

# Environmental, Social and Governance Report



FY24



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# Our Vision and Values





# Letter from our CEO



We are pleased to present our fourth annual Corporate Sustainability Report, encapsulating a year in which MongoDB demonstrated strong growth, resilience, and our continued commitment to sustainability.

## **A Year of Exceptional Growth and Innovation**

In FY24, MongoDB not only surpassed our revenue expectations, growing 31% year-over-year, but also expanded our customer base by 7,000, ranging from AI startups to Fortune 500 companies. We rolled out innovative products like Vector Search, Queryable Encryption, and Atlas Stream Processing. This pace of innovation underscores our teams' dedication to our mission—to empower innovators to create, transform, and disrupt industries by unleashing the power of software and data.

## **Our Commitment to Sustainability and Stakeholder Engagement**

Building a generational company takes more than achieving financial milestones; it's about ensuring our journey is sustainable and inclusive. This year, we continued to take a stakeholder-centric approach to our operations, aiming to forge stronger bonds with our customers, employees, investors, suppliers and community members by aligning our sustainability goals to their feedback.

## **Enhancing our Corporate Sustainability Framework**

FY24 was a pivotal year for MongoDB's sustainability efforts. We formalized our commitment by expanding our Environmental, Social, and Governance (ESG) initiatives and welcomed a full-time ESG expert dedicated to spearheading these efforts. We maintained a strong focus on Diversity, Equity, and Inclusion (DEI), fostering a culture where everyone feels valued and empowered to do their best work.

## **Bolstering Cybersecurity for a Sustainable Future**

As a developer data platform that supports mission-critical applications for our customers, we understand that cybersecurity is of utmost importance. To reinforce the importance of having a strong culture of security, in FY24 we established the Trust Team within our CISO organization. Dedicated to enhancing trust, security, and compliance for our customers and prospects, the Trust Team will create more bridges between our CISO, Product Management and Sales teams.

## **Our Environmental Stewardship**

Despite our relatively modest direct environmental footprint, we are committed to playing an active role in environmental stewardship. This year, we made contributions to renewable energy through our second Virtual Power Purchase Agreement and published new Environmental and Sustainable Procurement Policies that lay the foundation for a more sustainable operational model.

## **Looking Ahead**

The progress outlined in this report is a testament to MongoDB employees' talent and dedication. As we look to the future, we remain committed to deepening our investment in sustainability. Your feedback, insights, and partnership are invaluable as we strive to create lasting positive impact.

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 Core Values



We use our core values every day to guide how we collaborate with each other and operate as a whole, and look for them in prospective candidates.

## 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.



# About MongoDB

Headquartered in New York, MongoDB's mission is to empower innovators to create, transform, and disrupt industries by unleashing the power of software and data. Built by developers, for developers, MongoDB's developer data platform is a database with an integrated set of related services that allow development teams to address the growing requirements for today's wide variety of modern applications, all in a unified and consistent user experience. MongoDB has tens of thousands of customers in over 100 countries. The MongoDB database platform has been downloaded hundreds of millions of times since 2007, and there have been millions of builders trained through MongoDB University courses.



## #1

MongoDB is the industry's first developer data platform.

## 47,800+

customers in over **100** countries.

## 1,000+

partners across the globe.

## 117

Available in 117 cloud regions, MongoDB is the most widely available developer data platform in the world.

## 5,000+

employees, including **2,400+** outside of the US.



# MongoDB Developer Data Platform

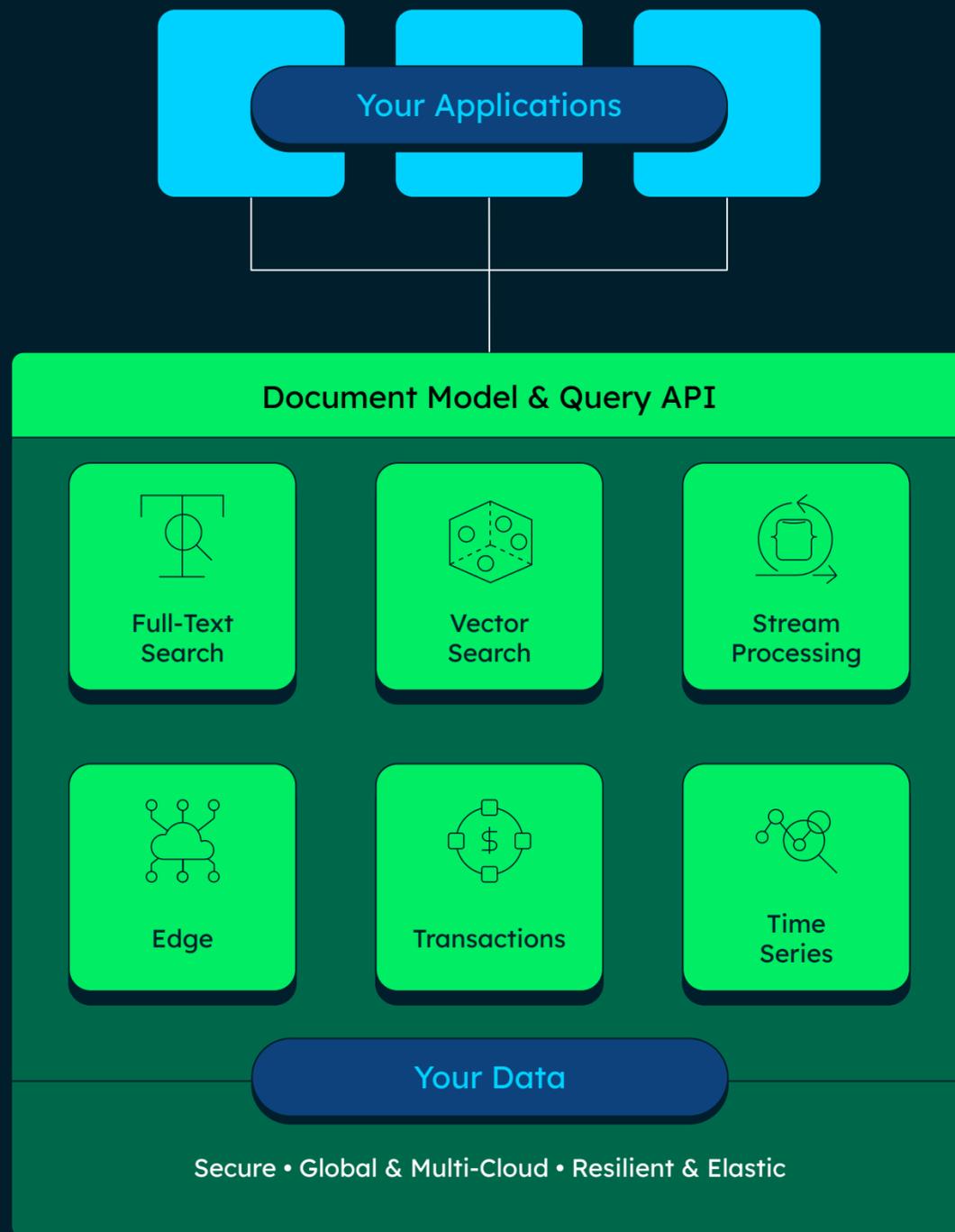
Our developer data platform is an integrated set of database and related services that allow developers to address the growing variety of modern application requirements, all in a unified and consistent user experience.

The foundation of our platform is **the world's leading, modern general purpose database**. An operational 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**, a scalable and flexible solution that maps to how developers think and code, putting developers at the center of innovation. We streamlined the process of building data-driven applications with a developer-friendly query language and a flexible data model that is easy to work with and easy to scale.

In addition to the database offering, our developer data platform includes **additional capabilities** that allow developers to meet the ever-evolving demands of modern applications, including those using generative AI. Our unified developer data platform **reduces the cost and complexity of customers' application infrastructure** by integrating our highly secure, globally distributed operational database with full-text search, vector search, time series, data lifecycle, in-app analytics, edge, stream processing, and the ability to **run applications anywhere**—on your cloud of choice or across clouds, on premises, and at the edge of the network.

Our developer data platform allows everyone—from a Fortune 500 enterprise, to a government agency, to a startup—to **create better application experiences for their customers, faster and with significantly less heavy lifting**. With MongoDB, every developer and organization can take full advantage of their most valuable asset, their data, to easily build, scale, and run modern applications.

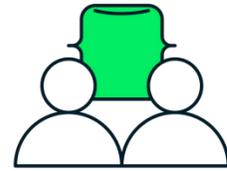


# Our Competitive Advantage



## Best-in-Class Technology

Our platform was built to address the performance and scalability challenges of legacy offerings. MongoDB allows customers to securely and frictionlessly make use of multiple types of high-volume, real-time operational data generated by the application so that they can deliver high-performing, intelligent application experiences to their end-users. Our platform's unified experience enables customers to build, deploy, and run these application experiences without the cost and hassle involved with managing countless disparate technologies.



## Developer Mindshare

MongoDB was built by developers for developers. Today's developers are under pressure to innovate faster, and MongoDB continues to be focused on streamlining the developer experience so they can do just that. MongoDB is giving developers the tools that they need to build innovative applications intuitively and with less heavy lifting. That's why MongoDB has been named as one of the most desired database technologies for developers since StackOverflow introduced databases as a category in their Annual Developer Survey in 2017.



## Infrastructure Independence

MongoDB offers customers the ability to run applications anywhere—on your cloud of choice or across clouds, on premises, and at the edge of the network. MongoDB is the most widely available developer data platform in the world, and by providing customers a consistent experience regardless of infrastructure, they are able to build and deploy applications with a high degree of flexibility and efficiency.

# Proven Success Across Industries

## Communication & Media



## Technology



## Industrials



## Healthcare



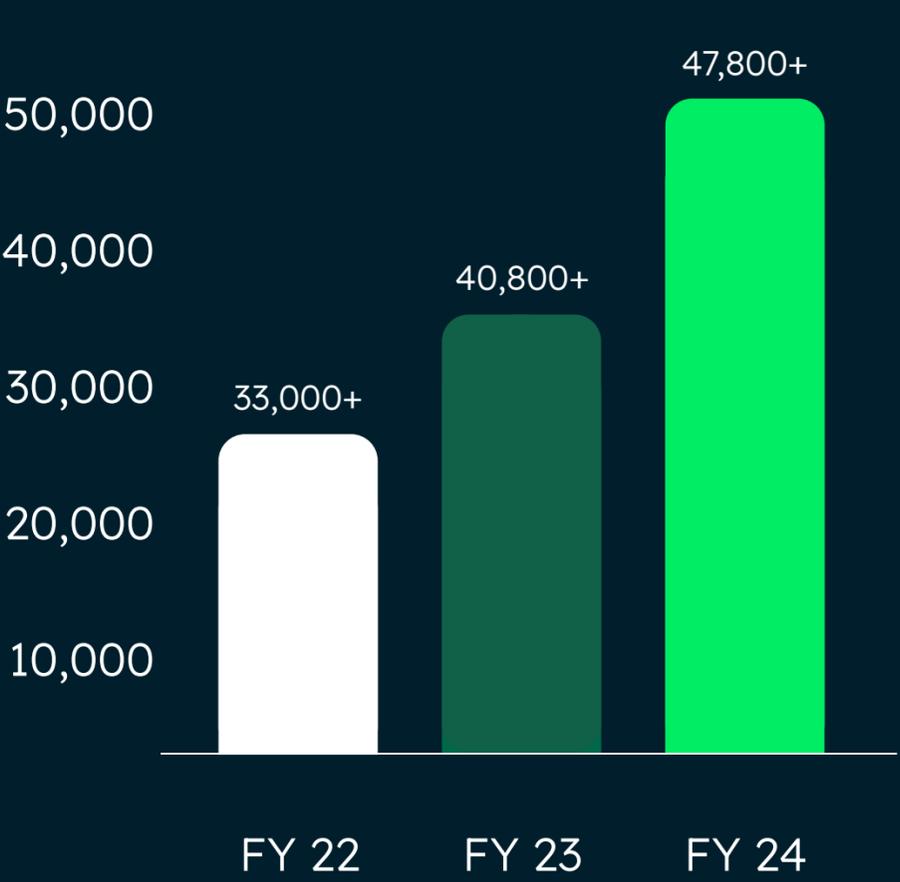
## Financial Services



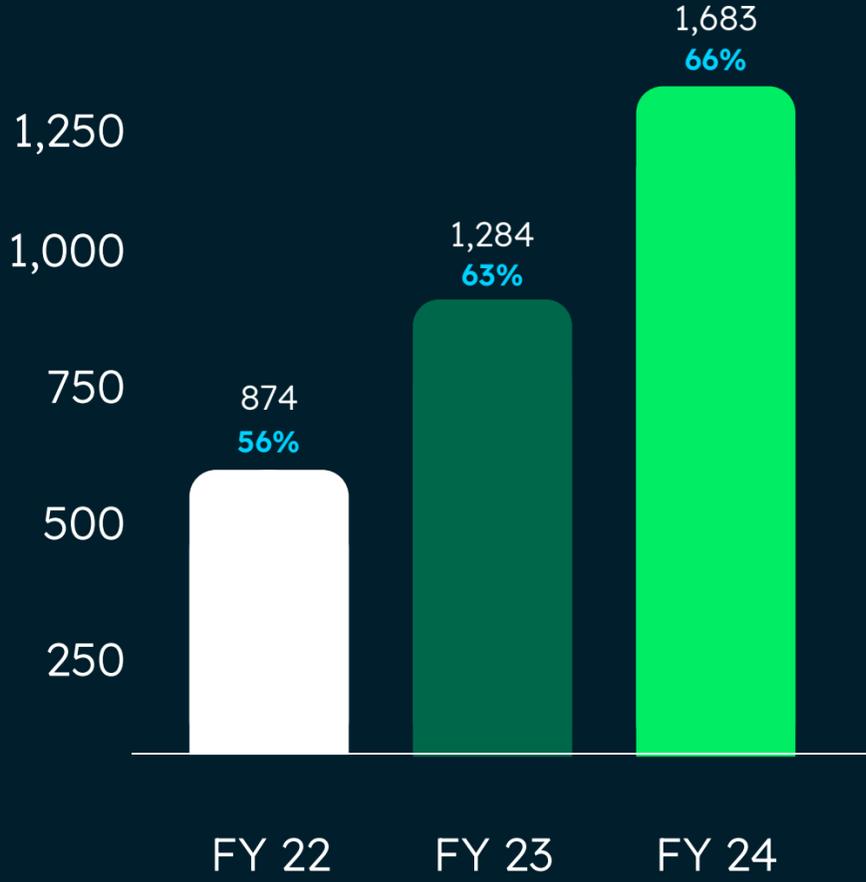
## Consumer & Retail



# Strong Financial Performance

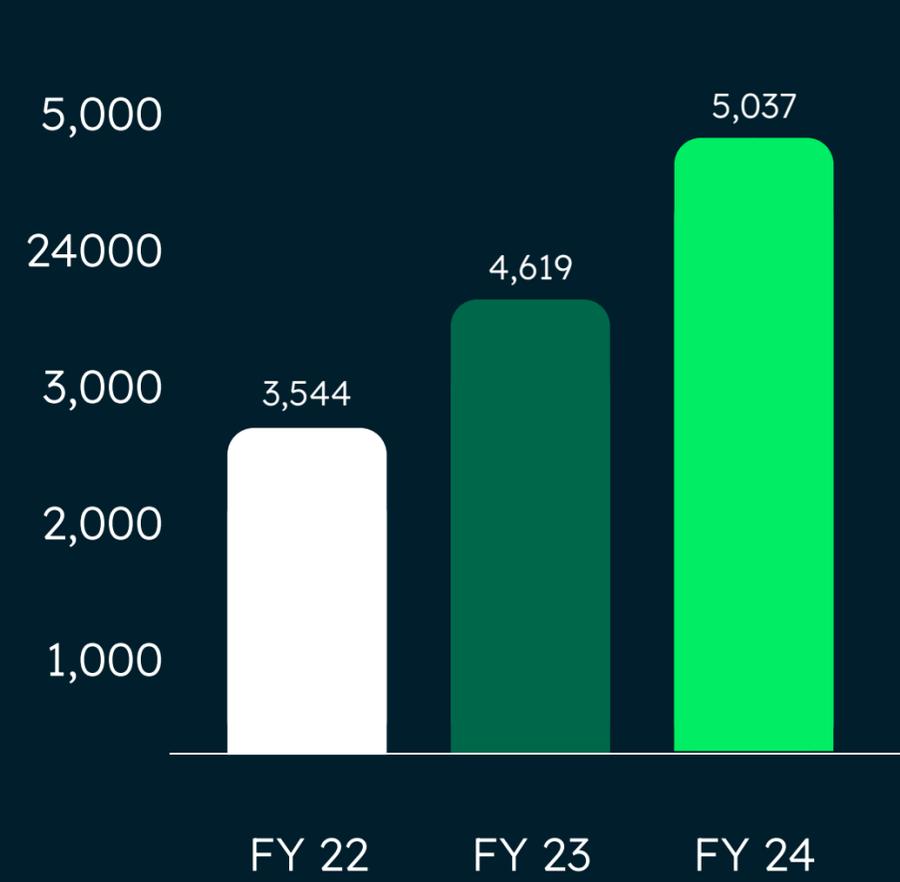


CUSTOMERS



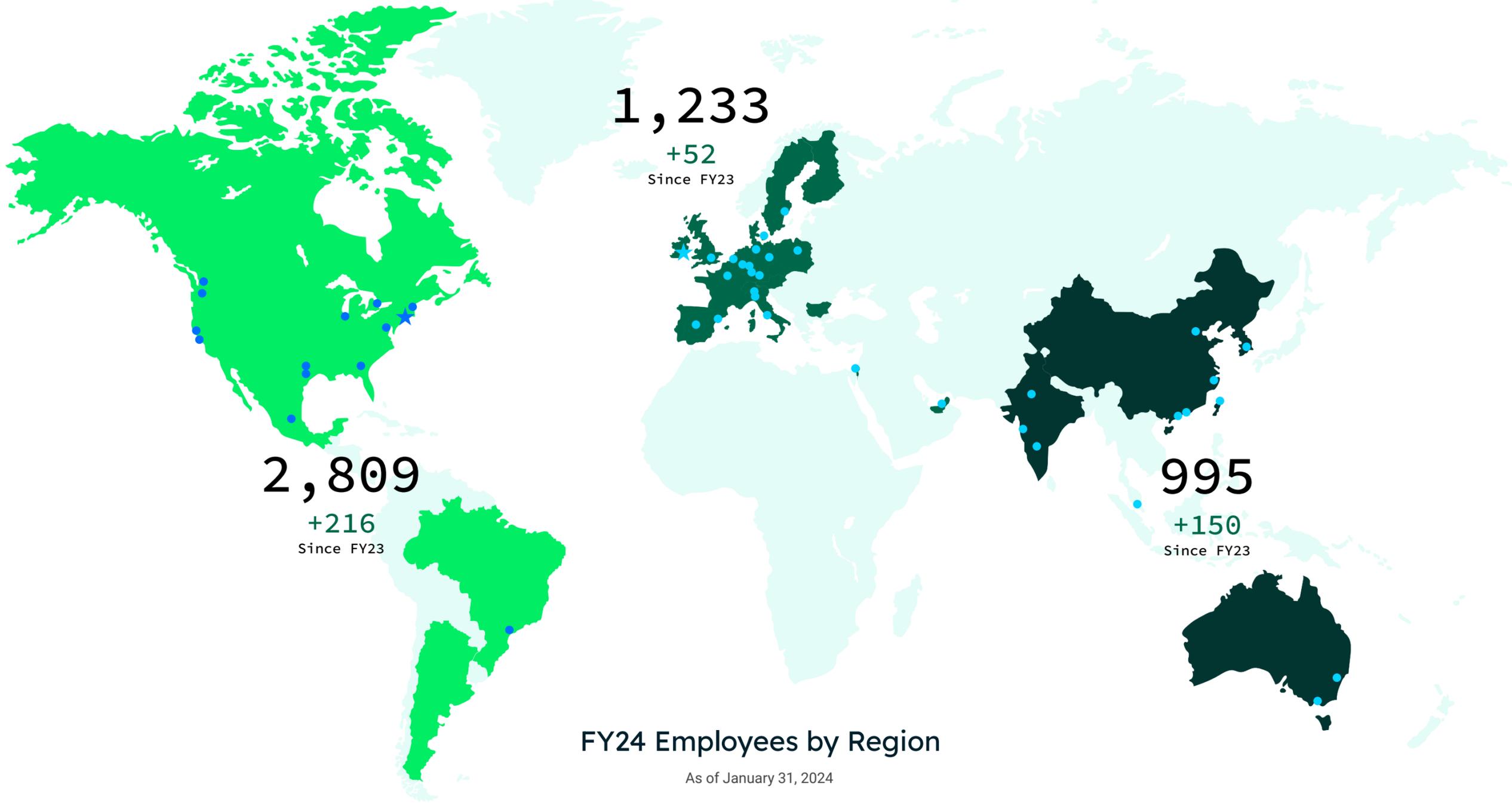
REVENUE \$(MM)

■ Atlas % of Revenue



EMPLOYEES

# Building a Global Enterprise



FY24 Employees by Region  
As of January 31, 2024

Americas EMEA APAC

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# The MongoDB Sustainability Framework





# MongoDB's Approach to ESG

At MongoDB, we strive to integrate Environmental, Social, and Governance (ESG) principles into the core of our operations, leveraging our position in the database technology industry to promote sustainability and responsible business practices. Our ESG approach encompasses non-financial aspects, enabling us to identify risks and opportunities that shape our impact on society and the environment.

We regularly assess sustainability issues and actively engage with stakeholders to uncover new opportunities and mitigate risks. This ongoing dialogue fuels continuous refinement and customization of our ESG strategy. Currently, we are conducting a double materiality assessment to prioritize issues that are most significant to MongoDB.

After setting our strategic objectives, we will identify the key performance indicators essential for tracking our progress efficiently. Throughout this process, we plan to align our efforts with the United Nations Sustainable Development Goals so that our activities support these global objectives.

MongoDB is dedicated to advancing our ESG initiatives and making a meaningful impact. We invite our stakeholders to join us in this journey, as we work together to tackle today's challenges and anticipate the opportunities of tomorrow.

# Identifying Significant Sustainability Factors



To identify the sustainability factors that are important 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.
Suppliers	Consistent with our Sustainable Procurement Policy, require completion of questionnaires to enable tracking of "sustainable suppliers". We also request, and enforce, compliance with our sustainability requirements and Supplier Code of Conduct.
ESG Rating Agencies	Monitor and analyze key factors identified by the most influential ESG ratings agencies, including, but not limited to, Ecovadis, Institutional Shareholder Services, MSCI, and Sustainalytics.



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# Corporate Governance and Ethics

# Corporate Governance



The following information describes Board composition and corporate governance practices as of January 31, 2024

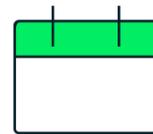
## Corporate Governance Highlights

- Formal shareholder engagement program
- Code of Business Conduct and Ethics for directors, officers, and employees
- Ongoing education for directors

## Board Accountability and Shareholder Rights

- Annual board and committee self-evaluations
- Cash and equity clawback policies
- No poison pill
- One share, one vote
- Annual say-on-pay vote
- Stock ownership guidelines
- Engagement of independent compensation consultants

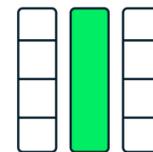
## Board Composition



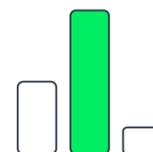
**55.6yrs**  
Average Age



**7.2yrs**  
Average Tenure

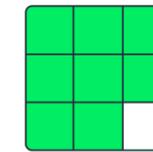


**30%**  
Women

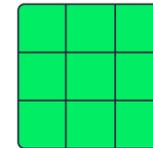


**30% Asian**  
**60% White**  
**10% Decline to Disclose**  
Racial/ethnic/national diversity

## Board Independence



**9/10 (90%)**  
Independent



**100%**  
Standing Board Committee  
Independence



**Independent**  
Chairperson



**Separate**  
CEO & Chairperson roles

# ESG Governance



## Board of Directors

Our Board of Directors provides oversight of our ESG strategy

## Executive Team

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

- Approve policies and resource requests
- Prioritize risks and opportunities

## ESG Steering Committee

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

# Board ESG Oversight



Our Board of Directors applies an enterprise-wide approach to environmental, social and governance (ESG) and risk management. This approach is designed to support organizational objectives—including strategic objectives, improving long-term organizational performance, and enhancing stockholder value. While our Board of Directors has ultimate responsibility for significant ESG matters that impact our business, each of our independent Audit, Compensation, and Nominating and Corporate Governance Committees works closely with our management team to oversee ESG matters across our business operations in the areas that align with their respective responsibilities.

Below is a high-level summary of how the Board of Directors 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				●
Governance			●	●



# Ethics

### FY24 MDB Employee Training Completion Rates



### The Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics (the “Code”) applies to all of our directors, officers, and employees. Our Code is intended to deter misconduct and promote the following:

- Honest and ethical conduct, including ethical handling of actual or apparent conflicts, or interests between personal and professional relationships
- Full, fair, timely, and understandable disclosures in reports and documents MongoDB files with, or submits to, the Securities and Exchange Commission and in other communications made by MongoDB
- Compliance with applicable governmental laws, rules, and regulations
- Prompting internal reporting of violations of the Code to the appropriate person or persons identified
- Accountability for adherence to the Code
- Adherence to a high standard of business ethics

### The Code Sets Principles and Standards for:

Insider Trading Policy    Anti-Bribery and Anti-Corruption Policy    Confidentiality Policy    Whistleblower Policy    Anti-Slavery Statement



# Employee Engagement

# The MongoDB Leadership Commitment



All employees at MongoDB are keepers of our culture and are 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

In FY24, we focused on ensuring that all employees spent time learning and understanding what the Leadership Commitment is and how it will help us thrive in a competitive business environment, maintain our culture as our company scales, and ensure our employees are engaged and effective in their roles. The Leadership Commitment framework:

- Acknowledges 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.
- Establishes that business outcomes are explicitly tied to our culture and behavior, i.e., that our mission, values, and leadership are critical to our success.
- Raises 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 reinforce these expectations, we provided a variety of on-demand resources, workshops, and exercises that both leaders and employees could leverage throughout the year. Our Fall FY24 Engagement Survey results were clear: participating in a workshop and/or the Leadership Commitment exercise was positively related to higher survey scores.



“ The MongoDB Leadership Commitment is the framework for how we help our people deliver great results, live our purpose, and act like leaders. In FY24, almost 2,000 employees participated in values workshops where they had the opportunity to dive deep into our values, connect them with their personal values, and understand how to incorporate them into their day-to-day. Not only did workshop participation positively impact engagement scores, it also was positively correlated with perceptions of diversity and inclusion.



**Jolene Skinner**  
VP Culture, Talent, and Development

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 several 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 using the MongoDB Leadership Commitment as a tool to build 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 our Board of Directors review the engagement survey results. Our leaders work with their teams to determine actionable steps based on survey results.

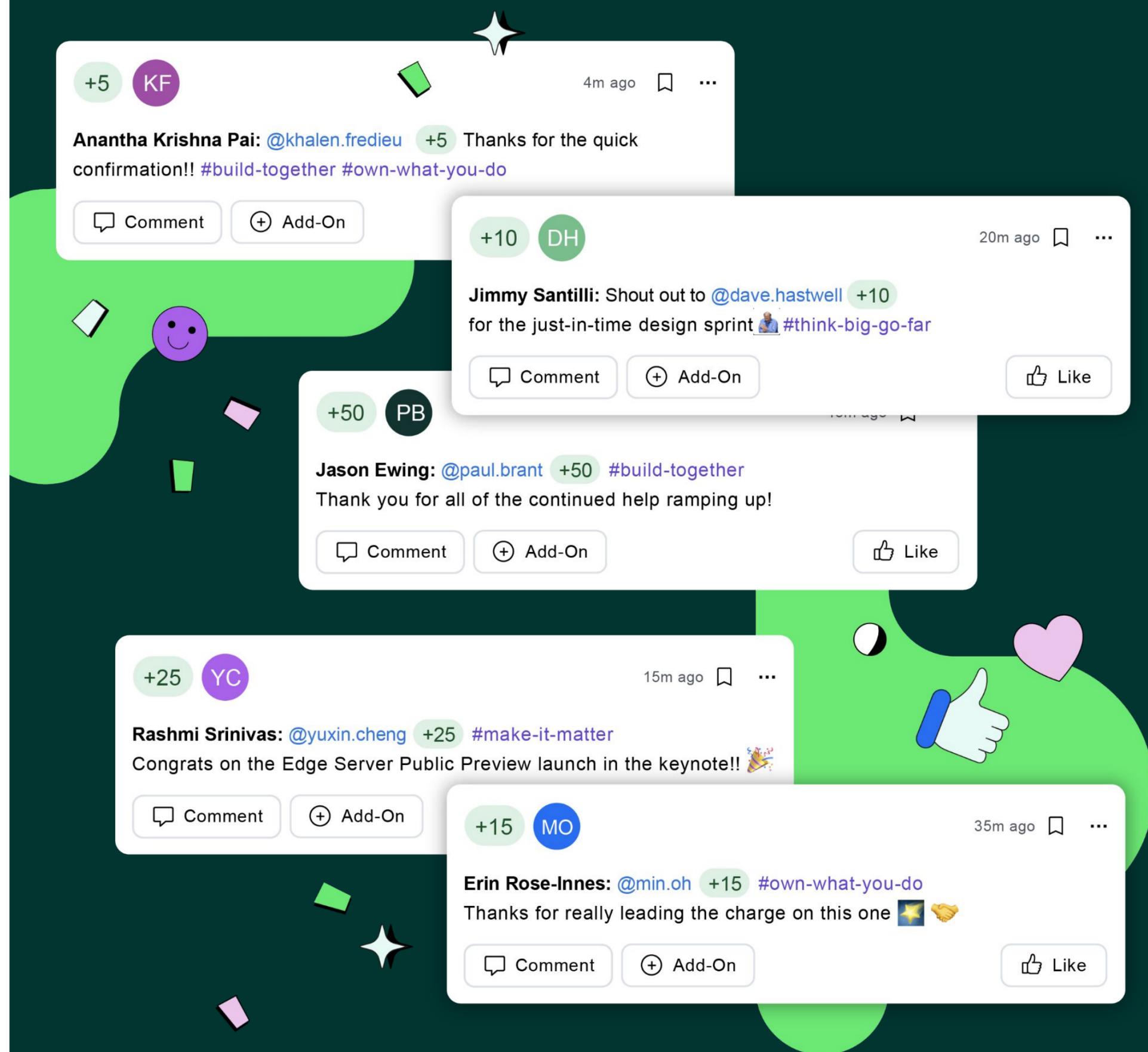
**In our October 2023 employee engagement survey, we scored above the Computer Software\* top quartile benchmark. 89% of our employees participated and provided feedback.**

\*Computer Software is a benchmark created by our survey provider, CultureAmp, consisting of approximately 550 organizations.

# Peer-to-Peer Recognition for Our Values

We use Bonusly to encourage peer-to-peer recognition. By awarding Bonusly points, employees can show appreciation to colleagues who demonstrate our values. Each recognition is associated with at least one of our core values. Bonusly points can be redeemed for gift cards or charitable donations.

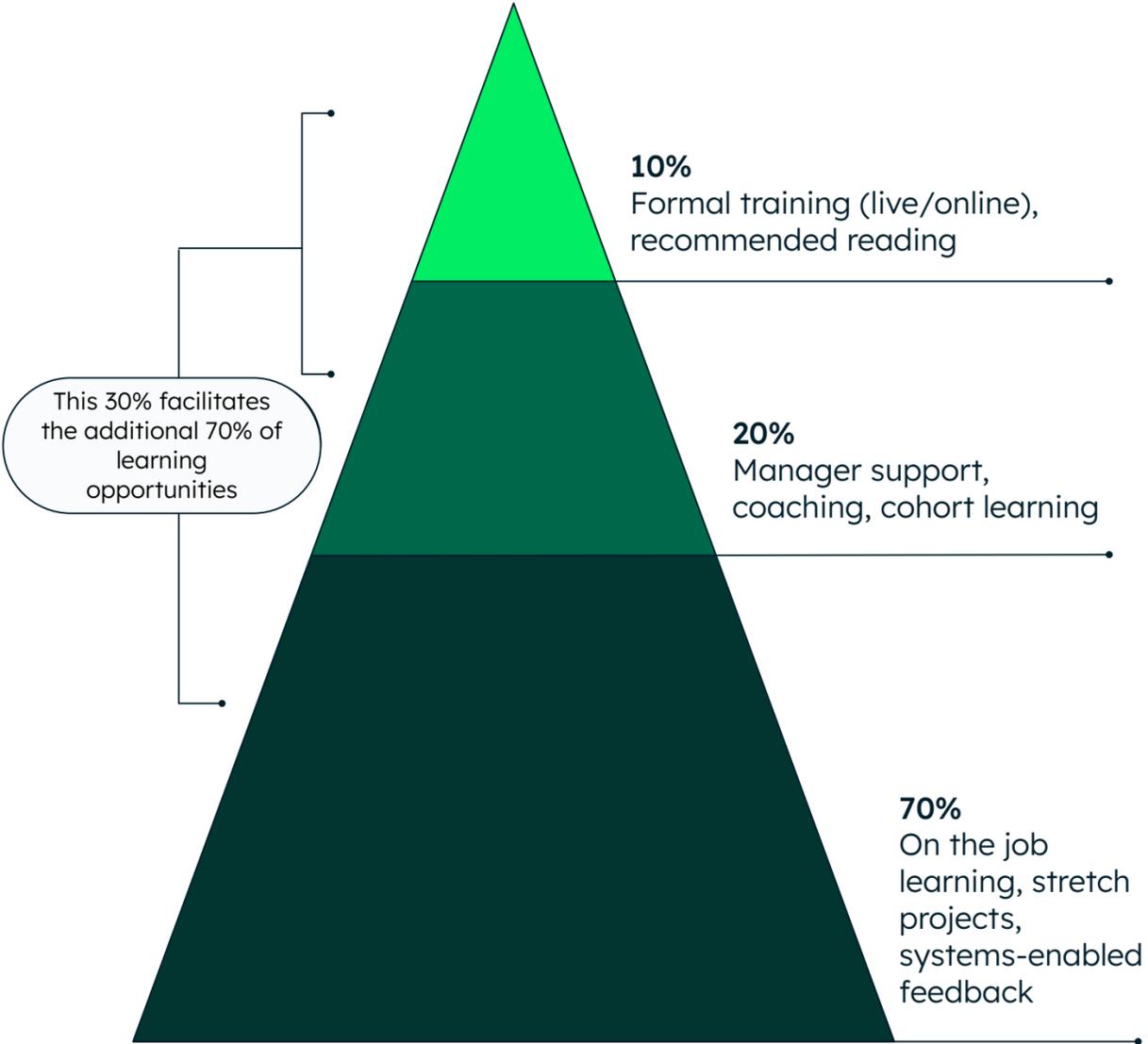
In FY24, MongoDB employees gave each other an average of 25,000 Bonusly points per month and made over 1,000 contributions to charities.



# Our Approach to Talent Development



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



**Formal training** includes self-guided content, as well as organized training sessions.

In FY24, we focused on increasing our manager capability of our new Leadership Principles. This included live workshops, one-pagers, email campaigns, videos, and more on demand resources. We had over 900 attendees at our live workshops and increased our ILT (instructor-led training) completion rate by over 30% (compared to FY23).

**Social learning** involves internalizing and reflecting on learning, as well as discussing experiences with peers. For example, 175 employees completed one of three coaching programs designed to support the development and accelerate the growth of our top talent. We also leveraged social learning for the rollout of our Leadership Commitment, leveraging a "nudge" campaign to prompt our second-line leaders to reflect, practice, and socialize the Leadership Principles with their team.

**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 biannual opportunity for structured feedback and goal-setting conversations between an employee and their manager. All full-time employees participate in the program, and we continue to see high completion rates for employee self-reflections—94% of employees completed their self-reflection at the end of FY24.

# Benefits Overview

Our benefits are designed to support our inclusive culture and values while making a meaningful impact in our employees' lives. Our philosophy is to ensure that our overall offering is globally equitable, with regional adaptation, to support local and external competitiveness.

## 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 typically 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 family planning benefits to our employees and their partners, including fertility care, adoption, and surrogacy assistance. Our employees are supported along their parenting journey through access to personalized counseling for parents of children ages 0-18. 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.

**To support our employees’ well-being, in FY24 we offered 100+ monthly education sessions on topics such as financial health, managing stress, and nutrition.**

# MongoDB Bloom

“**MongoDB Bloom**”, our wellness program, is crafted to nurture employee well-being holistically. With a comprehensive blend of on-site and online options, MongoDB Bloom embodies our commitment to fostering a culture of proactive health management. This holistic approach encompasses a wide array of initiatives throughout the year, from on-site yoga classes that promote physical flexibility and mental relaxation to flu vaccinations aimed at safeguarding against seasonal illnesses.

In FY24, we launched a spinoff, “**Bloom for Interns**”. This wellness journey program is tailored specifically for interns, offering valuable resources, support, and opportunities for holistic growth throughout their internship experience. As interns transition to full-time roles, they seamlessly integrate into the broader MongoDB Bloom program, continuing to benefit from its initiatives and thereby contributing to a culture of health and vitality within MongoDB.



# Recognition for MongoDB's Culture



# MongoDB's Commitment to Hybrid Work



## Our Four Working Models

<b>In Office</b>	Role is primarily based in the office, or the employee chooses to be office based, and they have a dedicated desk
<b>Flexible</b>	Most of this employee's work can be done remotely, and they sometimes work in the office
<b>Fully Remote</b>	All of this employee's work can be done remotely; they are typically not located near an office
<b>Customer-Facing Remote</b>	Most of this employee's work can be done remotely, and part of their responsibilities include in-person time with customers

At MongoDB, we remain committed to a hybrid work environment where we offer employees options about where and how they work.

In the spirit of two of our core values, [#OwnWhatYouDo](#) and [#MakeItMatter](#), we trust and expect our employees to work hard, deliver great results, drive positive impact and live our values - no matter where they work.

We see our hybrid way of working as a true competitive differentiator that provides our employees with the flexibility to work from home when they want, and the opportunities for collaboration and social interaction while in the office.

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# Diversity and Inclusion





“ At MongoDB, we're not just attracting the next generation of emerging talent: we're nurturing them to thrive. With a passionate focus on building a diverse pipeline of future leaders, we empower individuals to discover why MongoDB is the best place to build their career.



**Katelyn Peker**  
Director of Diversity and  
Early Talent Recruiting

MongoDB is committed to attracting, retaining and developing a diverse workforce. Our D&I efforts focus on two important goals. First, we strive to build a diverse workforce where our leaders mirror our employees, and our employees mirror our customers. Second, we want to create an inclusive culture where every employee is highly engaged, living our values, and equipped to deliver great results. We believe this approach allows us to focus on both Diversity and Inclusion simultaneously, which also leads to 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 with trainings like Veteran resume reviews, Diversity Sourcing best practices, and Unconscious Bias training, as well as our investment in SeekOut, a recruiting tool which specializes in finding technical underrepresented talent. We also continue to focus on our diversity enablement function that supports diverse recruitment marketing campaigns, events 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. This year our ERGs were included in the strategy and execution of our MongoDB HBCU Homecoming event.

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.

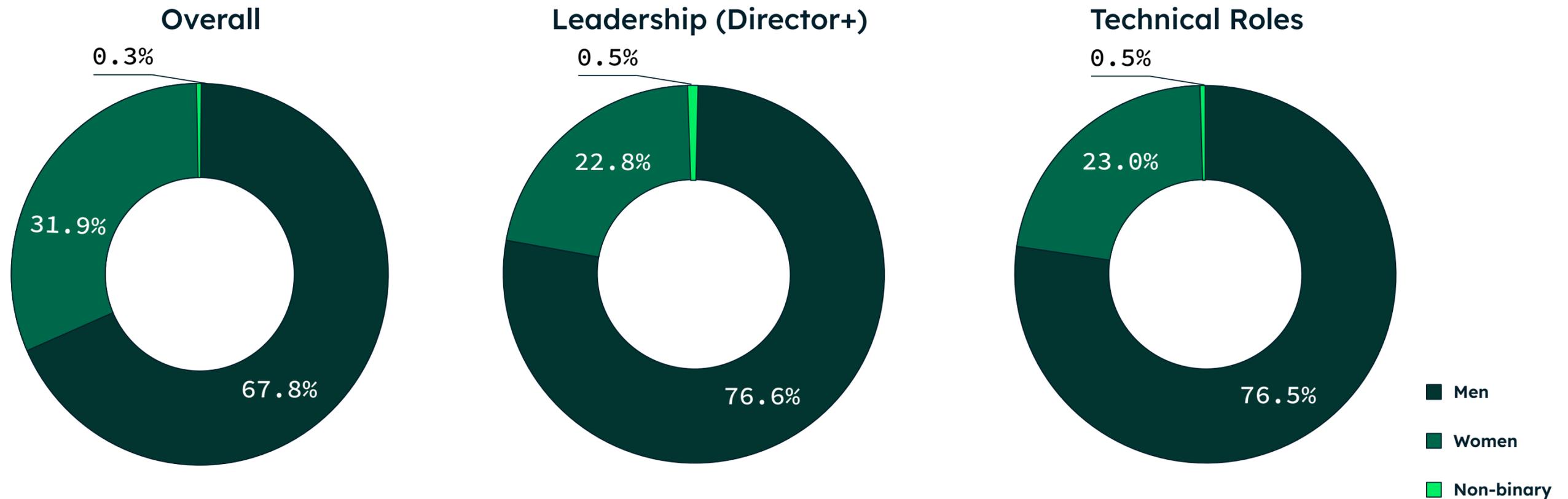
**Board Diversity Matrix**

Total Number of Directors: 10				
	Female	Male	Non-Binary	Did Not Disclose Gender
Part I: Gender Identity				
Directors	3	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	2	4	—	—
Two or More Races or Ethnicities	—	—	—	—
LGBTQ+	—	—	—	—
Did Not Disclose Demographic Background	—	—	—	1

# Our Workforce Composition



As of January 31, 2024—Gender (Global)

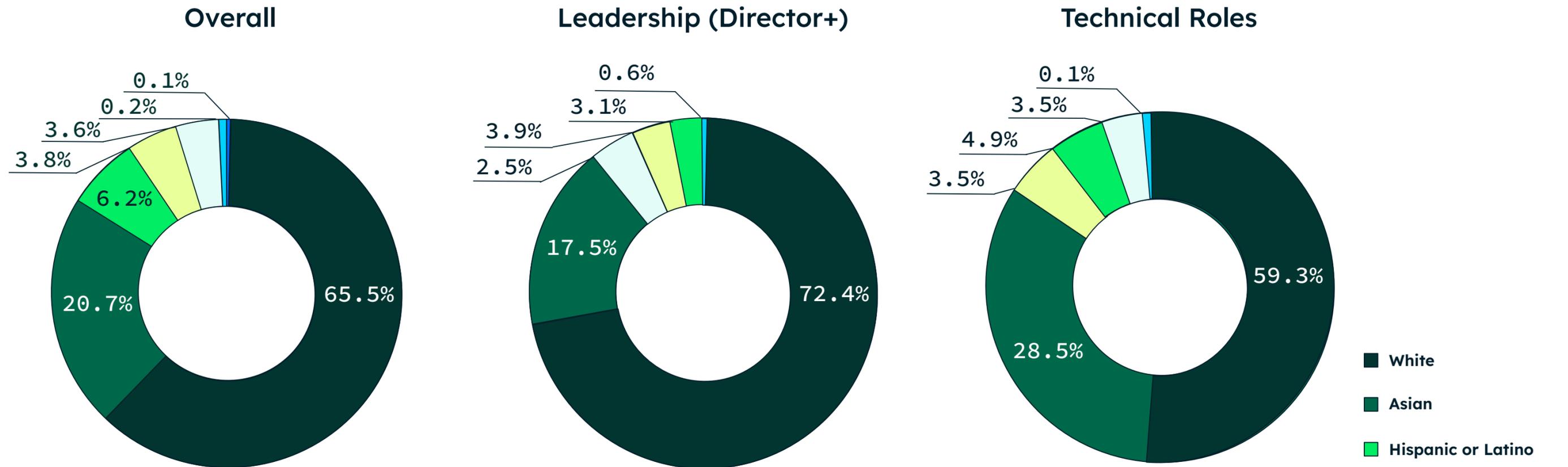


We used a market-based approach to define technical roles using job codes. In general, technical jobs are those that require specialized knowledge or skills in a specific field, such as engineering, information technology, or science. These jobs typically involve working with complex systems, equipment,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

# Our Workforce Composition



As of January 31, 2024—Race/Ethnicity (US)



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.

# Spotlight: Supply, Demand, and Closing the Skills Gap in Traditionally Underrepresented Groups

MongoDB is paving the way for the future of development, and looks to bridge the software development skills gap through partnerships with leading online learning platforms. These new partnerships are part of the [MongoDB for Academia program](#), which gives educators and students access to free MongoDB Atlas credits and certifications.

MongoDB is also proud partner with leading diversity and inclusion advocacy groups to make software development a more welcoming profession for underrepresented groups.

One of those partnerships is with [MyTechDev](#), a non-profit focused on empowering African students. In partnership with MyTechDev, MongoDB University aims to certify 500 people in Nigeria, South Africa, Kenya, and Egypt over the next two years. Software developers represent the highest-paying profession on the African continent, according to research from Business Insider Africa. Here are some highlights:

- Since the June 2023 partnership rollout, MongoDB and MyTechDev have trained 268 students from seven different universities in Ghana and Nigeria,
- Trainings are five-weeks long and include videos, hands-on labs and quizzes to supplement in-person classroom training.
- Students are eligible to take free MongoDB certification exams upon completing training.
- MongoDB provided MyTechDev with \$15,000 as well as 500 free MongoDB certification exams for future students.



“ There is a huge demand for software development skills among African youth, but many don't have access to inputs needed to master coding with a focus on enterprise technologies. Getting students MongoDB certified in Nigeria, Kenya, Egypt, and South Africa will boost their knowledge and help them start or grow their careers.

**Wilberforce Oshinaga**

Director at MyTechDev

# Employee Resource Groups



Employee Resource Groups (ERGs) and affinity groups are employee-led groups based on similar backgrounds, interests, causes, or goals. They play an important role in our company culture and demonstrate our commitment to our value of “Embracing the Power of Differences.” We value a diverse workforce as a way to broaden our perspectives, foster innovation, and to enable competitive advantages. ERGs provide safe communities, help us raise awareness of issues unique to their members’ experiences, offer professional development / mentorship opportunities, and support our company goals to create a more inclusive workplace.

**20%**  
Membership

**70+**  
ERG Events

**11**  
Countries with  
ERG Presence



BEAM (Black Employees at MongoDB)



QueLatine (Latinx/Hispanic)



MongoDB\_ API (Asian Pacific Islander)



Queeries (Safe space for LGBTQIA+)



Config (Neurodiversity)



MDBWomen



Veterans



Queer Collective (LGBTQIA+)



Green Team (Environmental)



Underrepresented Genders in Tech



Women in Sales

# Spotlight: Cultivating an Inclusive Pathway for Emerging Leaders

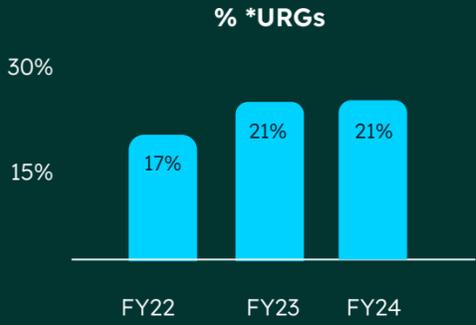
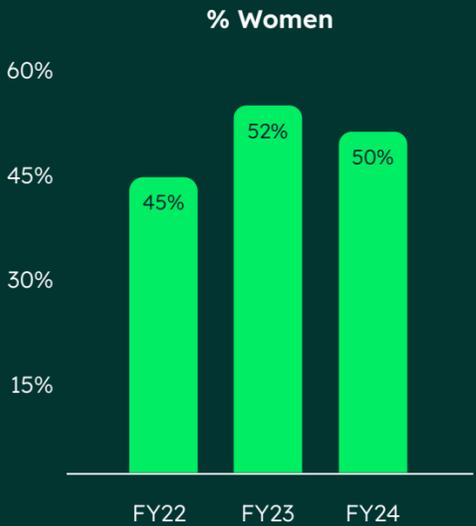
In addition to our annual “Make it Matter” and “Women in Computer Science” summits, which help our intern program to support a diverse pipeline of future leaders, in FY24, we launched the Intern “Bridge Building Program” as a formalized extension of our intern mentorship initiative.

The Bridge Building Program exemplifies MongoDB’s steadfast dedication to fostering diversity and inclusion. This program is a collaborative venture between our Early Talent Team and Employee Resource Groups (ERGs), closely aligned with our core value of “Embrace the Power of Differences.”

Through this program, interns are paired with ERG Guides who provide personalized 1:1 mentorship, facilitating pathways to early career success. Furthermore, interns gain access to ERG events and meetings, enhancing their overall internship experience and created a positive impact on offer accepts.

In its inaugural year, 58% of our internship cohort participated in this pilot program, demonstrating its immediate impact. As we move forward, we are committed to expanding and refining the program to ensure even greater engagement and effectiveness.

Intern Class Composition



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



I began my journey at MongoDB in the summer of 2022, when I joined as a Software Engineer Intern. During this time, I experienced a great culture filled with amazing people who were happy to mentor, guide, and challenge me. This led me to decide to return as a full-time Software Engineer after my graduation, a major life change, since I moved from Mexico to NYC! Now, a year later, I can confidently say that it was the best decision. I’ve had the opportunity to lead big and impactful projects in the Identity and Access Management area, and collaborate and learn from smart and experienced people who are genuinely interested in helping me succeed and grow in my professional career. My journey at MongoDB has been transformative, and I consider it one of the best places to start and build a career!



**Marisa Diaz**  
Former Intern,  
Current Software Engineer 2



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# Cybersecurity



“ MongoDB’s products and services are trusted by thousands of customers globally to securely host their sensitive data. As your critical third party vendor, we understand the importance of securing your data. We are proud of our Security and Compliance Program, as well as the number of our third-party certifications. In addition, we are committed to ensuring that should something go wrong, we will inform you quickly and transparently in order to allow you to act as you see appropriate.



**Chris Sandulow**  
Deputy Chief Information Security Officer

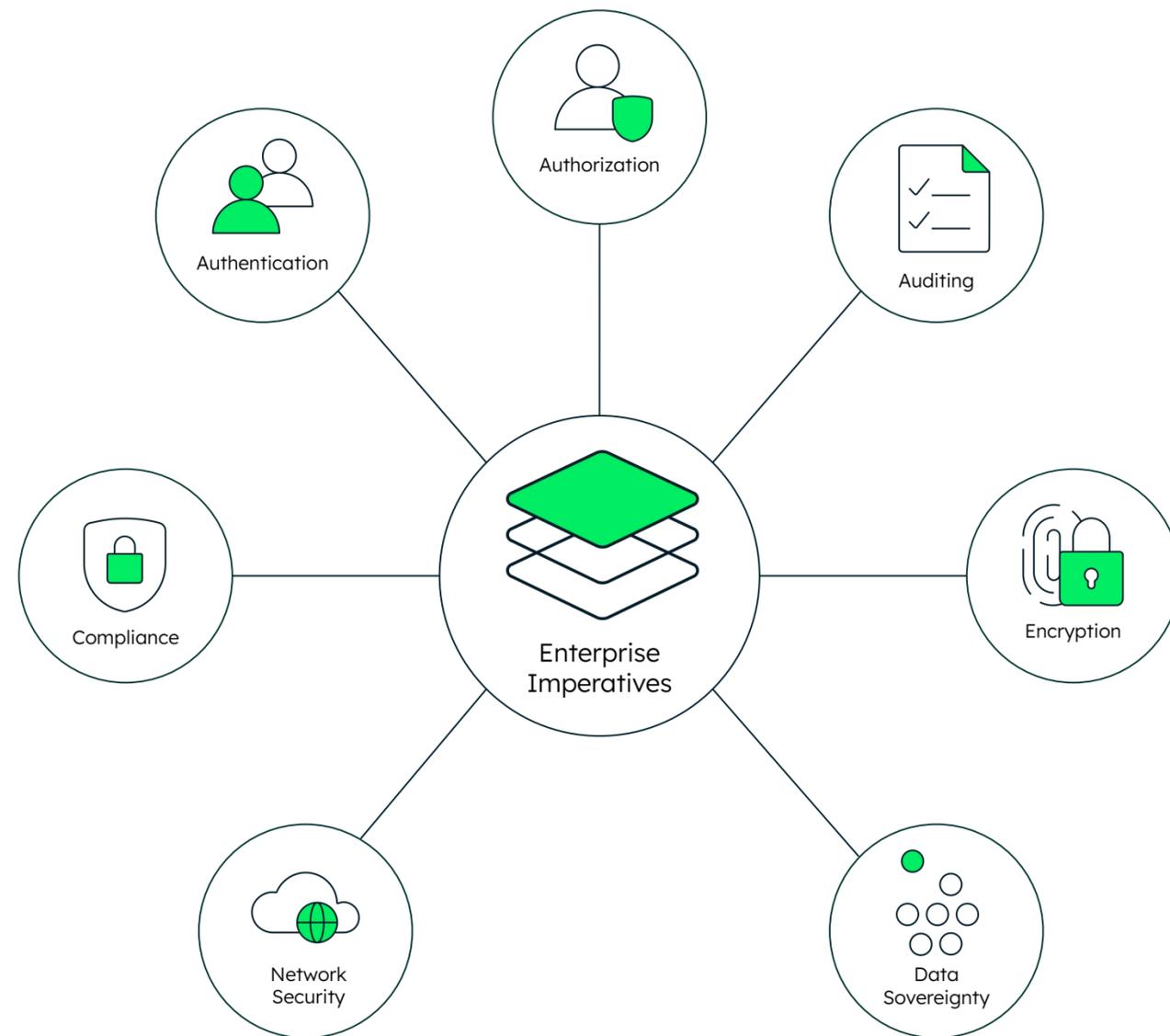
Customer trust is critical to MongoDB and the products and services we deliver. We maintain that trust by continually investing in our cybersecurity practices and adhering to industry-standard compliance frameworks.

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 General Data Protection Regulation (GDPR) principles of privacy by design and privacy by default. We have a highly qualified global Privacy Counsel and Data Protection Officer on staff 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 regulations globally.

Our 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.

# 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

Backup Compliance for Regulated Industry

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). In addition, we are certified in ISO 27017, which demonstrates cloud service security and ISO 27018, 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. MongoDB Atlas for Government has achieved FedRAMP® Moderate Authorization.



The Infosec Registered Assessors Program (IRAP) assessment is a cybersecurity assessment process that ensures adherence to security standards in order to assist Australian government agencies and departments. The IRAP assessment has been completed on the MongoDB Atlas platform up to, and including, the “PROTECTED” level.

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

# Trust Department, Office of the CISO

MongoDB created the Trust Department, Office of the CISO in January 2024. The Trust Department is dedicated to enhancing trust, security, and compliance for our customers and prospects.

As a central hub for security and compliance concerns, we aim to ensure our platform embodies the highest standards of trustworthiness, empowering our customers to confidently navigate their regulatory and security landscapes.



# Employee Cybersecurity Training

We continue to be convinced 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 cybersecurity threats.

In FY24, we upgraded our mandatory cybersecurity training program to incorporate additional training related to phishing and physical security. We continue to focus 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 and report incidents.

## 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 to stay ahead of the rapidly changing threat landscape, ensuring that our workforce remains knowledgeable and vigilant.

## Cross-functional Collaboration:

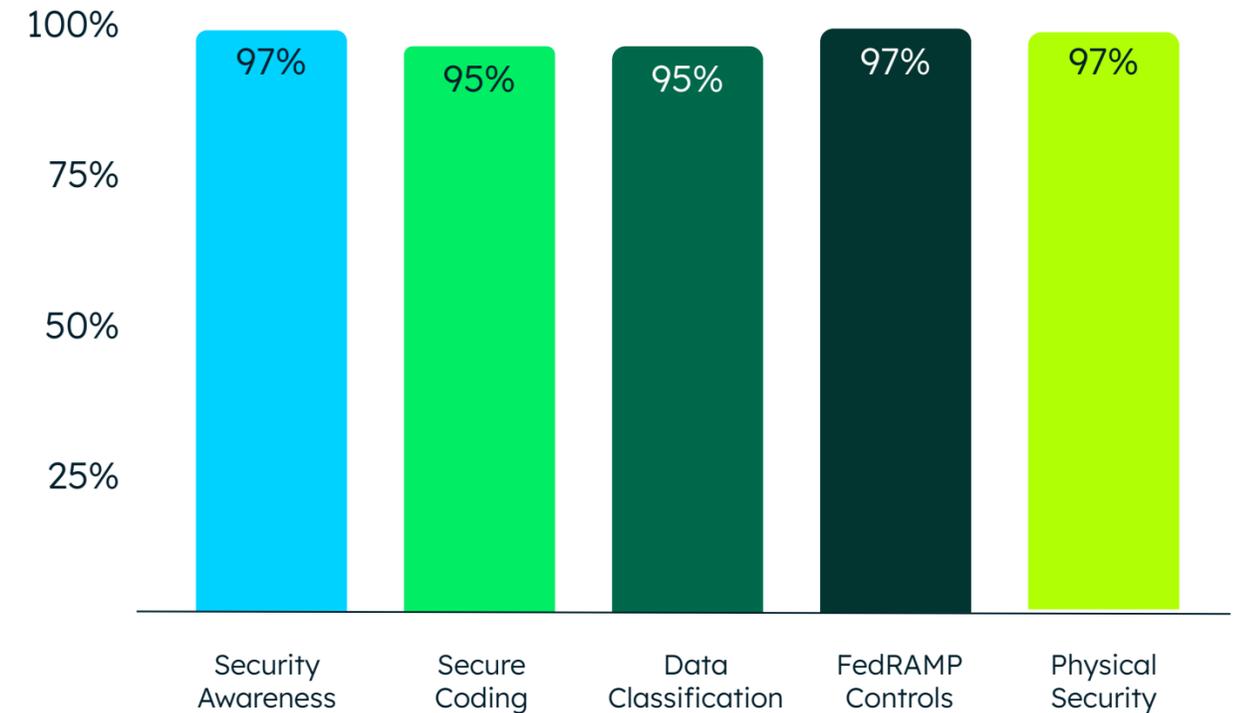
Our Cybersecurity team actively engages with various departments across the organization to integrate cybersecurity best practices into their daily operations, reinforcing the importance of shared responsibility for security.

## Measurable Outcomes:

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



### FY24 MDB Employee Training Completion Rates



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# Environmental Impact





“ In FY24 MongoDB introduced new and revised policies aimed at integrating sustainability into our business operations. We are excited to build the foundation of our environmental stewardship, but recognize we have a long road ahead.



**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 toward global efforts to limit climate change and its adverse effects, and we have set goals in line with our values as a company. 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.

In FY24, we introduced our Environmental Policy to provide high-level guidance to our employees along with more specific policies aimed at reducing our environmental footprint. As we lay the groundwork for integrating sustainability into our overall business strategy and daily operations, we are also monitoring the regulatory landscape. A growing number of jurisdictions around the world are introducing new reporting and other regulatory requirements related to Greenhouse Gas (“GHG”) emissions and climate-related objectives. We are carefully monitoring the evolution of global regulatory requirements, and are exploring future climate goals that align with those regulations.



# Energy



## Target: 100% Powered by Renewables by 2026



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

This goal spans the electricity use of our offices. Currently, MongoDB does not own any properties. Achievement of this goal is reliant on integration of sustainability into office selection and purchase of RECs.

In FY24 we made significant strides toward this goal. We:

- Entered into our second Virtual Power Purchase Agreement to add renewable energy to the grid
- Engaged with office providers to promote use of renewable energy and collect verifiable documentation of renewable energy claims
- Introduced a [Sustainable Procurement Policy](#) requiring
  - Exclusive use of LEDs and Energy Star appliances
  - Credible energy efficiency certifications for all future leases
  - Renewable energy use by a minimum of 20% newly contracted offices

# Emissions



**Target: Net Zero by 2030**

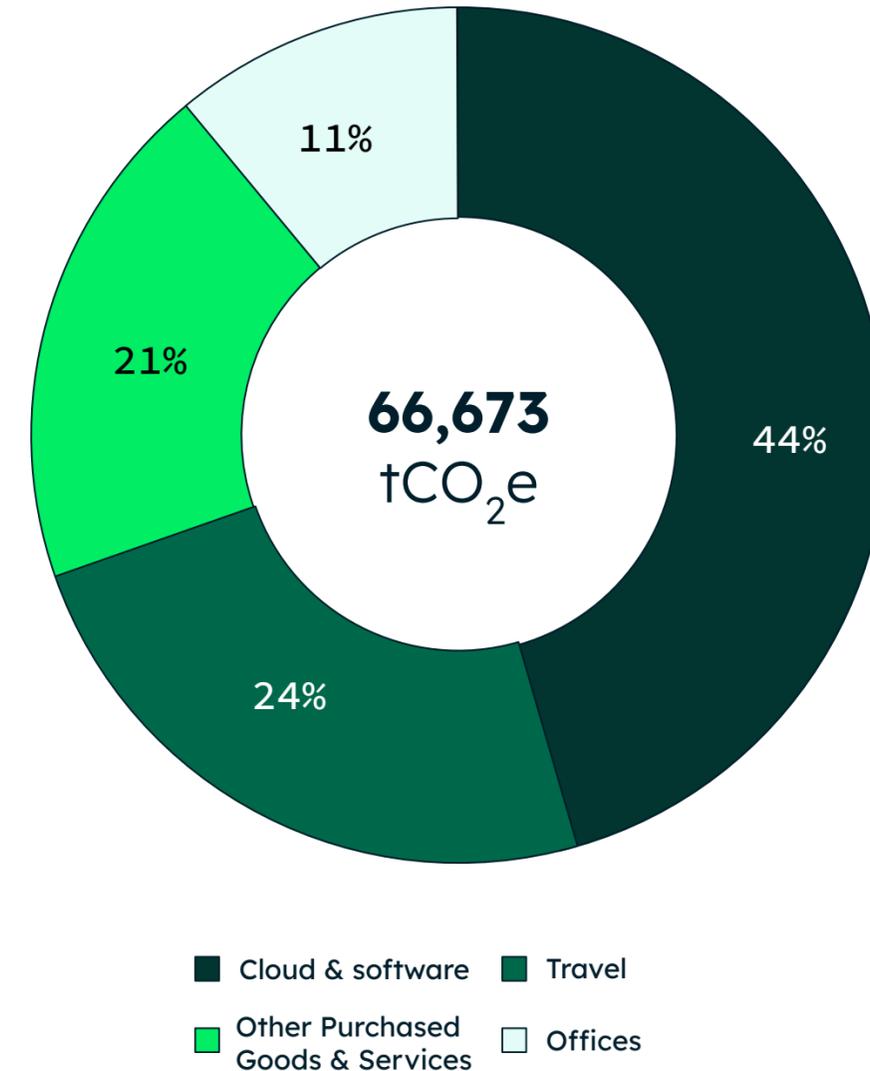
We aim to reduce our entire carbon footprint as much as possible, and offset the remainder with high-quality carbon removal credits. As a growing company, we expect our total emissions to naturally increase with our growth. For this reason, we have not set a net zero target that aligns to the science-based standard of 90% absolute emissions reductions. We will evaluate the success of our carbon reduction efforts primarily based on our carbon intensity metrics (revenue and headcount intensity).

We are constantly striving for increased transparency and accuracy. As such, we have made several source data improvements along with expanding our scope of emissions to include downstream electricity use from customers deploying our software on-premises (GHG Scope 3, Category 11). View more details [here](#).

Metric	FY23	FY24
Revenue Intensity (tCO <sub>2</sub> e/\$1MM revenue)	48	40
Headcount Intensity (tCO <sub>2</sub> e/employee)	14	14

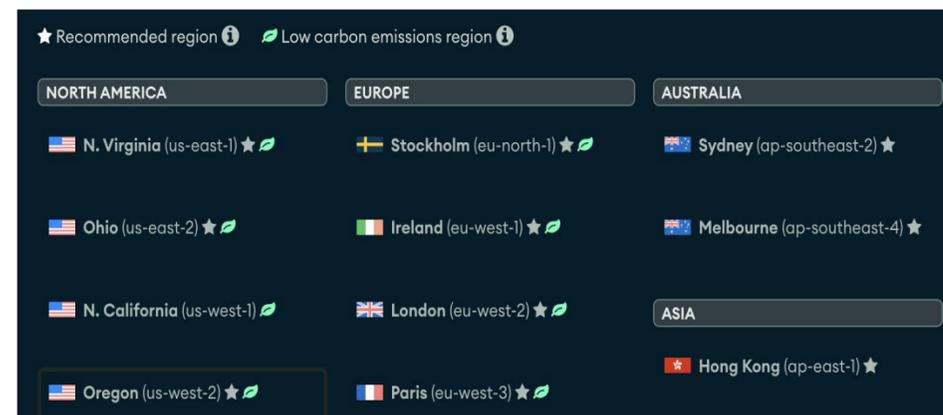
\*Carbon emissions (and related intensity metrics) are market-based and calculated in accordance with GHG protocol. We have obtained third-party limited assurance by Apex Companies, LLC.

**FY24 Emissions\* by Type**

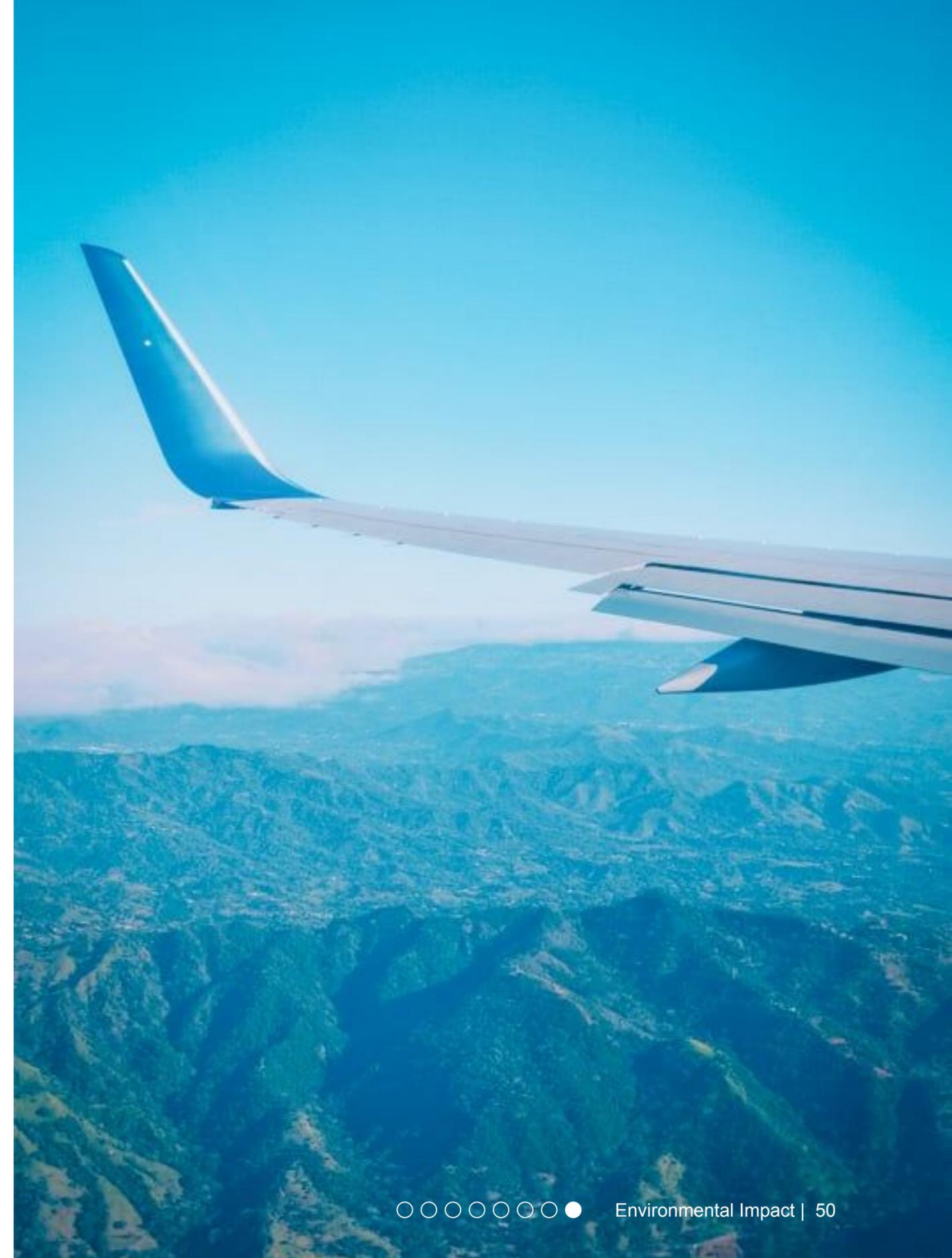


# Emissions— Key FY24 Initiatives

- ✓ Expanded our low carbon region icon indicator\* to all Atlas customers
- ✓ Introduced MongoDB's Sustainable Procurement Policy, along with training
- ✓ Revised our travel policy to encourage greener modes of transportation
- ✓ Required all new offices to have access to green commuting options; began shifting to electric vehicles (EVs) for India employees' car service, now covering 43% of Gurgaon commutes with EVs



\*Upon selection of cloud provider, all customers can now see any low carbon regions in Atlas. The above screen is from selecting AWS.



# Spotlight: Tackling Waste

In FY24, we began tracking our waste and achieved quarter over quarter reductions.

Achievements include:

- Composting in 9/10 hub offices, all of which exclusively use centralized labelled waste options to improve landfill diversion
- 100% of electronic waste responsibly recycled or resold with tracking through newly onboarded e-waste vendor
- Reduction in single-use items including swapping to reusable containers for lunch in our NY office



Lunch in MongoDB's NY Office in DeliverZero reusable containers

“ Despite being a small portion of our emissions, tackling waste has provided an immediate, visible impact. This helps to build excitement and a cultural shift toward sustainability.

**Sophie Riegel**  
Sustainability Manager

# Customer Spotlight: Terrascope

**Terrascope** is an end-to-end decarbonization software-as-a-service platform helping enterprise-level customers measure and reduce carbon emissions across operations, supply chains, and portfolio companies.

The startup relies on MongoDB to seamlessly and efficiently scale globally and across cloud providers while maintaining a positive customer experience. MongoDB Atlas features—including auto-scaling, Performance Advisor, and materialized views—help Terrascope further improve sustainability and unlock resource usage.



“ MongoDB Atlas brings efficiency to our rapid build, test, and run cycles. It provides scalability, reliability, and high availability of the data to Terrascope and its customers.

**Udaya Kondameedi**  
Head of Applications Engineering, Terrascope



# Customer Spotlight: Ambee

Climate tech startup **Ambee** provides proprietary climate and environmental data-as-a-service to empower enterprises worldwide and across the Fortune 500 to make informed decisions and innovative offerings. Their comprehensive data encompasses air quality, pollen, natural disasters, and more, all crucial for driving climate action while positively impacting businesses' bottom lines.

MongoDB Atlas is at the core of Ambee's database architecture and supports their AI and ML models. The company needed a developer data platform to handle a vast and diverse data set, including geospatial data.



“ Our work with MongoDB Atlas showcases how we can create a sustainable future by providing easily accessible environmental data. MongoDB's unique capabilities in handling diverse data and geospatial information have been instrumental in our success. Together, we are shaping a greener world.

**Madhusudhan Anand**  
CTO of Ambee





## About This Report

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This report was published on June 10, 2024. The period covered by this report is from February 1, 2023 through January 31, 2024, which aligns with FY24, unless otherwise specified.

In order to provide transparency and set standards for disclosure, the next few pages contain disclosures in accordance with GHG protocol and as aligned with the Sustainable Accounting Standards Board (SASB) framework, Software and IT Services industry standards.

As we work towards refining our strategic objectives and improving our initiatives, we value the input and feedback of our stakeholders and extended community members.

# Appendix

# Greenhouse Gas Emissions



The below carbon emissions are market-based and calculated in accordance with GHG protocol. We have obtained third-party limited assurance by Apex Companies, LLC for FY23 & FY24 emissions

Metric		FY23 (tCO <sub>2</sub> e)	FY24 (tCO <sub>2</sub> e)
Scope 1	Scope 1	124	326
Scope 2	Scope 2	1,423	635
Scope 3	3.1 purchased goods and services - Atlas & internal cloud use	19,311	21,023
	3.1 purchased goods and services - other	20,590	16,759
	3.2 capital goods	2,181	1,184
	3.3 fuel and energy related activities	635	424
	3.5 waste generated in operations	351	123
	3.6 business travel	15,227	13,663
	3.7 employee commuting	3,575	1,941
	3.7 employee home office energy use	1,498	1,835
	3.8 upstream leased assets	639	335
	3.11 use of sold products - on-prem software electricity use	Not calculated	8,426
		Scope 3 Total	60,524
Totals	Scope 1, 2, and 3 Total	62,071	66,673
Intensity Metrics	Revenue Intensity (tCO <sub>2</sub> e/\$1MM revenue)	48	40
	Headcount Intensity (tCO <sub>2</sub> e/employee)	14	14

# 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
<b>Environmental Footprint of Hardware Infrastructure</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	14,089 GJ; 71%; 39%
	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.
<b>Data Privacy &amp; Freedom of Expression</b>	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	<p>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 <a href="#">Privacy Policy</a> 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.</p> <p>The privacy of data uploaded to our cloud services by our customers is protected by our <a href="#">Data Processing Agreement</a>.</p>
	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 <a href="#">Privacy Policy</a> for more information.

# SASB Disclosures, cont.



Topic	Accounting Metric	Code	Response
<b>Data Privacy &amp; Freedom of Expression</b>	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 FY24.
	(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	We have received one law enforcement request for information users store in MongoDB, which resulted in one instance of disclosure and one impacted user.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	None
<b>Data Security</b>	(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 FY24.
	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 ( <a href="#">refer to slide 43</a> ) 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
<b>Recruiting &amp; Managing a Global, Diverse, &amp; Skilled Workforce</b>	Percentage of employees who are located offshore	TC-SI-330a.1 (2)	49% of our employees are located outside the U.S. Refer to our FY24 Form <a href="#">10-K</a> for details on our Human Capital Management.
	Employee engagement as a percentage	TC-SI-330a.2	<a href="#">Refer to page 24.</a>
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	<a href="#">Refer to pages 35 &amp; 36.</a>
<b>Intellectual Property Protection &amp; Competitive Behavior</b>	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 FY24.
<b>Managing Systemic Risks from Technology Disruptions</b>	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 FY24 did not have a material impact on its business.

# SASB Disclosures, cont.



Topic	Accounting/Activity Metric	Code	Response
<p><b>Managing Systemic Risks from Technology Disruptions</b></p>	<p>Description of business continuity risks related to disruptions of operations</p>	<p>TC-SI-550a.2</p>	<p>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).</p> <p>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.</p>
<p><b>Activity Metrics</b></p>	<p>(1) Number of licenses or subscriptions, (2) percentage cloud-based</p>	<p>TC-SI-000.A</p>	<p>We use alternative metrics to identify the scale of our business. Please see <a href="#">page 10</a> of this report or reference our FY24 Form <a href="#">10-K</a>.</p>
	<p>(1) Data processing capacity, (2) percentage outsourced</p>	<p>TC-SI-000.B</p>	
	<p>(1) Amount of data storage, (2) percentage outsourced</p>	<p>TC-SI-000.C</p>	



# Cautionary Note Regarding Forward-Looking Statements

This Environmental, Social, Governance 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, 2024, 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 place undue reliance on these statements or 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.

This report utilizes certain trademarks and service marks for reference purposes. All such trademarks and service marks are and remain the property of their respective owners.