



# Corporate Sustainability Report

FISCAL YEAR 2021

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## LETTER FROM OUR CEO

At MongoDB, we believe that sustainability is key to our long term success. We understand 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 the communities we live in.

Since our founding in 2007, we have prided ourselves on innovation and our ability to rethink and disrupt the global data management market we compete in. We believe that bringing together a distinctive mix of diverse skills, experiences, and backgrounds is key to our ability to continue to innovate. We also need to continue to work as a team and create an open forum for independent thought, candid discussion, and mutual respect.

We believe that making MongoDB a great place to work for everyone gives us a competitive advantage and benefits our employees and our communities. Employees are committed to executing the company's strategy, in part because helping each other to succeed is fundamental to our culture.

As the market and our business evolve, so too must MongoDB's commitment to developing and retaining our people, serving our customers including safeguarding their data, and playing our role in protecting the environment. The following pages highlight our commitment to sustainability initiatives. 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 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.

## / Embrace the Power of Difference

We commit to creating a culture of inclusion by seeking and valuing employees from different backgrounds and circumstances. We learn from and respect each other's differences.

## / 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.

## / Be Intellectually Honest

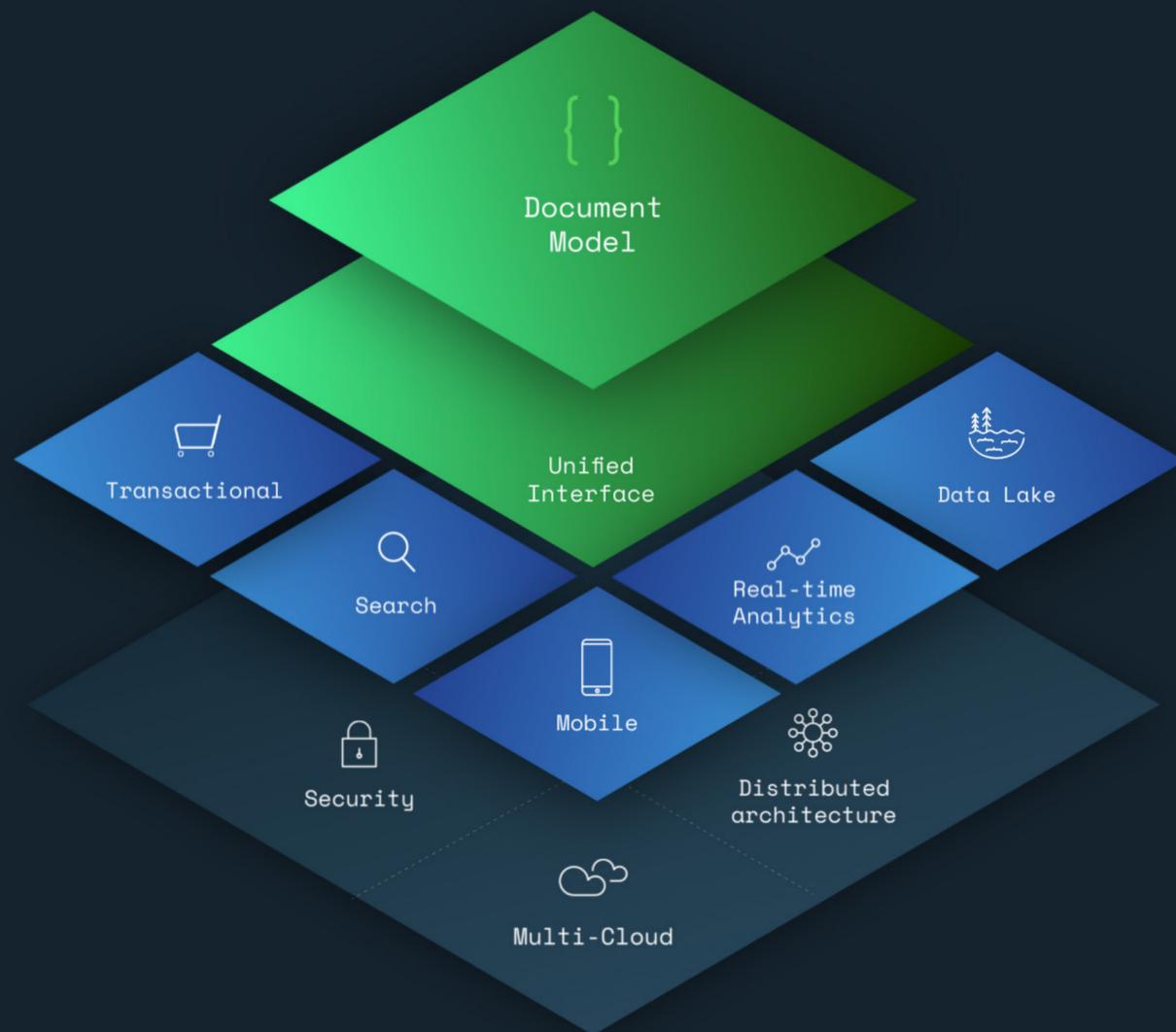
We embrace reality. We apply high-quality thinking and rigor. We have courage in our convictions but work hard to ensure biases or personal beliefs do not get in the way of finding the best solution.

## / Build Together

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

## / Own What You Do

We all play a part in making MongoDB a great place to work. We demand excellence from ourselves, taking ownership and accountability for everything that we do.



## MongoDB Application 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 resides**. In recent years we have enhanced the transactional, search, mobile, and analytical capabilities of our platform.

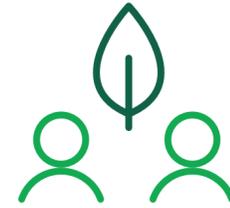
Our platform offers our customers access to industry-leading security, the ability to distribute data globally as well as the **freedom to run their applications anywhere**. Our customers can self-manage their database using our Enterprise Advanced offering or consume our offering as a service on any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

# Our Competitive Advantage



## Best-in-Class Technology

Our platform was built to address 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 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, in 2017, 2018, 2019, and 2020, more developers wanted to work with MongoDB than any other database.

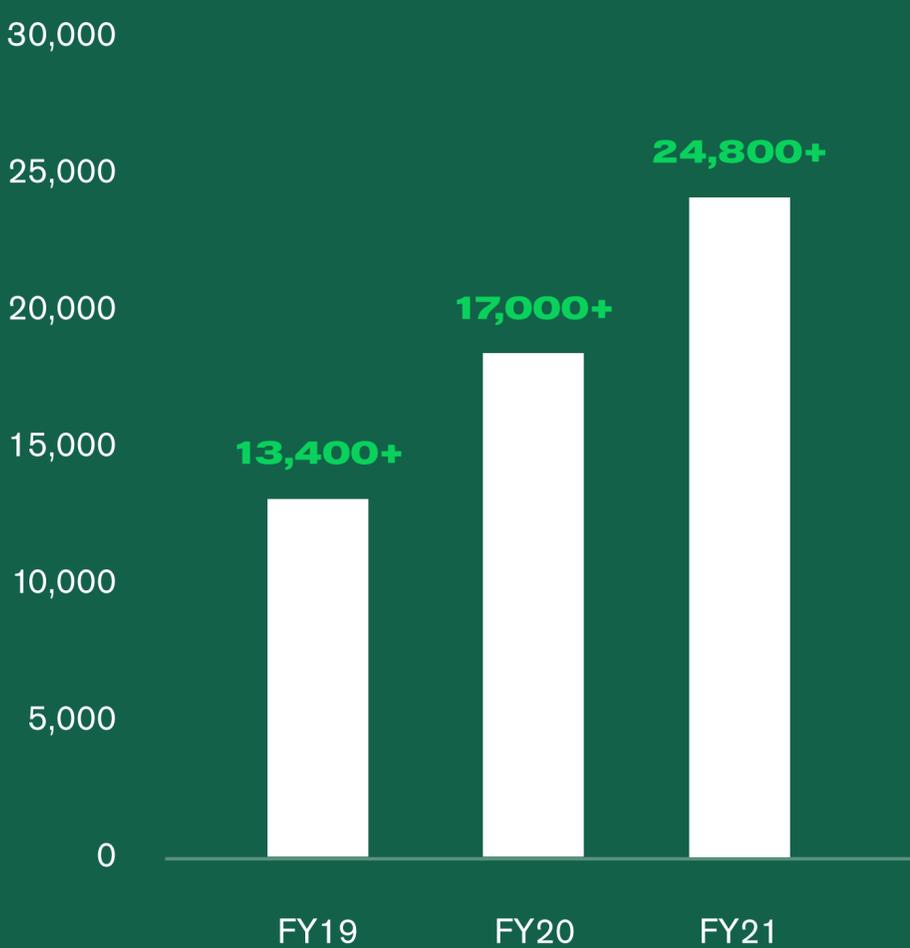


## Infrastructure Independence

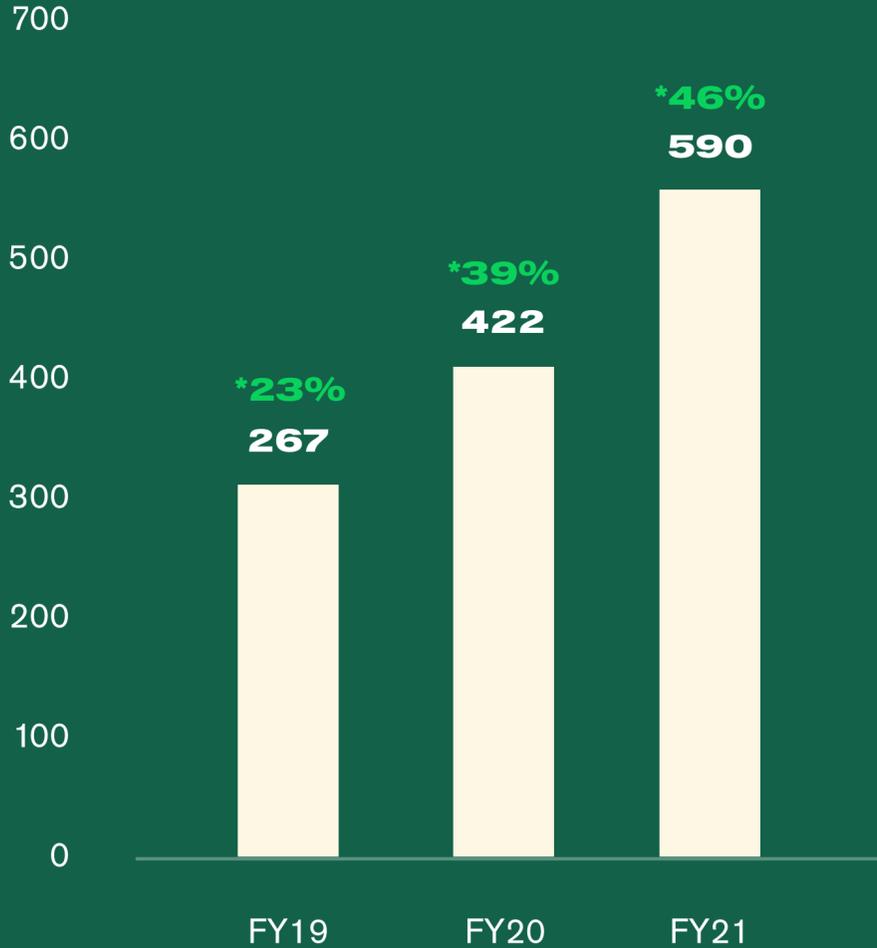
Customers can run our platform in any environment: fully managed as a service or self-managed in the cloud, on premise or in a hybrid environment. Customers can deploy our platform in any of the major public cloud alternatives, providing them with increased flexibility and cost-optimization opportunities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

# Track Record of Growth

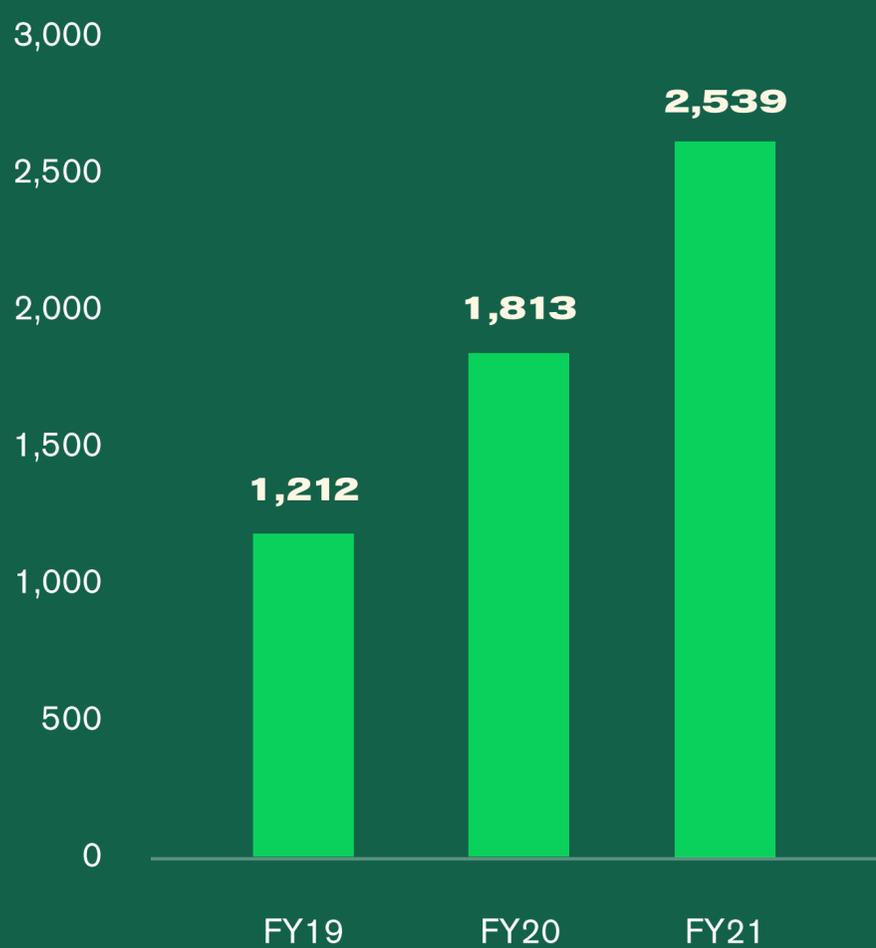
### CUSTOMERS



### REVENUE (\$MM)



### HEADCOUNT



\*Atlas % of Revenue

## MongoDB Sustainability Framework

**Corporate responsibility and sustainability help advance the long-term interests of our company and stockholders. As a part of its primary duty overseeing corporate strategy, our Board of Directors also oversees how social and environmental issues may impact the long-term interests of stockholders and stakeholders.**

**At MongoDB, we champion the idea that corporate sustainability is part of every employee's job because 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, in order 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.

**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.

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

**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 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 factors 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				✓



To deliver on our long term vision, we must attract the best talent and ensure their engagement and ongoing development.

**Harsha Jalihal**  
*Chief People Officer*

## Employee Engagement

Our employees and culture are critical to our success. To compete and succeed in our market, 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 to foster a strong sense of ownership. Periodic equity grants and access to the employee stock purchase plan further 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 conduct anonymous engagement surveys regularly to understand the employee experience and identify opportunities for development. These surveys are managed by a third-party vendor to encourage candor. The results are reviewed by senior management and the Compensation Committee of the Board. Our leaders work with their teams to determine actionable steps based on survey results.

# 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 premiums. Our plans often include dental, optical, maternity, hospitalization, outpatient care, etc. In an effort to promote healthy lifestyles, we offer employees access to highly subsidized or discounted monthly gym and exercise class memberships.



### Emotional well-being

Our employees and their families have 24-hour access to our Employee Assistance Program. 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.



### 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 disability and life insurance, critical illness and accident coverage.

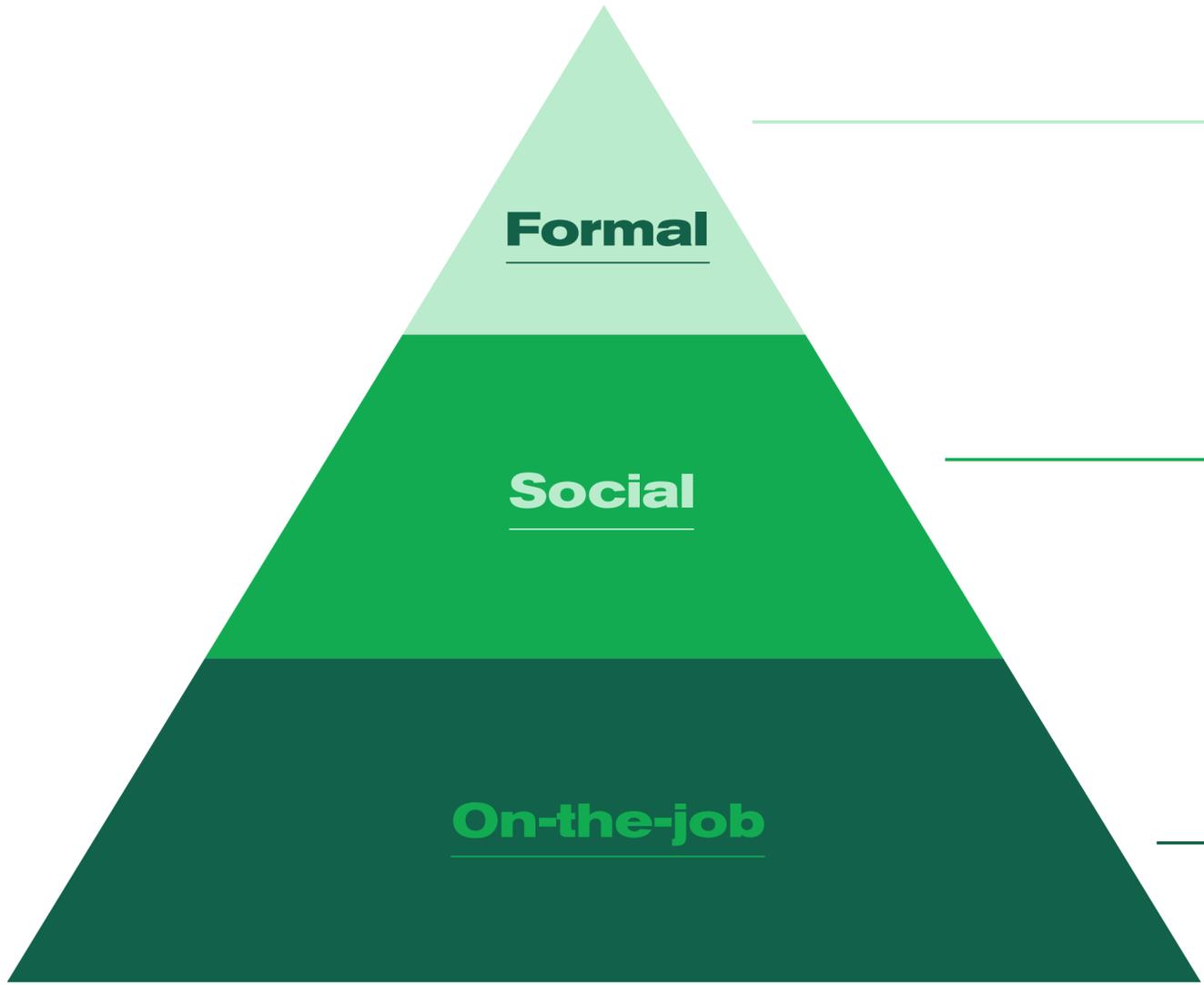


### Family well-being

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.

# Our Approach to Talent Development

Our aspiration is that MongoDB will be an inflection point in the careers of our people. We believe that every employee and role has the potential for growth, and that comes through formal training, social learning, and on-the-job learning. 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 FY21 we organized 70 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. Our LDP not only provides new managers with valuable formal training, but also creates a network of peers on which they can rely. In FY21 we offered five LDP sessions with over 80 participants.

**On-the-job learning** occurs through practicing new skills, solving problems, 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 semi-annual opportunity for structured feedback and goal-setting conversations between an employee and a manager. All full-time employees participate in the program.

# Response to COVID-19

We believe that the health, safety, and well-being of our employees are vital to our success. Employee safety remains our top priority during the ongoing COVID-19 pandemic. All employees have been set up to work remotely and are informed regularly of office closures and evolving guidelines.

Managers conduct regular employee wellness check-ins. Employees with sick family members have been able to take paid caregiver leave of up to four weeks. We also instituted company-wide days off to help boost mental health and well-being.

To ensure that our culture remains strong during remote work, we provided a Z&E (“Zoom and Entertainment”) budget for virtual team-building activities.

We have increased our efforts to keep employees informed by holding more frequent company All Hands meetings. We are also surveying employees to assess morale and engagement.

“ Despite onboarding during the pandemic, there was a lot to dive into because the company was running full speed ahead. I felt very included and seen from day one, and there was more than enough work and training to keep me busy.

**Gabriela Preiss**  
*Enterprise Modernization Team*



# Recognition for MongoDB's Culture

glassdoor

4.5 ★★★★★

90% Recommend to a Friend

97% Approve of CEO

92% Positive Business Outlook





At MongoDB, we believe diversity fosters innovation and growth. Initiatives like Sell Like a Girl, which focuses on employees in Sales who identify as female, are examples of employees at all levels working together to ensure everyone has an opportunity to excel.

**Stephanie Samuels**  
*Regional Sales Director*

## Diversity and Inclusion at MongoDB

MongoDB is committed to building a culture that embraces the power of differences. We understand that knowledge and empathy come from listening to and learning from diverse perspectives. This philosophy extends to our employees, users, customers, and communities.

MongoDB is a place where individuals of all backgrounds can build their careers and thrive. We have established key partnerships to expand talent sourcing, mentoring, and development. And we continually review our systems and processes for fairness and equity.

As signatories to the Corporate Parity Pledge, 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 using a third party tool and set pay ranges based on market data and consider factors such as an employee's role and experience, job location, and performance.

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

# Spotlight

## CONFRONTING RACIST TERMINOLOGY IN TECH

When MongoDB Product Manager Garaudy Etienne came across the terms “Master/Slave” to describe a system where one entity controls another, he knew something had to change. Since then, Etienne has helped modernize tech terminology to remove offensive and racist legacy terms from code and documentation. It’s not as simple as executing a “find and replace.” Etienne has invested dozens of weeks of engineering time just updating the “Master/Slave” terminology in the core MongoDB server.

Senior Atlas Product Manager Marcus Eagan has been doing similar work as an open source contributor with the Apache Lucene and Solr projects. Eagan points out that eradicating terms like “Master/Slave” and “Whitelist/Blacklist” actually improves how intelligible the code is. “We have to work with people all over the world, so the code needs to make sense in and of itself,” he says.



I will open the pull request myself in effort to make this project and community more inviting to people of all backgrounds and histories.

**Marcus Eagan**  
*Senior Atlas  
Product Manager*



*Garaudy  
Etienne*

*Marcus  
Eagan*

# Employee Affinity Groups

Affinity groups are employee-led resource groups that bring together employees with similar backgrounds, interests, or goals.

The 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.



### 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.



### 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.



### 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.



### 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.



## Spotlight

### MONGODB FOR JUSTICE

In 2020, we launched MongoDB for Justice Fund to support organizations that are fighting for racial justice and equal opportunity. MongoDB donated \$250,000, split evenly amongst four organizations selected by TUPOC, MongoDB's affinity group for Underrepresented People of Color.

To promote the campaign, MongoDB's design team partnered with artist Lo Harris to create digital assets to use across our website and platform. The MongoDB Atlas customer login screen and banners on our website were leveraged to encourage site visitors to support the fund and increase the collective impact. A fundraising campaign was launched during MongoDB's annual conference, MongoDB.live.

Donations to date have exceeded \$330,000. The website is still live and directing current donations to the four organizations.



Our customers entrust us with their most sensitive application and user data, and we diligently work to earn and maintain their trust.

**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 and we continuously monitor our infrastructure for vulnerabilities and enforce rigorous cybersecurity controls. Our engineering and operational 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 specific 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 Security Officer and other senior technology executives to perform more in-depth reviews of relevant cybersecurity matters and report back to the audit committee regarding the matters reviewed.

# Principal Security Features of MongoDB Atlas

MongoDB Atlas is our DBaaS offering. With Atlas, MongoDB helps customers by managing the underlying systems, operations, and infrastructure, allowing customers to focus on their applications instead of database systems. We provide Atlas customers with best-in-class security features as well as full transparency in security processes and controls.

## Configuration Management

MongoDB Atlas's infrastructure is designed to be fully automated via modern configuration management systems. This reduces the chance for human error and makes audit and alerting standardized.

## Separation of Environment

MongoDB Atlas has strict separation between production and non-production environments. Production and customer data are never utilized for non-production purposes.

## Encryption Key Management

In addition to strong disk encryption, Atlas customers can “bring their own keys” and enable database-level encryption for sensitive workloads via the encrypted storage engine.

## Logging and Alerting

MongoDB maintains a centralized log management system for collection, storage, and analysis of log data for production environments. This information is used for health monitoring, troubleshooting, and security purposes.

## Secure Deletion of Data

If a customer terminates an Atlas cluster, it will become unavailable immediately. MongoDB will delete the data, and the backup associated with the managed cluster is also terminated.

## Input Validation

Input validation is done for data submitted to web applications and verified with manual source code checks and peer reviews, as well as internal and external security team tests.

# MongoDB Compliance Certifications

Our efforts to adhere to the highest cybersecurity standards are 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.



**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.



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).



**ISO/IEC 27001:2013** is a globally recognized standard mandating numerous controls for the establishment, maintenance, and certification of an information security management system. MongoDB Cloud has achieved ISO/IEC 27001:2013 certification.

# Spotlight

## MONGODB HELPS SECURE HEALTHCARE DATA

### Overview

Apervita is a cloud-based healthcare data company that migrated its entire platform onto MongoDB Atlas in 2018. Its primary purpose is to securely communicate healthcare records between stakeholders.

### Challenges

Healthcare is a heavily regulated industry, and fines for non-compliance are substantial. It requires data to be encrypted both at rest and in transit. Medical records, in the form of personally identifiable information (PII), make an extremely attractive target for malicious actors.

### The Solution

Some platforms process data unencrypted on the server side, making it vulnerable to compromise. MongoDB uses client-side, field-level encryption to obscure data from everyone except the client. At no point does the data exist unencrypted.



As a healthcare platform that works with over 2,300 hospitals around the country, securing patient data is our top priority. Working closely with MongoDB on development of the Field Level Encryption product, we implemented it into our platform quickly and at scale. Using this solution is a game-changer for our business.

**Chief Technology Officer,**  
*Apervita*





MongoDB Green Team is committed to positively impacting the environment through education and collaboration, in the communities where we operate as well as globally.

**Derek Lowry**  
*Head 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 and climate change 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 every aspect of the business, from product development to office selection. We continue to look for and adopt new ways in which we can positively address environmental challenges.

The MongoDB Green Team consists of over 240 employees committed to driving environmentally responsible behaviors at our company and relentlessly pursuing the goal of reducing our impact on the environment. The team works to educate employees on sustainable lifestyle practices and evaluates actions we can take as a company, locally and globally.

# Understanding Our Carbon Footprint

MongoDB is partnering with Watershed, an environmental software platform, to calculate our carbon footprint. Measuring and setting an emissions baseline is the first step toward defining our environmental strategy going forward.

The biggest contribution to our carbon footprint comes from our **cloud partners' data centers**, including Amazon Web Services, Microsoft Azure, and Google Cloud.

Our **office buildings** contribute to our carbon footprint. This includes their initial construction and their ongoing use.

Employee **travel** has historically been a contributor to our carbon footprint but has declined significantly since the COVID-19 pandemic.



In 2020 we completed our new International headquarters in Dublin. Environmental impact was a major factor in the design and construction of the office. The facility is powered by 100% renewable energy and has achieved a LEED Gold certification. 24

# Spotlight

## IMPROVING THE GLOBAL FOOD SUPPLY CHAIN

### Overview

Journey Foods set out to optimize everything about the food supply chain, from sourcing ingredients and pricing to nutrition and in-market performance. The company uses data and machine-learning to accurately provide nutrition and sustainability insights, and help save customers money.

### Challenges

Starting with a major cloud platform and a bunch of APIs, the Journey Foods team quickly realized that in order to meet the needs of enterprises, they needed databases that could work at scale. They also needed better security, which is critical in the food industry.

### The Solution

Its seamless user experience and ease of scalability made MongoDB a natural fit. Developers appreciate how easy it is to use, and how seamless it is to share and collaborate.

“ With the pandemic, we went back to a lot of deleterious environmental practices in the supply chain, just so we could meet demand. The environment, along with affordability, is a very big interest both for companies and people. And we are bringing in data that is relevant to the biggest problems we see with food, affecting the livelihood of people across the world.

**Riana Lynn**  
*CEO, Journey Foods*



## CAUTIONARY NOTE REGARDING FORWARD LOOKING STATEMENTS

Certain statements in this Corporate Sustainability Report may constitute “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, or the Securities Act, and Section 21E of the Securities Exchange Act of 1934, as amended, including statements with respect to achievement of goals and objectives; anticipated actions to meet goals and objectives; allocation of resources; planned, encouraged or anticipated actions; our competitive advantage; product and system design; or other efforts. These forward-looking statements include, but are not limited to, plans, objectives, expectations and intentions and other statements contained in this press release that are not historical facts and statements identified by words such as “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “plan,” “project,” “will,” “would” or the negative or plural of these words or similar expressions or variations. These forward-looking statements reflect our current views 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 as reflected in or suggested by those forward-looking statements are reasonable, we can give no assurance that the plans, intentions, expectations or strategies will be attained or achieved. Furthermore, actual results may differ materially from those described in the forward-looking statements and are subject to a variety of assumptions, uncertainties, risks and factors that are beyond our control including, without limitation: our ability to achieve sustainability goals and objectives; changes in our priorities as well as changes in the priorities of our customers; the future effect of legislation and changes in policy; the competitive environment; the ability to attract and retain personnel; the success of our diversity and inclusion initiatives; the success of technologically developed solutions; the impact of cyber or other security threats or other disruptions to our business; and global economic, business and political conditions. These are only some of the factors that may affect the forward-looking statements contained in this report. For further information regarding risks and uncertainties associated with our business, please refer to SEC filings including our Quarterly Report on Form 10-Q for the quarter ended April 30, 2021. The forward-looking statements contained in this report are made only as of the date hereof and MongoDB does not have or undertake any obligation to update or revise any forward-looking statements whether as a result of new information, subsequent events or otherwise, unless otherwise required by law.

