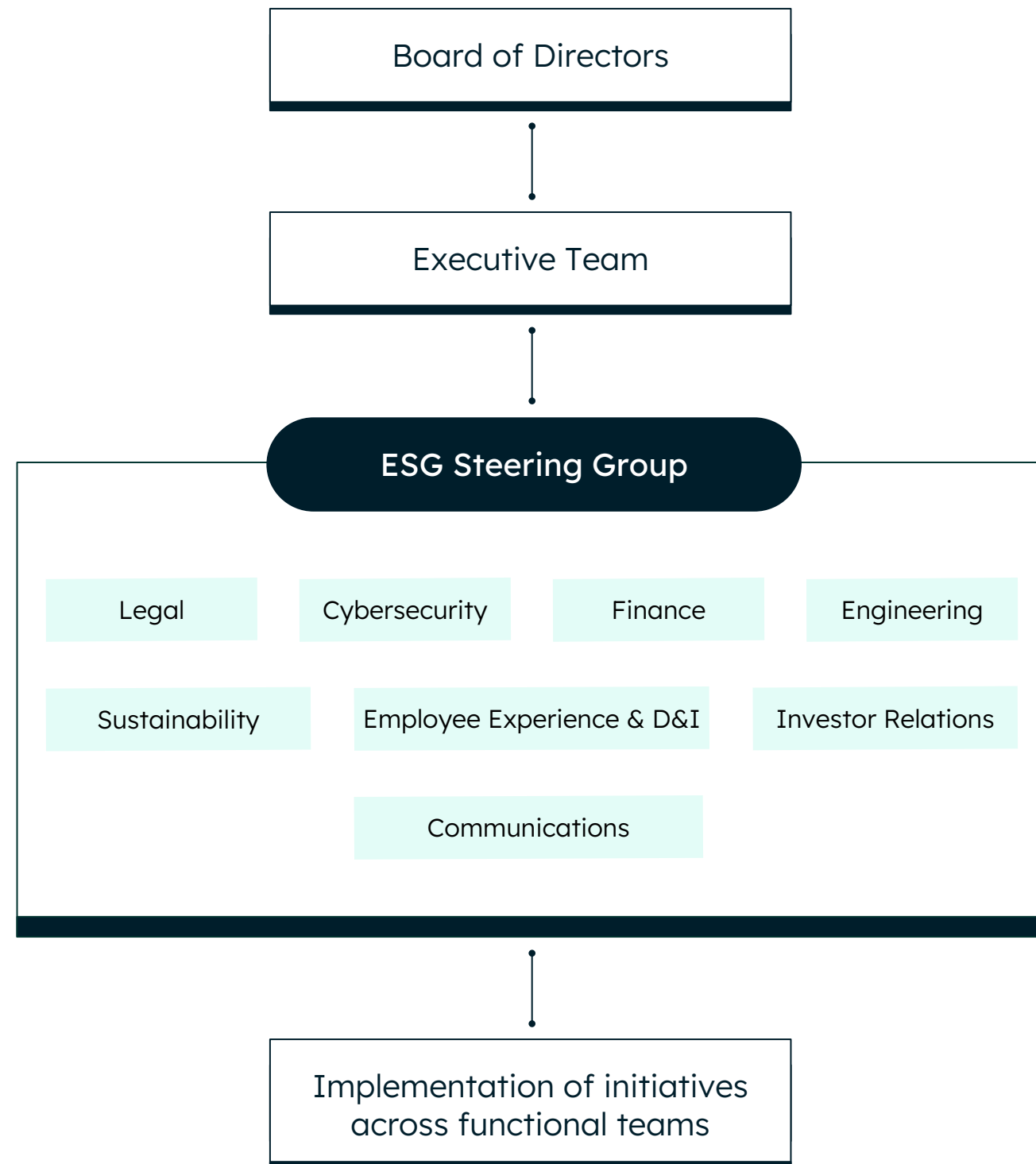
Board Committee Oversight

Our Board of Directors applies an enterprise-wide approach to risk management. This approach is designed to support 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. A cross-functional steering group led by our General Counsel manages and implements the day-to-day activities of MongoDB's sustainability efforts and reports to our executives and our Board of Directors.

Below is a high-level summary of how the Board and its committees oversee these key issues.

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

ESG Governance

Board of Directors

↓

Executive Team

↓

ESG Steering Group

Legal	Cybersecurity	Finance	Engineering

Sustainability	Employee Experience & D&I	Investor Relations

Communications

↓

Implementation of initiatives across functional teams

Board of Directors
Our Board of Directors provides oversight to our strategy for ESG issues

Executive Team
Our Executive team integrates ESG into the overall business strategy and risk management process. Progress will be measured through quarterly updates from our General Counsel and other members of the ESG Steering Group. The quarterly updates will include progress against key performance indicators (KPIs) such as carbon emissions and diversity metrics. The Executive Team will:

- Approve policies and resource requests

- Prioritize risks and opportunities

ESG Steering Group
A cross-functional group headed by our General Counsel, our ESG Steering Group meets quarterly to strategize and advise the Executive Committee on sustainability initiatives and collaborative efforts on key areas of focus. The ESG Steering Group is responsible for:

- ESG risk identification (annual), assessment, and monitoring

- ESG regulatory reporting and preparedness

- Voluntary disclosures and ESG scoring

- Review of trends and demands made by all stakeholders

- Policy review and updates for ESG-related items

Employee Engagement

> "Our mission, values, and leadership principles are key to our culture and how we create long-term engagement. In FY23, we laid the groundwork and outlined a path from our past into the future by introducing the MongoDB Leadership Commitment. It's how we are ensuring that we will successfully lead our people through what's ahead, which is especially important in the current macroeconomic environment.

Jolene Skinner
VP Employee Engagement and Inclusion

Our employees 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 strive to maintain our company culture, offer competitive compensation and benefits, 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 to our employees globally. We continue to enhance our compensation programs to maintain competitive alignment with market practices while ensuring that performance drives all pay decisions. Our compensation package may include base salary, commission or semi-annual bonuses, and long-term equity awards. Broad-based equity compensation is an important tool to attract and retain talent. To foster a strong sense of ownership and align our employees' interests with our long-term success, we offer all full-time employees the opportunity to participate in an employee stock purchase plan.

Employee growth is essential for retaining talent, and we offer a number of resources and programs to support that commitment. First, we are committed to developing talent using our performance and growth framework, which equips all our employees to meet and exceed high performance expectations, and make MongoDB a true inflection point in their careers. Second, we are focused on leadership development at all levels at MongoDB, which includes new manager onboarding, as well as leadership development for first-line managers and second-line leaders. Finally, we are also increasing our focus on what it means to be a leader by introducing the MongoDB Leadership Commitment and investing in building manager capability to lead through change and to further strengthen culture within teams.

We also 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. Our senior management and the Compensation Committee of the Board of Directors review the engagement survey results. Our leaders work with their teams to determine actionable steps based on survey results.

In our September 2022 employee engagement survey, we scored above the New Tech* top quartile benchmark. 90% of our employees participated and provided feedback.

*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 and professionally, which is why we provide benefits that promote health and support strong performance. Our benefits are structured for a holistic experience and 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 premiums. Our plans often include dental, optical, maternity, hospitalization and outpatient care, among other coverages. To promote healthy lifestyles, we also offer 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, critical illness, and accident coverage.
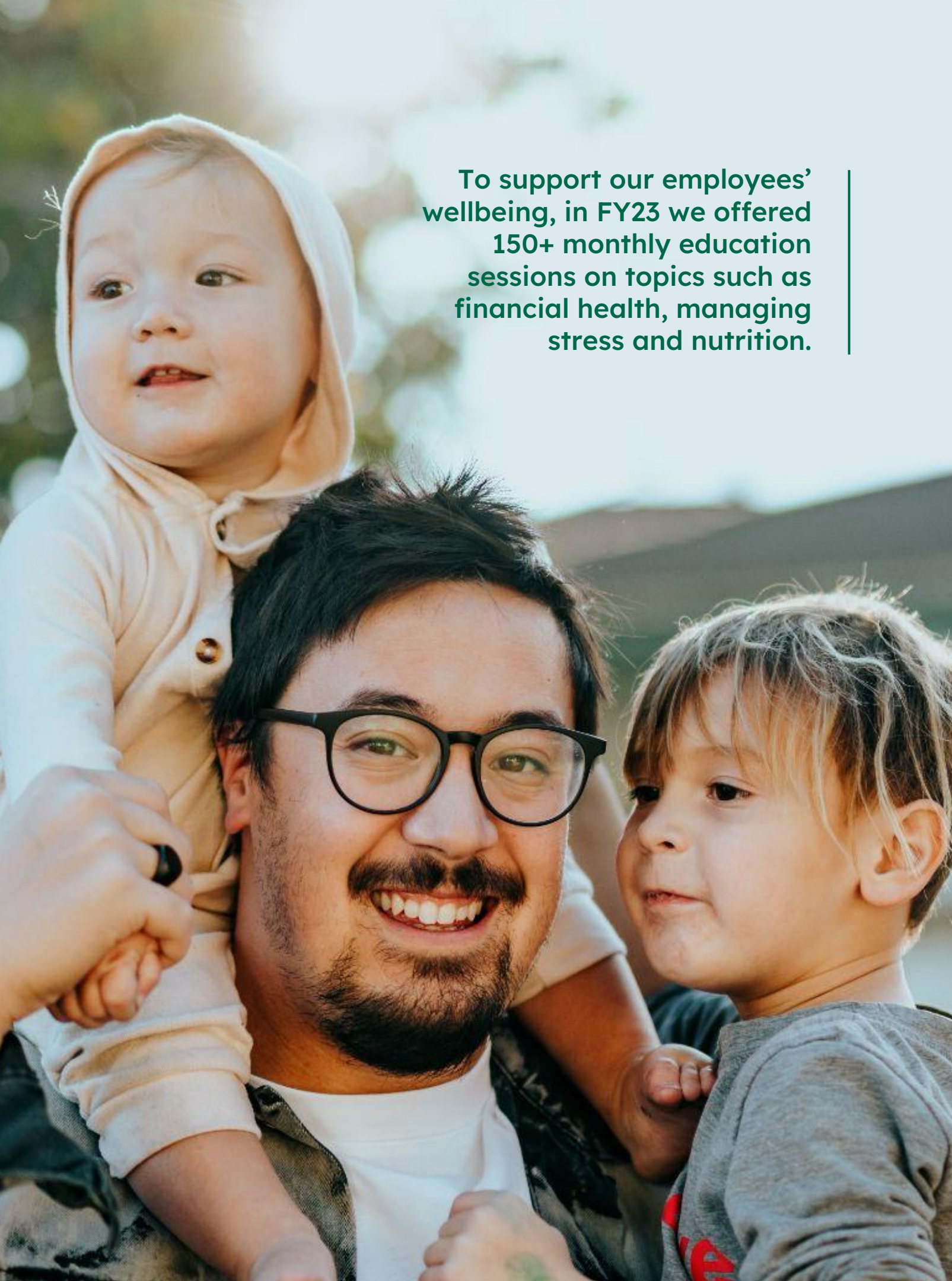
Benefits Overview

Family & Community well-being

We provide global fertility benefits to our employees and their partners, including fertility care, adoption and surrogacy assistance, and unlimited access to 1:1 guidance with certified practitioners. We also offer backup childcare support in the United States and some of our bigger geographies. We feel strongly that parents should be able to share the responsibilities of caregiving, and our parental leave policy gives all new parents at least 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. Through local partners, employees have access to free counseling and coaching sessions. Globally we also have a team of Mental Health First Aiders (current employee volunteers), who are trained to be a point of contact for any of our employees experiencing emotional distress. 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.

Introducing the MongoDB Leadership Commitment

All employees at MongoDB are keepers
of our culture and expected to do three things.
To be successful, we must

deliver the right outcomes for our customers
(what we do),
live our values in everything we do
(why we do it), and
engage with each other as leaders
(how we do it).

The What, Why and How

As MongoDB continues to grow and scale, the company's success is increasingly dependent not just on our systems and processes, but also on leadership at all levels. In FY23, we introduced our Leadership Commitment, a simple way to articulate what is expected of all leaders at MongoDB. The commitment is intended to achieve several key outcomes for the company:
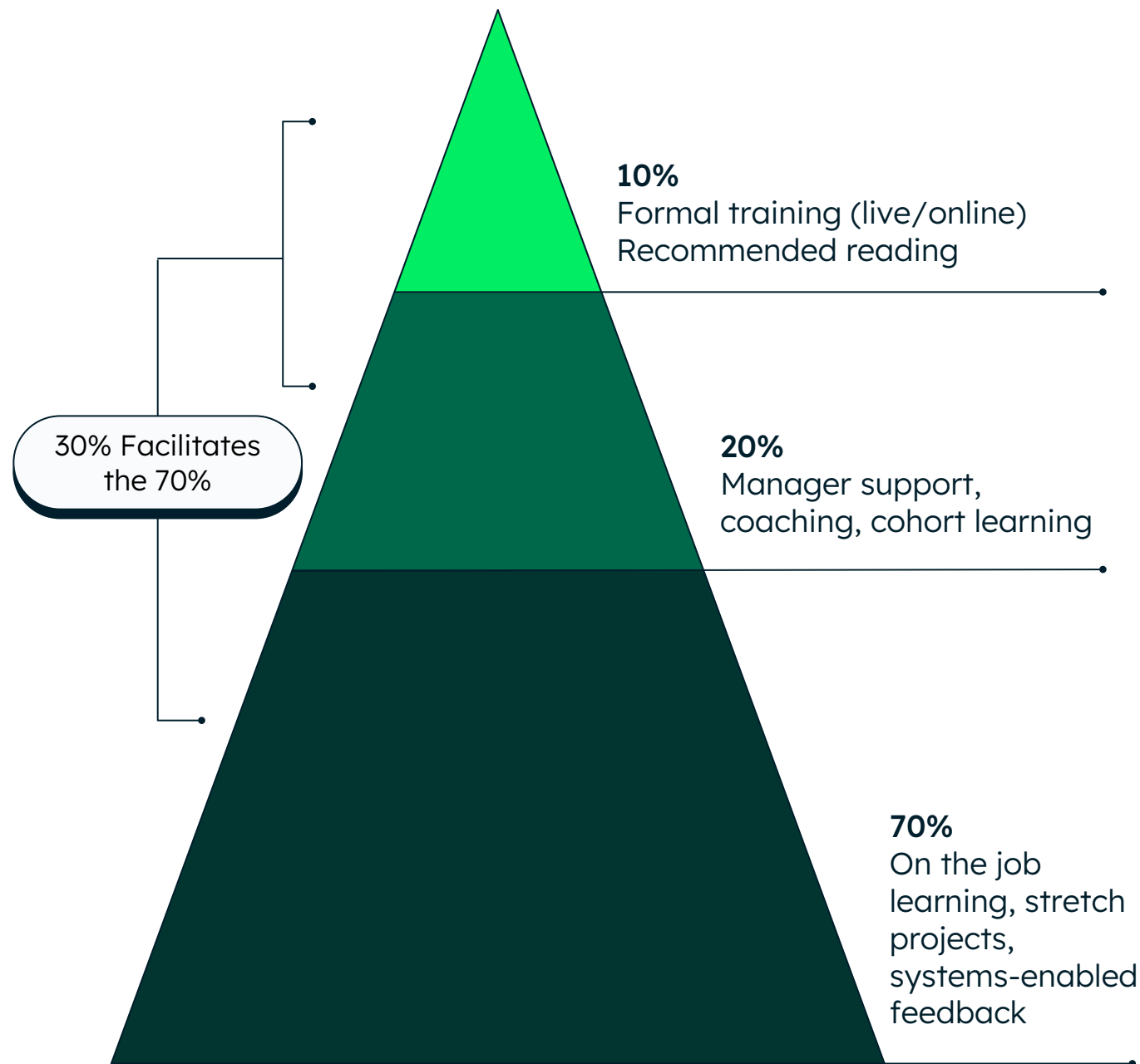
- Acknowledge that every employee is a leader. Leadership is not tied to title, authority, or people management, but to how we all show up at work.
- Establish that business outcomes are explicitly tied to our culture and behavior, i.e., that our mission, values, and leadership are critical to our success.
- Raise the bar for what we expect from our employees by explicitly naming the behaviors we need to succeed in our next phase of growth.

To roll out the Leadership Commitment, in FY23 our efforts focused mostly on the why: re-establishing the importance of our Mission and Values. MongoDB has gone through a period of exceptional growth, with our employee population more than doubling since the start of the COVID-19 pandemic, while also transitioning to a hybrid working model. Our executive leadership felt that it was of critical importance to emphasize the importance of our culture, as we believe that our culture is a key competitive advantage and our values are the foundation of our culture.

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.

30% Facilitates the 70%

10%
Formal training (live/online)
Recommended reading

20%
Manager support,
coaching, cohort learning

70%
On the job
learning, stretch
projects,
systems-enabled
feedback

Formal training includes self-guided content, as well as organized training sessions. In FY23, we focused on creating scalable solutions, such as one-pagers and videos, and nearly tripled our reach from the previous year. We leverage these materials in monthly **Learnathons** that curate content on a learning topic.

Social learning involves internalizing and reflecting on learning, as well as discussing 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 leverages social learning as its primary tool to help managers internalize concepts, and we saw a ~10% increase in LDP attendance in FY23.

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, and we had our highest completion rate ever at the end of FY23, with over 95% of employees completing a self-reflection.

Spotlight: Supporting Community Involvement

We believe that it is our responsibility to positively impact the communities in which we operate. Our employees' community engagement has strengthened MongoDB's culture and the commitment to one of our core values, "Make it Matter".

Encouraging education & social innovation
We provide free MongoDB Atlas credits for educators, students, and developers who are addressing pressing societal issues, such as the COVID-19 pandemic. We distributed a total of $376,000 in Atlas credits in FY23.

Community events
Through our worldwide offices, our employees organize events supporting local causes, such as toy collections, blood drives, and providing meals for those in need.

Charitable donations
Through a partnership with Bright Funds, we enable our employees to donate their pre-tax income to charities of their choice. In FY23, our employees supported 262 charitable organizations through this program.

Recognition for MongoDB's Culture

Diversity and Inclusion

"
We attract and retain the next generation of talent, with a passionate focus on building a pipeline of future leaders from diverse backgrounds.

Katelyn Peker
Director of Early Talent Recruiting

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 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 embedding the capability to recruit diverse talent within our entire recruiting organization and investing in a diversity sourcing team that supports diverse recruitment marketing campaigns and external partnerships.

We also have a growing number of Employee Resource Groups ("ERGs") that focus on providing community support, professional development and business impact. Our ERGs play an important role in our overall company culture by helping us raise awareness of issues unique to their members' experiences.

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 .

We are committed to pay equity, regardless of gender, ethnicity, or other personal characteristics. To deliver on that commitment, 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. In addition, to reduce the risk of bias and help ensure consistent pay practices, we use a third-party tool to conduct annual pay parity checks.

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.

MongoDB's Commitment to Board Diversity

In 2021, the Securities and Exchange Commission (SEC) approved Nasdaq listing rules implementing new board diversity disclosure requirements (Nasdaq Board Diversity Rules).

The Nasdaq Board Diversity Rules 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 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.
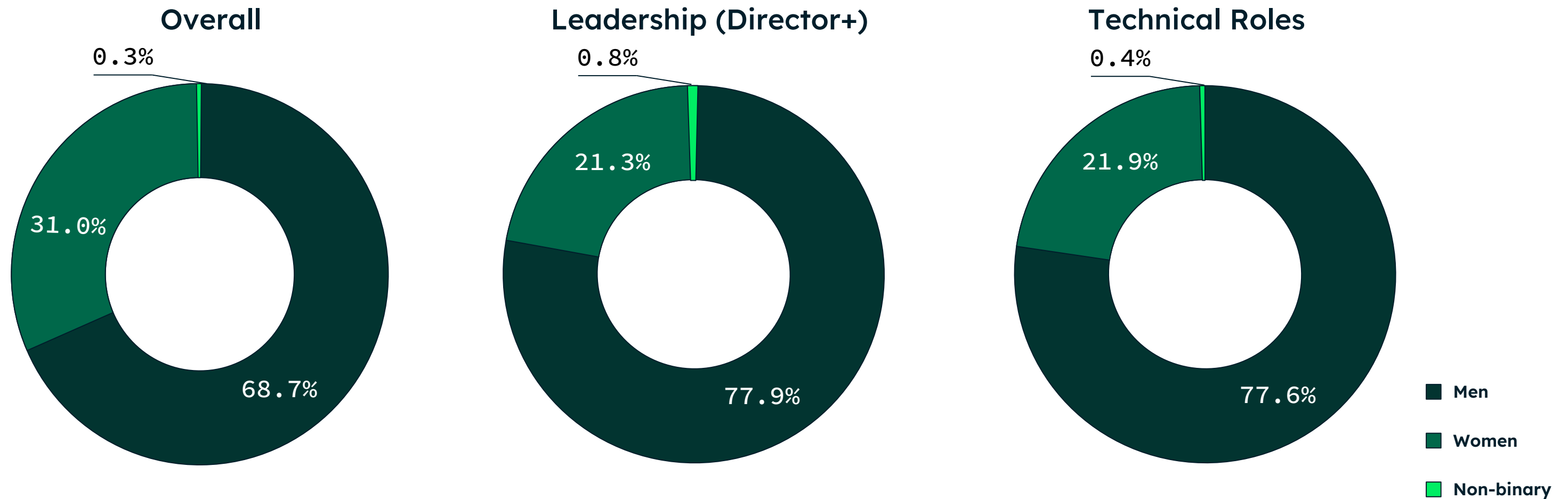
Board Diversity Matrix

	Female	Male	Non-Binary	Did Not Disclose Gender
Total Number of Directors 9				
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

Our Workforce Composition

As of January 31, 2023 - Gender (Global)

Overall

0.3%
31.0%
68.7%

Leadership (Director+)

0.8%
21.3%
77.9%

Technical Roles

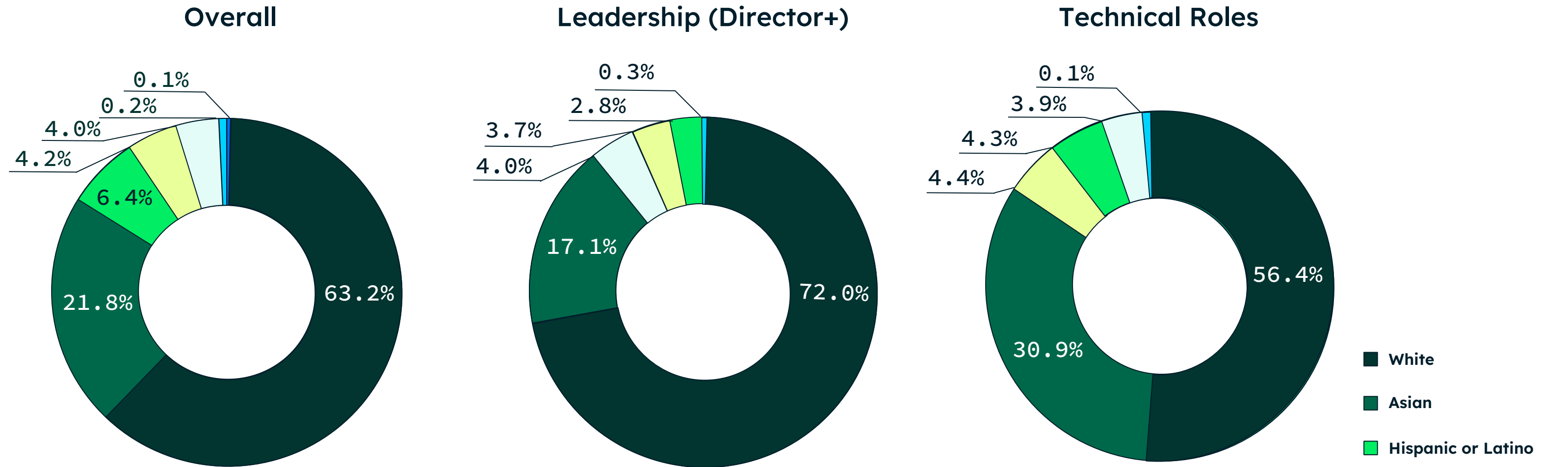0.4%
21.9%
77.6%

■ Men
■ Women
■ Non-binary

Data is based on self-identification information that is voluntarily provided and only those who self-identify are included.

We used a market-based approach to define technical roles using job codes. In general, technical jobs are those that require specialized knowledge or skills in a specific field, such as engineering, information technology, or science. These jobs typically involve working with complex systems, equipment, or software and require a high degree of technical expertise.

Our Workforce Composition

As of January 31, 2023 - Race/Ethnicity (US)

Overall

- 63.2%
- 21.8%
- 6.4%
- 4.2%
- 4.0%
- 0.2%
- 0.1%

Leadership (Director+)

- 72.0%
- 17.1%
- 4.0%
- 3.7%
- 2.8%
- 0.3%

Technical Roles

- 56.4%
- 30.9%
- 4.4%
- 4.3%
- 3.9%
- 0.1%

Legend:
- White
- Asian
- Hispanic or Latino
- Black or African American
- Two or more races
- American Indian/Alaskan Native
- Native Hawaiian or other Pacific Island

Data is based on self-identification information that is voluntarily provided and only those who self-identify are included.

We used a market-based approach to define technical roles using job codes. In general, technical jobs are those that require specialized knowledge or skills in a specific field, such as engineering, information technology, or science. These jobs typically involve working with complex systems, equipment, or software and require a high degree of technical expertise.

Employee Resource Groups

BEAM

BEAM (Black Employees At MongoDB) offers a safe space and fosters an atmosphere of community and inclusion amongst people of color who identify as African, African American, Black, or Caribbean.

QueLatine

QueLatine's focus is to build community and drive meaningful engagement with Latine employees globally by promoting activities that foster genuine relationships, professional development, and community support while honoring the diversity of Latine heritage.

MongoDB_ API

To celebrate, educate, and empower the Asian American and Pacific Islander community and facilitate an open, safe, and supportive space to discuss any current events affecting the community.

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.

Green Team

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.
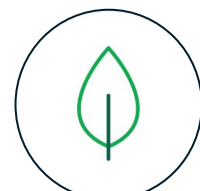
Underrepresented Genders in Tech

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.
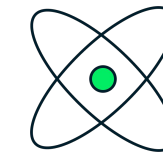
Config

Config.MDB exists to advocate for neurodivergent and people with disabilities by helping improve the way MongoDB supports them, building a community of allies who help one another, and educating the broader MongoDB community about ways to be more inclusive.

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.

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.
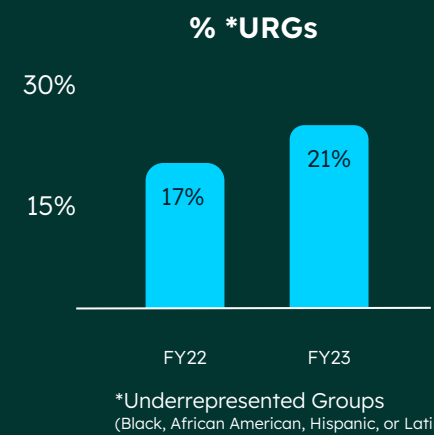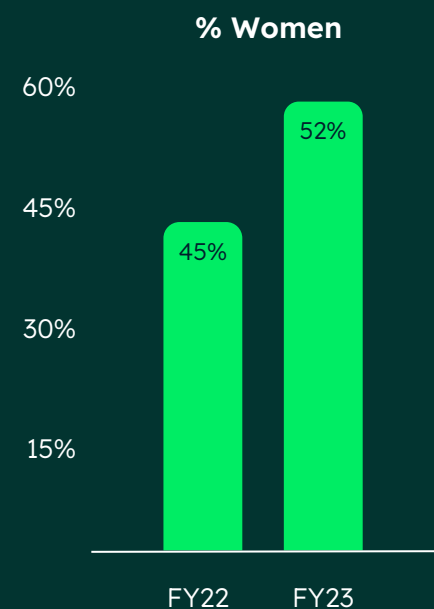
Spotlight: Building a diverse pipeline of future leaders

In FY23 we focused on revamping our intern program to support a diverse pipeline of future leaders. We held our annual "Make it Matter" and "Women in Computer Science" summits. These virtual events build a diverse pipeline of software engineering intern candidates. We accept sophomore-level participants into the summits through an early identification process. During these summits, candidates learn more about the company and our culture and then interview to receive offers in advance of their peers.

While we have always aimed to welcome interns into our Employee Resource Groups, in FY23 we increased support for our diverse class through a mentorship program. We provide all interns the option of being paired with a dedicated ERG mentor throughout the summer. In FY23 we had an 87% conversion rate to full-time hires for those who participated in the mentorship program.

Intern Class Composition

% Women

	FY22	FY23
	45%	52%

% *URGs

	FY22	FY23
	17%	21%

*Underrepresented Groups
(Black, African American, Hispanic, or Latine)

"

I started as an intern with MongoDB in 2021, the summer after my junior year of college. My time as an intern, new grad, and now a full-timer at MongoDB has been formative. MongoDB has allowed me the space to explore my interests in education and technology and strengthen my professional skills. When I wanted to explore a role within the company outside of my regular job description as a technical writer, the recruitment team and my mentors were incredibly supportive. The culture here is empathetic, supportive, and curious. I couldn't think of a better place to start my career in tech.

Lindsey Moore
Former Intern,
Current Associate Technical Writer

Cybersecurity

> " Security awareness training is crucial as 85% of breaches are human-driven. Investing in our employees' cybersecurity knowledge not only safeguards our organization but also creates a security-conscious culture, empowering individuals to make informed decisions and protect valuable assets.

Lena Smart
Chief Information Security Officer

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 we enforce rigorous cybersecurity controls. Independent third parties regularly audit our engineering and operating procedures.

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.

The board of directors and audit committee appreciate the rapidly evolving nature of threats presented by cybersecurity incidents and are committed to the prevention, timely detection, and mitigation of the effects of such incidents on MongoDB. 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 executives to perform more in-depth reviews of relevant cybersecurity matters and report back to the Audit Committee regarding the matters reviewed.

MongoDB Security Capabilities
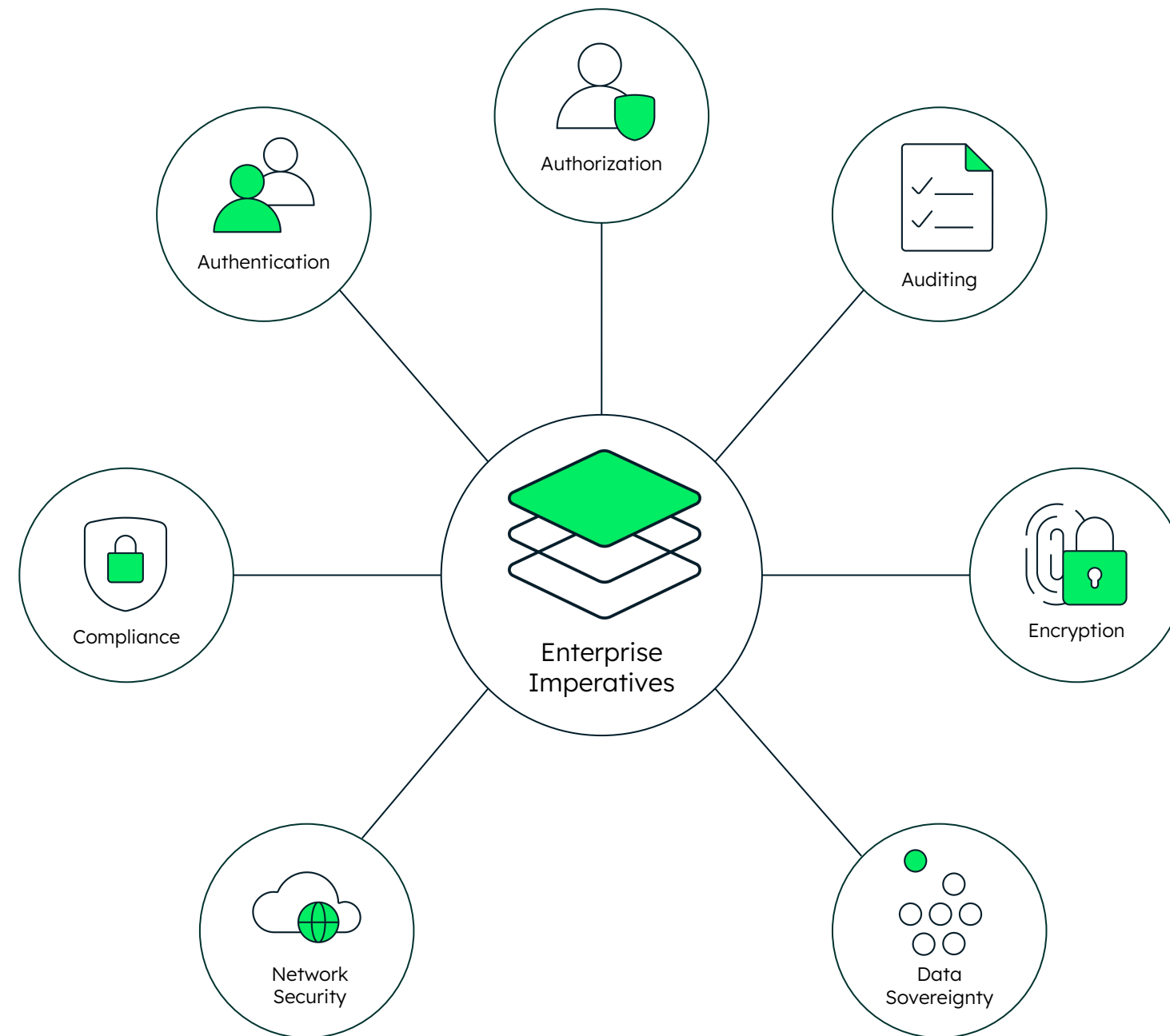
Authentication
Modern authentication mechanisms for the platform and database.

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 (95+ available regions) 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 and HIPAA with HITRUST mapping, PCI, VPAT
US Gov: FedRAMP Moderate, DoD IL2, VPAT, follow CJIS policies, DoD STIG

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 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. Our ISO/IEC 27001:2013 certification is a result of an independent third party audit which examines the development and implementation of an information security management system (ISMS) to achieve continuous management of security in a comprehensive manner. In addition, we are certified in ISO27017, which demonstrates cloud service security and ISO27018, which focuses on protecting data as part of the cloud privacy security controls

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.

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.

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.

*FedRAMP is a MongoDB Atlas For Government (A4G) certification

Spotlight: Employee Cybersecurity Training

We strongly believe that our employees are the primary protection against cybersecurity incidents. For that reason, we are methodical about informing and training them on the evolving nature of threats. In FY23 we centralized and upgraded our cybersecurity training program and implemented additional initiatives to increase employee awareness of cybersecurity threats. We focused our efforts on the following five pillars.

Building a Culture of Awareness:
We are committed to fostering a security-conscious culture, where employees understand their responsibilities in safeguarding sensitive information and are empowered to make informed decisions.

Enhanced Cybersecurity Education:
Our organization recognizes the critical role cybersecurity education of our employees plays in protecting our digital assets and has made significant strides in improving security training completion rates.

Continuous Improvement:
Our cybersecurity training program is continually evolving to address emerging threats and stay ahead of the rapidly changing threat landscape, ensuring that our workforce remains knowledgeable and vigilant.

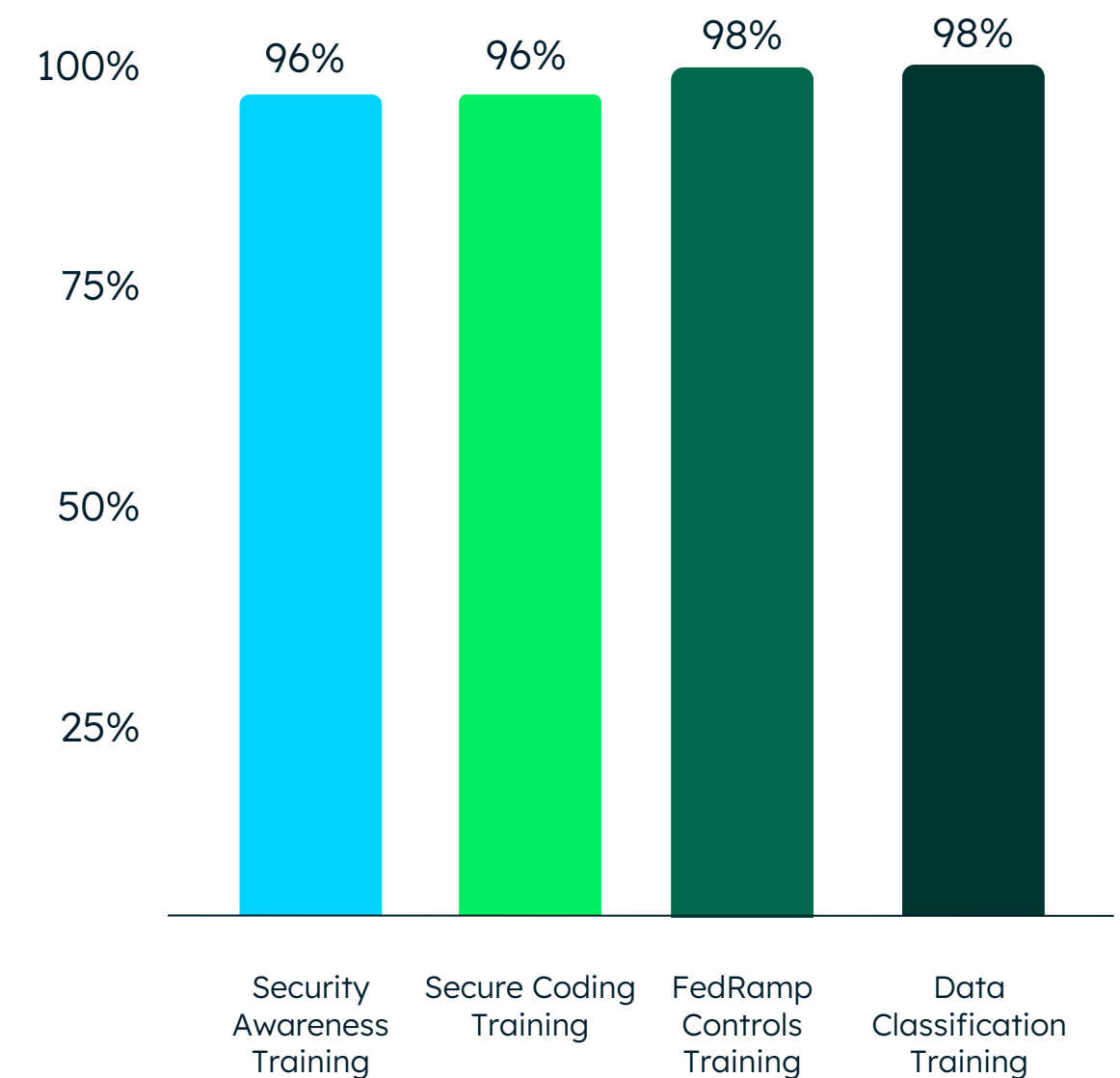**Cross-functional Collaboration:**
Our Cybersecurity team actively engages with various departments across the organization to integrate cybersecurity best practices into their daily operations, reinforcing the importance of shared responsibility for security.

Measurable Outcomes:
By tracking key performance indicators such as training completion rates, we can demonstrate our ongoing commitment to enhancing cybersecurity awareness and building a more resilient organization.

FY23 Training Completion Rates

	Security Awareness Training	Secure Coding Training	FedRamp Controls Training	Data Classification Training
Completion Rate	96%	96%	98%	98%

Environmental Impact

> "MongoDB's employee-powered commitment to sustainability is strong. We have some ambitious goals ahead of us, and we are already making progress.

Sophie Riegel
Sustainability Manager

At MongoDB, it is 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.

We are committed to doing our part towards global efforts to limit climate change and its adverse effects, and have set goals in line with our values as a company.

In FY23, we increased our efforts to understand and address our environmental impact. We created an internal environmental sustainability function, which will be responsible for our climate objectives. We also started implementing changes to lower our carbon emissions.

We are working to make sustainability a core component of how we operate and have begun to intertwine it with our overall business strategy. We believe that environmentally responsible operating practices will benefit our stockholders, partners, customers, and employees.

We also hope that through our efforts, we can empower our customers to achieve their sustainability goals. Sustainability is an important design principle and an essential part of the software development lifecycle. With this mindset, we aim to enable our customers to leverage MongoDB Atlas to design and deploy more environmentally sustainable applications.
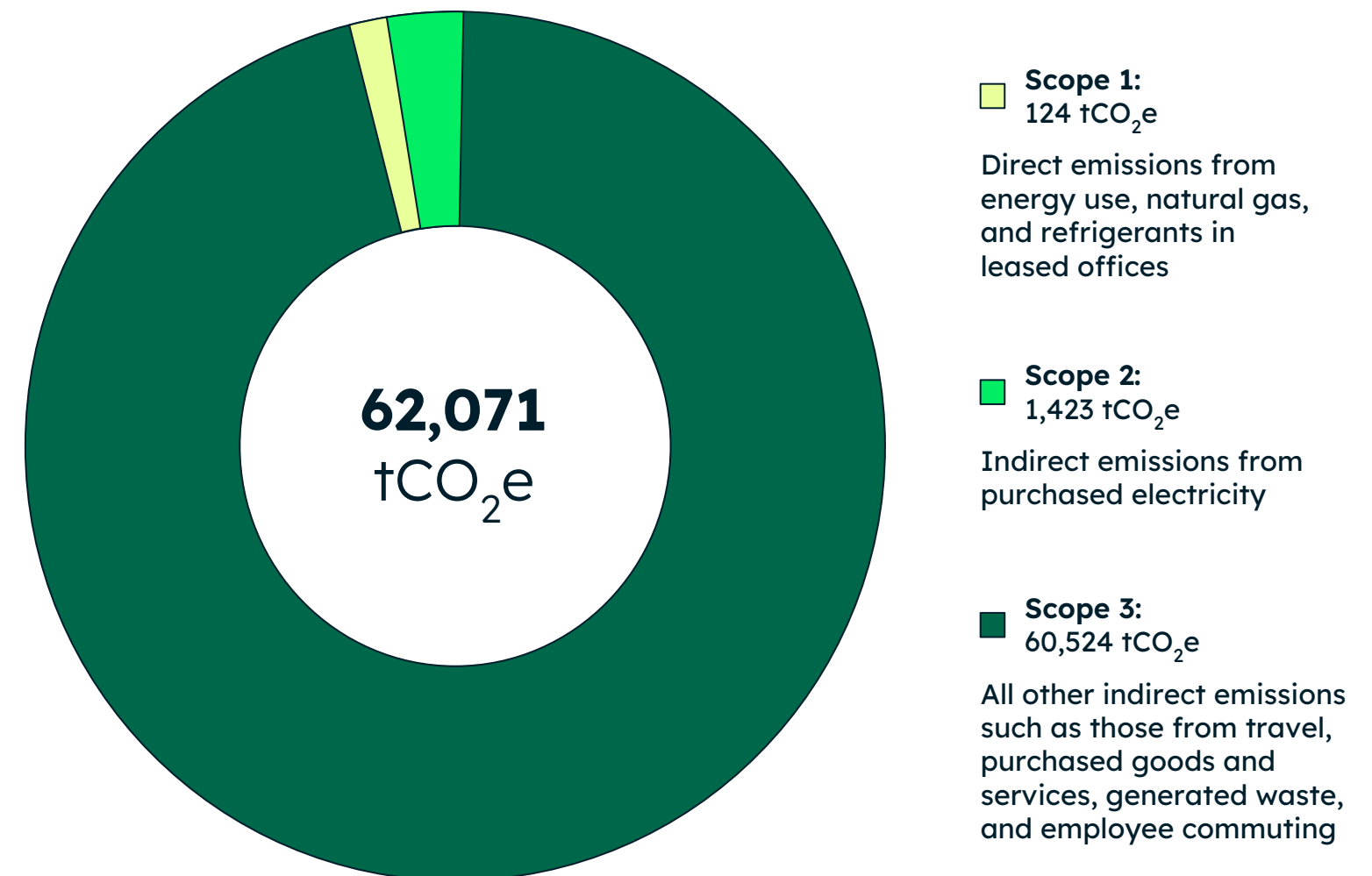
Understanding MongoDB's Carbon Footprint

MongoDB, as a software company, produces limited Scope 1 and Scope 2 carbon emissions. The vast majority of our carbon emissions are Scope 3. However, we are committed to reducing our entire carbon footprint as much as possible. As a growing company, we expect our total emissions to continue to grow in the medium term. We will evaluate the success of our carbon reduction efforts primarily based on our carbon intensity metrics (revenue and headcount intensity).

A growing number of jurisdictions around the world are introducing new reporting requirements focused on GHG emissions and climate-related objectives. In FY23, MongoDB disclosed our Scope 1 & 2 emissions in line with the UK's Streamlined Energy and Carbon Reporting policy. We are carefully monitoring the evolution of reporting requirements globally to ensure regulatory compliance.

Revenue Intensity	48 tCO_2e/$1MM revenue
Headcount Intensity	14 tCO_2e/employee

FY23 Emissions* by Greenhouse Gas (GHG) Scope

62,071
tCO_2e

Scope 1:
124 tCO_2e

Direct emissions from energy use, natural gas, and refrigerants in leased offices

Scope 2:
1,423 tCO_2e

Indirect emissions from purchased electricity

Scope 3:
60,524 tCO_2e

All other indirect emissions such as those from travel, purchased goods and services, generated waste, and employee commuting
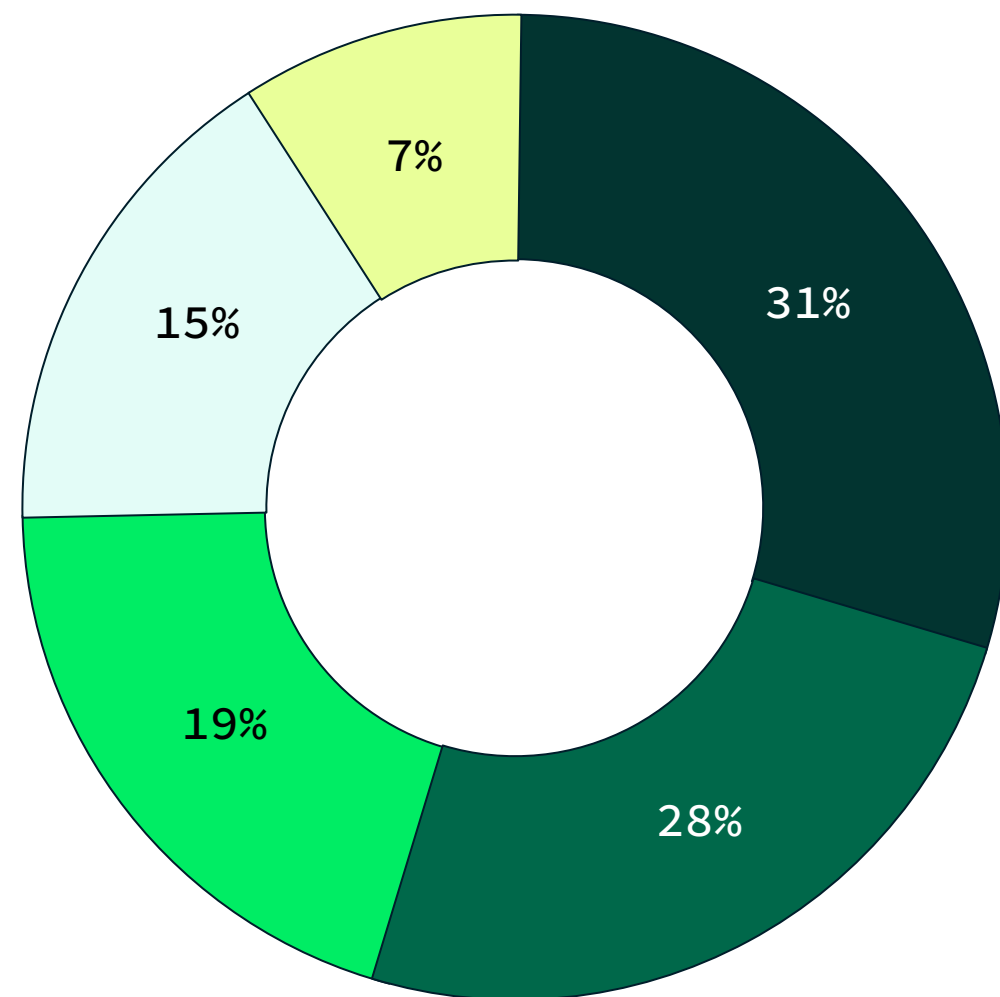
*To ensure accuracy of our emissions, we engaged Apex Companies, LLC to conduct an audit of our full emissions for FY23, including all scopes in accordance with ISO 14064

Understanding MongoDB's Carbon Footprint

FY23 Emissions* by Type

- 31% Cloud
- 28% Travel
- 19% Offices
- 15% Other Purchased Goods & Services
- 7% Marketing

Legend:
- ■ Cloud
- ■ Travel
- ■ Offices
- □ Other Purchased Goods & Services
- ■ Marketing

Cloud
The largest contribution to our carbon footprint comes from our cloud partners' data centers, including Amazon Web Services, Microsoft Azure, and Google Cloud. In FY23, our cloud providers increased their use of renewables. By 2025, the majority of our cloud providers will have data centers 100% powered by renewables.

Travel
In FY23 we saw a significant increase in travel and related emissions as our employees met in person, many for the first time, after the COVID-19 pandemic.

Offices
Our office buildings contribute to our carbon footprint. A portion of the contribution comes from initial construction, with the rest coming from ongoing office use. In FY23 the carbon footprint of our offices increased as we opened new offices in Gurgaon and San Francisco.

Other Purchased Goods & Services
Includes hardware, software, and professional services, as well as employee benefits.

Marketing
Emissions related to our marketing events (venue emissions, signage, food) as well as emissions related to our various marketing/advertising vendors.

*To ensure accuracy of our emissions, we engaged Apex Companies, LLC to conduct an audit of our full emissions for FY23, including all scopes in accordance to ISO 14064

Our Environmental Commitment

2026

100% Powered by Renewables

Our first target is reducing our Scope 2 emissions to zero through thoughtful sourcing of Renewable Energy Credits or on-site renewables

2030

Net Zero Carbon Emissions

We aim to reduce our entire carbon footprint as much as possible, and offset the remainder with high quality carbon removal credits.

Our carbon reduction actions to date

- Re-engineered MongoDB Atlas to reduce power consumption by ~30%

- Encouraged customers to consider their carbon impact by highlighting low carbon regions in Atlas*

- Halted procurement of single-use kitchen supplies, removing 150,000 items from our annual waste

- Entered into our first Virtual Power Purchase Agreement to add renewable energy to the grid

- Committed to exclusive use of LEDs in all our hub offices by mid-2023

- Reduced electricity usage by ~5% in major offices by regulating off-peak usage

- Introduced a Supplier Code of Conduct to ensure ESG compliance throughout our value chain

*available to customers in select regions and expanding

Spotlight: Enabling visualization of sustainability data

Organizations are under greater pressure to capture, store, and verify ESG metrics. San Francisco-based startup, Hydrus, is helping companies make ESG data more usable and actionable.

MongoDB Atlas was the preferred data platform for Hydrus because of the flexibility of the data model. On top of Atlas and MongoDB technical support, Hydrus leans heavily on MongoDB Charts, a data visualization tool for creating, sharing, and embedding visualizations from MongoDB Atlas. With it, they visualize sustainability data:

" MongoDB Charts enables our customers to directly report their sustainability data, customize the charts, and better tell the sustainability story in a visual format… It's way better than the traditional format where you have data, tables, and spreadsheets everywhere.

George Lee
Founder and CEO of Hydrus

Appendix

SASB Disclosures

The below disclosures are compiled in alignment with the Sustainable Accounting Standards Board (SASB) framework, Software and IT Services industry standards. We've included many of the suggested voluntary disclosures, and will continue to evaluate and enhance our disclosures in future reports. Additional information may be found in filings and reports we file with the Securities and Exchange Commission.

Topic	Accounting Metric	Code	Response
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	11,368 GJ; 94%; .4%
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	MongoDB does not own data centers and instead relies on the data centers of our cloud partners. Many cloud providers have renewables targets or are already renewable powered.
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	We maintain a privacy policy that is available online. At MongoDB, we are dedicated to safeguarding the privacy of our users and managing their personal information responsibly. Our Privacy Policy sets forth our commitment to data protection and transparency, outlining the types of information we collect, how it is used, and the measures we take to ensure its security. We consistently strive to uphold the highest standards of privacy and data protection, adhering to global privacy laws and regulations. MongoDB continuously evaluates and enhances its privacy practices to protect user information and maintain trust with our customers and partners. The privacy of data uploaded to our cloud services by our customers is protected by our Data Processing Agreement.
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	We do not use such information for secondary purposes. Please refer to our Privacy Policy for more information.

SASB Disclosures Cont

Topic	Accounting Metric	Code	Response
Data Privacy & Freedom of Expression	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	There were no reported material losses related to user privacy in FY23.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	None
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	None
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	There were no reported material data breaches in FY23.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Our organization is dedicated to maintaining a secure data environment by employing a comprehensive approach to identifying and addressing data security risks. We conduct regular risk assessments and security audits, and adhere to established third-party cybersecurity standards (refer to slide 35) such as the NIST Cybersecurity Framework, PCI/DSS and ISO/IEC 27001. This commitment to robust security policies and practices ensures the confidentiality, integrity, and availability of our data, demonstrating our dedication to responsible data management and security best practices.

SASB Disclosures Cont

Topic	Accounting Metric	Code	Response
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are located offshore	TC-SI-330a.1 (2)	48% of our employees are located outside the U.S. Refer to our 10-K for details on our Human Capital Management.
	Employee engagement as a percentage	TC-SI-330a.2	Refer to page 18.
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Refer to pages 28 & 29.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	There were no reported material losses related to anticompetitive behavior regulations in FY23.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Any performance issues and service disruptions that MongoDB experienced in FY23 did not have a material impact on its business.

SASB Disclosures Cont

Topic	Accounting/Activity Metric	Code	Response
Managing Systemic Risks from Technology Disruptions	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Our organization acknowledges the potential risks associated with inadequate business continuity planning (BCP), disaster recovery (DR), and contingency plans, which could impact the availability of our information assets due to environmental or physical events bypassing controls related to equipment, disaster response, continuity, and service level agreements (SLAs). To address these concerns, we have implemented robust business continuity controls, regularly testing our BCP and conducting thorough risk assessments of our critical suppliers. This proactive approach ensures the effective management of risks associated with the availability of information assets, safeguarding our operations and maintaining our commitment to sustainable business practices.
Activity Metrics	(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	We use alternative metrics to identify the scale of our business. Please see page 9 of this report or reference our FY23 Form 10-K.
	(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	

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 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. 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, 2023, and in other filings and reports that we may file from time to time with the Securities and Exchange Commission. These risks are not exhaustive and should be read in conjunction with the other cautionary statements included in our other filings. As 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 represent our beliefs and assumptions 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.