

SUSTAINABILITY REPORT





A MESSAGE FROM OUR CEO

It is with great pleasure that I share our inaugural Sustainability Report highlighting EDB's environmental, social and governance (ESG) initiatives and unique position to help revolutionize global sustainability efforts across the technology sector and our clients' economic sectors.

Our core mission is to deliver the foremost Postgres Data and AI Platform to enable the new Intelligent Systems Economy generation. AI has the potential to boost supply chain and energy efficiency and to monitor resource management with speed and accuracy. Responsibly harnessing the power of emerging technologies like AI will likely result in positive ESG impacts for our company and our customers.

We remain ever conscious about the work we do, how we do it, and the outcomes we deliver. EDB has been a key driver behind the 47% performance increase in PostgreSQL over the last five years, allowing customers to consolidate resources, increase efficiency and productivity, and do good in the world. We love hearing customer stories about Postgres dramatically benefiting healthcare, disaster recovery efforts and other such endeavors.

EDB has long embraced the notion that sustainability is central to business success. We're proud of our achievements in promoting a sustainability mindset throughout our organization. In 2023, we began the process to formalize our enterprise-wide sustainability efforts.

We determined our ESG priorities through a materiality assessment — identifying, refining and validating the ESG issues affecting EDB's business and its stakeholders. The areas of greatest impact, risk and opportunity included human capital management, diversity and inclusion, customer satisfaction, streamlined governance, business ethics and environmental impact.

We also took actions throughout 2023 to guide our future sustainability efforts including:

- Calculating our greenhouse gas (GHG) emissions baseline.
- Launching an Environmental & Climate Policy and an Environmental Management System (EMS) Policy to help us meet our sustainability goals and track our environmental performance.
- Committing to the UN Global Compact, the world's largest corporate sustainability initiative.
- Adopting a remote-first staffing strategy to reduce employee commuting and to optimize production, providing employees with a better work-life balance and reducing our environmental footprint.
- Consolidating our data centers and our offices to decrease our energy use.
- Sponsoring and funding MERMAID's cloud-based Postgres and AI solution for coral protection.

Being leading open-source database experts, openness is a value we strive to achieve. In 2024, we will further align our efforts with globally recognized sustainability frameworks to "open up" and provide the transparency our stakeholders expect to see.

We're excited about the progress we're making and thank all our employees for their important contributions as we accelerate our sustainability trajectory.



Kevin Dallas
EDB CEO

ABOUT EDB

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EnterpriseDB (EDB) provides a data and AI platform that enables organizations to harness the full power of Postgres for transactional, analytical, and AI workloads across any cloud, anywhere.

A Bain Capital and Great Hill Partners portfolio company, EDB's worldwide offices serve more than 1,500 organizations. These include leading financial services, government, media and communications, and information technology organizations. As a global employer, we attract talent from 30+ countries, tapping into the collective power of diversity of thought to enhance our innovative culture.

As a leading contributor to the vibrant and fast-growing Postgres community, we at EDB commit to driving technological innovation. With deep open-source database expertise, we ensure high availability, reliability, security, 24x7 global support and advanced professional services, both on premises and in the cloud. This empowers enterprises to control risk, manage costs and scale efficiently.

Advancements in data and AI have made the world around us smarter, faster and more connected. We envision an economy powered by data-driven, AI-infused intelligent applications which seamlessly integrate into daily life, driving both economic and social impact for good.

By extending Postgres to more workloads and supercharging it with built-in intelligence, we help organizations optimize performance, cost, collaboration, governance and security. This enables customers to manage more workloads from a single platform for database, data warehouse, data lakes and AI workloads from on-premises to the cloud.



About this report

This report provides an overview of EDB’s sustainability efforts and performance from January 1, 2023, through December 31, 2023, unless otherwise noted. The report targets a diverse audience including employees, customers, investors, suppliers and other stakeholders. Starting with our next sustainability report covering 2024, we plan to align with globally recognized sustainability frameworks such as the Global Reporting Initiative (GRI) Standards topics material to our company, and the Sustainability Accounting Standards Board’s standards (SASB) for the Software and IT Services industry.

Please contact sustainability@enterprisedb.com for more information.

EDB at a glance

- **711 employees** worldwide
- Serves **1,500+ customers in 30+ countries** across the globe
- **Founded in 2004**
- Offices and data centers in **four continents**
- Contracted partnerships with **300+ global organizations**

Vision, Mission and Values

Our Vision

Global Intelligent Systems Economy powered by a new generation of data-driven, AI-infused applications.

Our Mission

Deliver the industry’s leading Postgres Data and AI Platform for Intelligent Systems by bringing SPoG governance, transactional, analytical and AI workload support to our customers.

Our Values

- **Display trust and integrity:** We will do the right thing while showing kindness and respect for one another.
- **Impact and ownership:** We will strive to make a difference and take responsibility for our actions.
- **Team:** One team, one strategy, one plan unites us all.
- **Diversity:** We will represent everyone on the planet. We will be open to learning about our biases and changing our behaviors.



OUR ESG JOURNEY

At EDB, we are strategically building a future-forward sustainability communications platform to engage directly with stakeholders, galvanize EDB’s corporate values and explain why sustainability is central to success. As a leader in the Postgres open-source environment, we operate on the belief that openness is a value. That’s why our near-term goal is to increase transparency on material ESG topics by providing key metrics in line with stakeholder expectations. In the longer term, we will implement initiatives against these metrics and make progress towards our sustainability goals.

Our ESG governance structure

We recognize effective ESG oversight is critical to our long-term success, not only with our customers but with the impact our technology can produce to make a difference for people everywhere.

Ultimately responsible for our ESG oversight is our Board of Directors comprised of our current CEO, our former CEO and representatives from Bain Capital and Great Hill Partners. The Board maintains oversight of EDB’s ESG practices and their impact on our business and key stakeholders.

Reporting to the Board is our diverse Executive Leadership team, which launched our cross-functional ESG Committee in 2023. The ESG Committee’s mandate is to help advance our ESG initiatives, practices and collaborations by aligning our ESG objectives company-wide to achieve our shared ESG goals.

The ESG Committee comprises leaders from our enterprise-wide departments, including Legal, Human Resources, Finance, Information Technology, Information Security and Sales. This working committee meets regularly and will annually report the results of its endeavors to EDB’s employees, Leadership, Board and other stakeholders via our Sustainability Report and other communications.

ESG CHAIN OF COMMAND



Our ESG focus areas

To better understand our sustainability impacts and what matters the most to our organization, we recently conducted a materiality assessment where we prioritized a list of non-financial material issues along with their associated impacts, risks and opportunities. Based on a benchmarking exercise of major ESG frameworks and EDB peers, we initially identified that the following 12 ESG topics garnered the highest priority in our organization:

- Climate policy
 - Environmental impact
 - Human capital management
 - Diversity and inclusion
 - Community engagement
 - Customer satisfaction
- Streamlined governance
 - Business ethics
 - Data privacy
 - Data security
 - Market presence
 - Product innovation

We then interviewed key stakeholders to assess how financially material to EDB's business these topics are (inwards), as well as to identify the social and environmental impact of EDB's business activities on these topics (outwards). We concurrently identified a list of impacts, risks and opportunities associated with these topics.

Outwards - Impact Materiality	Materiality Prioritization
Human Capital Management	Top priority (top 10% in score)
Diversity and inclusion	
Customer satisfaction	
Streamlined Governance	
Data Privacy	
Data Security	
Business Ethics	Other critical priorities
Climate Policy	
Environmental Impact	
Product Innovation	
Community Engagement	
Market Presence	

ESG topics: Environmental Social Governance

Inwards - Financial Materiality	Materiality Prioritization
Human Capital Management	Top priority (top 10% in score)
Streamlined Governance	
Data Privacy	
Data Security	
Customer satisfaction	
Business Ethics	Other critical priorities
Environmental Impact	
Climate Policy	
Diversity and inclusion	
Product Innovation	
Market Presence	
Community Engagement	

While many of our social and governance topics rank as a top priority, we believe that our environmental topics will drastically increase in relevance in the upcoming years as the environmental implications of AI become more prominent. Many of our future initiatives and goals focus on environmental aspects, and notably on carbon reduction.

Performing this exercise has enabled us to hone our ESG priorities and focus on setting improvement targets in the upcoming years. We will continue refining our sustainability impact assessment as our ESG and climate risk management efforts, data availability and strategy evolve over time. As a result, we anticipate that certain disclosures made in this report may be amended, updated or restated in the future as the quality and completeness of our data and methodologies continue to improve.

In 2023, we established the following ESG priorities for 2024:

Environmental priorities:

- Setting GHG emission-reduction targets in line with climate science through the Science Based Target Initiative (SBTi).
- Initiating a supplier engagement program, submitting the company’s climate data to CDP, and obtaining external data assurance on company’s GHG emissions.

Social priorities:

- Diversifying our candidate and leadership pipelines.
- Growing EDB’s onboarding and talent development offerings.

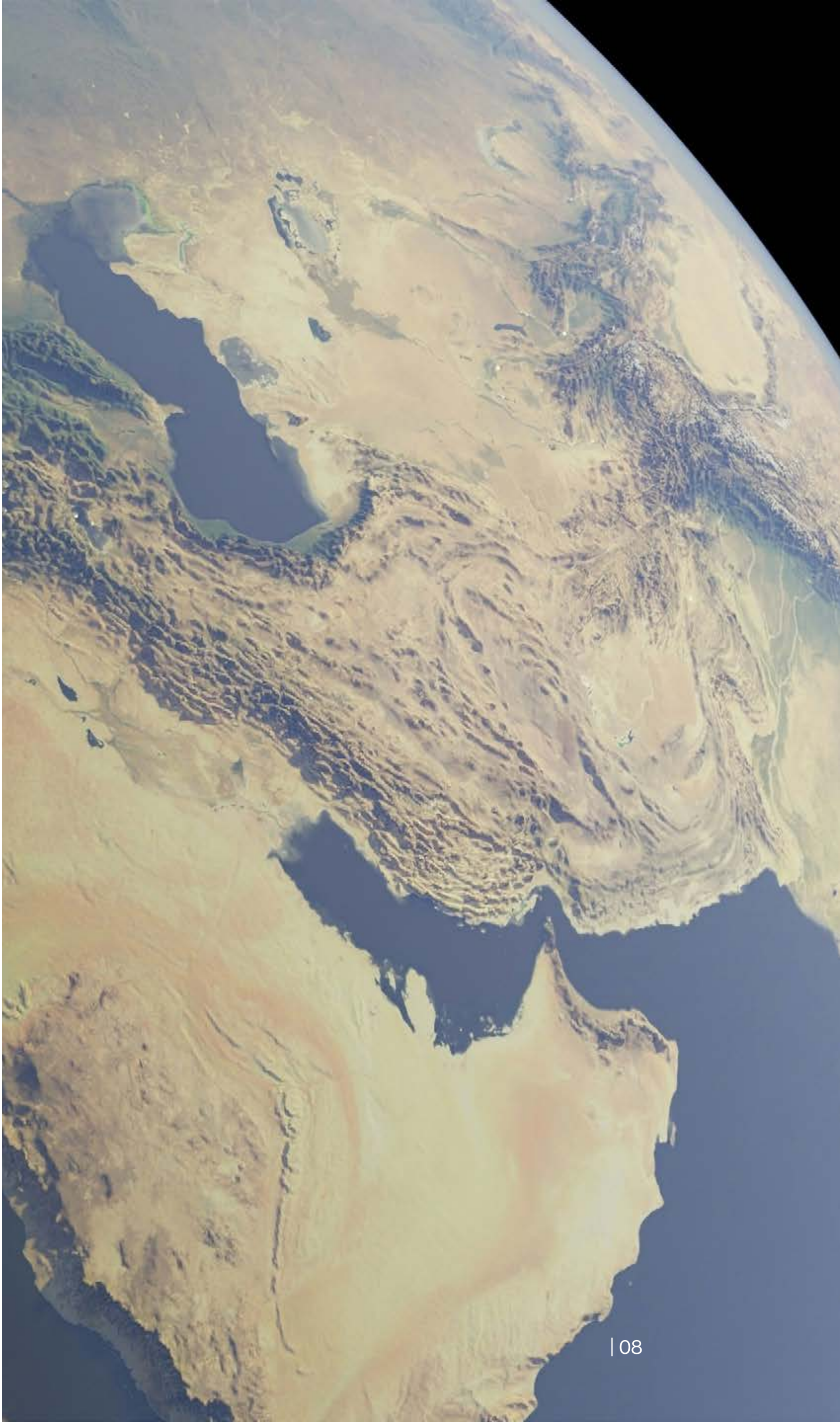
- Broadening our benefit programs to prioritize inclusivity, relevance, flexibility and choice.
- Expanding our diversity, equity and inclusion (DEI) initiatives.

Governance priorities:

- Strengthening our pursuit of the highest standards of ethical and professional conduct, including board-level and management-level ESG oversight.
- Further safeguarding the data of our customers by updating data security and privacy policies to ensure compliance with key regional and global information security standards and regulations.

To meet our goals, we are undertaking several ESG initiatives, which include:

- Reviewing what’s outside of our operational control but within sphere of influence. This includes engaging suppliers and customers on shared ESG-related interests and strategy.
- Demonstrating the real-world potential of Postgres and AI to drive positive ESG impacts.
- Partnering with the Wildlife Conservation Society (WCS) to support their mission to save the world’s corals.
- Launching the Simon Riggs, Technical Fellow Award to reward extraordinary achievements by our advocates and contributors inside the Postgres community and beyond.



Engaging our stakeholders

Just as the success of our sustainability initiatives requires participation from all EDB employees, vendors and partners, reporting the results of these initiatives to our stakeholders demonstrates how we can successfully be accountable and transparent. We update our stakeholders through annual or more frequent reporting and encourage them to provide feedback on sustainability matters. We also encourage suppliers and partners to operate in an environmentally and socially responsible manner through frequent engagement.

Our stakeholders include our customers and potential customers; investors (Bain Capital and Great Hill Partners); employees and potential employees; Board of Directors; suppliers, regulators, governments and all other interested members of the global community.

Looking forward

Our ESG Committee will determine additional means of engaging with our stakeholders to communicate our ESG strategy, initiatives and progress. We aim to create a shared understanding of the importance of promoting a sustainability mindset throughout every structural tier and function of the organization.



2023 HIGHLIGHTS

Highlights on our ESG performance

- Kicked-off the process to publish our inaugural Sustainability Report.
- Measured our Scope 1, 2 and 3 greenhouse gas (GHG) emissions baseline.
- Determined only 1.1% of our emissions are Scope 1.
- Consolidated our data centers, reducing on-premises data systems by 40%.
- 22% of senior leadership identified as a woman or member of under-represented race or ethnic group.
- Adopted a remote-first staffing strategy and consolidated our offices.
- Spotlighted barrier-breaking women during International Women’s Month.
- Engaged with our communities with EDBe Kind volunteer activities.
- Established our Customer Experience team.
- Launched policies and initiatives to advance our ESG goals, such as our Environmental & Climate Policy.

Awards and recognitions

- 2023 VentureFizz’s Culture Content Certified recognition for company, culture and hiring process transparency.
- 2024 Built In’s one of Best Midsize Remote Companies.
- 2024 Top Workplaces’ USA recognition.
- Spring-Summer 2024 Jobgether’s Top 100 Most Flexible Employers Worldwide.
- 2023 and 2024 Datamation’s Best Postgres Certification Program for contributing to customers’ business development.
- 2023 Gartner Magic Quadrant as a Top 20 Vendor for Cloud Database Management Systems.



GOVERNANCE AT EDB



GOVERNANCE AT EDB

Even as a private company, we strive to be publicly transparent in the way we do business, treat our employees and impact the environment.

EDB's corporate governance practices ensure that we adhere to our corporate values and ethical business principles. We believe that the Board, leaders, employees, vendors and partners play a part in ensuring compliance with all applicable laws, rules, regulations and corporate policies, and that we operate under the highest ethical standards.



Managing our ESG impacts, risks and opportunities

AI is a powerful tool to address climate change, however, it is energy intensive. Data centers around the world currently comprise about 1% to 1.5% of global electricity use, according to the International Energy Agency. As companies race to develop more sophisticated AI systems, the energy demands will only grow.

On the other hand, AI can monitor and capture ESG data with unprecedented speed and accuracy. Demand for ESG data has been growing and many companies are seeking to capture ESG-related data when setting up contractual agreements, for instance. Investors also rely on ESG data to identify which companies may be best positioned to succeed in a low-carbon economy and ESG has become a competitive advantage in attracting and retaining talent. These are some of the impacts, risks, and opportunities (IROs) associated with the sector in which we operate.

To better understand the IROs specifically related to our business, we have undergone an identification exercise, as part of our materiality process. The identified IROs — including potential physical climate risks associated with our data centers, the reputational risk associated with the emission intensity of our datacenters, or the potential for our database to be energy efficient — will help us better manage our overall enterprise risks.

In the upcoming years, we aim to undergo a more rigorous identification process by garnering internal and external stakeholder input on how to better manage these IROs.



Defining how we work

We strongly believe that it is essential to contribute towards the betterment of society. With the goal of protecting our planet, our employees and the communities where we live, we are determined to become stronger ESG leaders.

By integrating sustainability considerations into planning, decision-making and measuring progress, we will create tangible and positive impacts on the environment and society.

Our new streamlined governance model will impact the way we work as we strive to become a standard-bearer for transparency and traceability, influencing others in the process.

STREAMLINING OUR GOVERNANCE PROCESS

Starting in 2023 and continuing in 2024, we are simplifying the way we do business. With our Environmental Management System in place, we began to focus on how to best make the world a better place with our ESG efforts. Our Legal team also welcomed a seasoned go-to-market lawyer to spearhead contracting simplification efforts and has added a full-time lawyer focused on compliance. The team has also established a Trust Center, a one-stop clearinghouse for information about our practices, policies and procedures on privacy, security, transparency and compliance.

We recognize the importance of enhancing our compliance program in the coming years along with the need for a global signature governance policy. To do this, we aim to enhance third-party due diligence, trade compliance process reviews and the establishment of a senior leadership compliance committee.

STAYING TRUE TO OUR PURPOSE (BUSINESS ETHICS)

Our corporate Code of Business Conduct and Ethics conveys to all EDB stakeholders, including our employees, clients and business partners, the importance of acting ethically and with the highest levels of integrity in daily work situations. Our Supplier Code of Conduct ensures that businesses in our supply chain abide by the same ethical standards that we hold.

EDB strongly encourages and empowers employees and third parties to report any ethical concerns immediately. We conduct mandatory annual ethics and compliance training and provide a platform for reporting ethical concerns. Additionally, our objective at EDB is to present a clear company position to the industry on ethics and privacy as it relates to the new data-driven, AI-infused intelligent systems economy. To be a leading voice advocating for the secure and ethical use of data and AI technologies, we also commit to these principles and practices:

- Building a world-class data governance program at EDB.
- Publicly demonstrating our data-related principles and practices.
- Influencing data governance and privacy standards and engaging in public policy advocacy and debate.
- Providing our customers with the benefits of our thought leadership.

Expanding our presence

We are growing the possibilities for organizations worldwide to do good by developing products that create both value and positive ESG impacts.

Our Postgres Data and AI Platform can support our customers' ESG programs by enabling services to benefit the environment. From an app to facilitate coral conservation to helping companies promote clean energy, the platform serves as an important eco-tool for organizations.

The platform also advances innovation and optimizes organizational performance, facilitating economic growth and social advances, such as healthcare solutions.

POSTGRES FOR THE AI GENERATION

EDB is a leading contributor to the open-source PostgreSQL project and the PostgreSQL ecosystem. EDB Postgres incorporates AI in the design, management and operations of data, allowing organizations to more aggressively adopt AI to leave no data behind and make all their data work for them. As the predominant Postgres Data & AI Platform, we enable organizations to optimize their data for transactional, analytical and AI workloads with unified governance and management — with no business disruptions.

By building on the most extensible database, Postgres also accelerates time to market by 30% and reduces subscription and support costs by 50% for most customers. This one platform can handle database, data warehouse, data lakes and AI workloads from cloud to on-premises. Postgres's built-in intelligence with intelligent management optimizes performance, cost, collaboration, governance and security.

Customers can roll out rapid analytics for their transactional data, while maintaining business as usual from core to edge. They can launch new AI initiatives on Postgres with the ability to scale with rapidly increasing data volumes for a competitive edge.

As we strive to increase our market presence, we are examining how our Postgres Data and AI Platform will give our customers and potential customers a competitive edge. We are looking at expanding our partnerships and meeting customers where they are to demonstrate how our products and service can benefit them.

We understand that many organizations look at a company's culture before doing business. In response, we showcase how our values and cultural pillars of customer focus, professional growth mindset, diversity and inclusion drive innovation of new and expanded products and services.



OUR APPROACH TO PRODUCT INNOVATION

The root of all our innovations is PostgreSQL, the open-source data management system that we developed into an EDB-enterprise-ready system. As our company evolved, we became Postgres experts delivering numerous services and software programs to meet the needs of customers worldwide. In 2023, we began planning to make Postgres AI-ready, and in 2024, we launched EDBPostgres AI — the unification of transactional, analytical and AI workloads all facilitated from a single platform and managed through a single-pane-of-glass (SPOG) dashboard.

With EDB Postgres AI supporting innovation, we created the Postgres Data & AI Platform. This allows our customers to overcome challenges that hinder innovation, such as fragmented workloads, disparate systems, vendor lock-in and the persistent need for data security and governance. With the management of our Postgres Data & AI Platform, our customers can optimize innovation, performance, cost, collaboration, governance and security.

We continually build on our previous innovations and seek beneficial partnerships to help us create new products and services. One such service is our Database as a Service (DBaaS), an enterprise-grade Postgres data warehouse platform in the cloud. With its ability to hold massive amounts of data, it’s designed to benefit customers wanting to build powerful open-source applications with the flexibility to deploy as needed. It allows customers to migrate mission-critical applications and Oracle databases to Postgres without rewriting queries via its deep compatibility and comprehensive tools. It enables both EDB and our customers to optimize infrastructure for the workload, enabling us to collectively benefit from our customers’ sustainability initiatives.

Another driver of innovation at EDB is our commitment to supporting open source technology, as a movement to enable innovation and spur collaboration. EDB encourages all employees to contribute to, and actively participate in, open-source projects and communities.

EDB POSTGRES AI PLATFORM

UNIFIED WORK MANAGEMENT

Transactional	Analytical	Artificial Intelligence
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SINGLE PANE OF GLASS ADMINISTRATION

Hybrid Data Estate	Intelligent Observability	Enterprise Security
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Managing our data responsibly

Our Information Technology department and Information Security program are essential components of our operations. Our data management practices secure our customers’ most critical assets through our products and services, as well as our own assets.

In 2023, we set in motion the “zero trust” model of data management by enforcing strict access controls and continuous verification processes. Unlike the “trust but verify” option, ‘zero trust’ employs techniques like micro-segmentation, least privilege access and identity-based security measures designed to:

- More robustly thwart potential threats and limit the impact of security breaches, making it inherently more secure as it limits lateral movement within resources and assets.
- Strengthen identity and access management centralized controls.

To enable us to deploy the zero-trust model, we built out a SIEM (Security Information and Event Management) and security detection response function. In 2023, we conducted successful SIEM pilot programs, which became the standard for the entire company in 2024.

DATA PRIVACY AT EDB

To reduce risk of a data breach, we implement cybersecurity and data privacy measures to guard against unauthorized access to, alteration, disclosure or destruction of data and systems, applications and services. To achieve security assurance for data protection and privacy, we focus on performing risk assessments, penetration testing, vulnerability disclosure programs and data classification matrices.

We contract with independent third parties annually to conduct several cyber risk assessments/audits, including:

- ISO security strategy assessments.
- SOC 2 audits of our Database as a Service (DBaaS) and Remote Database Administrator products, one of our professional service offerings.
- PCI audits for Database as a Service (DBaaS).

In 2023, SOC 2 audits demonstrated EDB controls were suitability designed and operating effectively, we also achieved full compliance in the PCI audit. Additionally, we conducted targeted engagements with an independent third party to perform a Building Security in Maturity Model (BSIMM) assessment to review software security program against industry peers, as well as a Static Application Security Testing (SAST) analysis on strategically selected versions of various products.

We also adhere to security frameworks and standards, such as the General Data Protection Regulation (GDPR), Certified Cybersecurity Awareness Professional (CCAP) and PCI DSS.

With impending regulations such as Europe’s Cyber Resilience Act, we are increasing our regulatory focus on cybersecurity and sustainability.

DATA SECURITY AT EDB

At EDB, we are committed to protecting our employees, partners and customers from damaging data security breaches. Effective security is a team effort involving the participation and support of every entity that interacts with EDB data and systems, applications and services. Therefore, it is the responsibility of both EDB employees and third parties to be aware of and adhere to EDB's Information Security requirements.

Protecting EDB data and the systems that collect, process and maintain this data is of critical importance. Our Information Security team works closely with stakeholders to align our Information Security program in support of EDB Postgres AI as well as our Postgres Data & AI future.

It is critical to understand the threats our business faces. To do so, we undertake several activities to manage and mitigate the risks, which include:

- Establishing cybersecurity policies, procedures, guidelines and controls via our EDB Information Security Program (ISP).
- Auditing and continuously monitoring our ISP to demonstrate compliance with established requirements and standards.
- Conducting thorough risk assessments that prioritize the implementation and effectiveness of security controls via our Information Risk Management Program.

- Implementing secure development practices, vulnerability management, penetration testing, responsible disclosures and security assessments.
- Establishing log management, threat detection, incident response and security engineering protocols.

Cyber Threat Management

Cybercrime has become the third largest economy in the world — fueled by real business models and platforms-as-a-service enabling attackers at scale. As a database company, our software has the potential to be ground zero for a cyberattack via malware, ransomware and other malicious entities. We have a responsibility to protect our intellectual property, our customers and the vision we are working tirelessly to execute. To do so, we follow the activities mentioned above.



OUR SOCIAL IMPACT

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Our vision and mission as a company are built around our three cultural pillars that are the lived experience at EDB. Fueling our work are creative, dedicated employees committed to help our valued customers and their local communities take Postgres into an AI future.

Our North Star initiative guides our objectives and key results to enhance our company's collaboration. Our North Star Objectives (NSOs) keep us on track to meet our uncompromising diversity, equity and inclusion (DEI) commitments and provide customers with the experience they deserve.

We actively participate in our communities, beginning with the idea that as we do well, we must do good in the world. From donating via our philanthropic arm, to employee volunteering, we are dedicated to strengthening our global communities.



Investing in our people

We are dedicated to ensuring all employees thrive by providing safe, comfortable work dynamics where everyone feels motivated and committed to our mission. We invest in our team members by continually expanding our benefits and perks to meet their evolving needs, as well as offering competitive compensation packages. We also encourage employees to widen their horizons through ongoing learning and development opportunities via our EDB Academy.

TALENT RECRUITMENT, DEVELOPMENT AND RETENTION

The #1 reason people join and stay with EDB is because of our culture in which people worldwide work together seamlessly on interesting, challenging projects – having fun along the way.

As an advocate of work-life balance, we offer these beneficial ways to do our jobs and then recharge before tackling new challenges:

- **Our remote-first staffing strategy** was borne out of the COVID-19 pandemic when we learned our company can thrive when our employees work from home. That lesson along with consideration of social and environmental benefits led us to initiate the strategy that saves our employees time and money — and put us on best places to work lists.
- **Wellness Fridays** are monthly extra days off to enjoy long weekends and come back feeling refreshed.

Attracting top talent

As we work toward being the leading AI and cloud data services employer of choice, we seek to attract the very best people to be part of our global workforce. Spanning four continents and multiple time zones, our company offers numerous employment opportunities.

As part of our commitment to diversity, equity and inclusion, we recruit people from broad talent sources. We view a diversity of backgrounds, cultures, experiences, perspectives and opinions as a strategic asset. It helps us understand different market needs and identify a range of solutions.

Our global reach also provides opportunities for a diverse range of career paths. We encourage internal mobility and provide dedicated fast-track promotions to accelerate ascent within the company.

Employee engagement

Among the many ways we engage with our workforce is by conducting frequent employee engagement surveys to calibrate our efforts and improve our culture.

In 2023, our annual employee engagement survey showed an increase in employee response from the previous year, with 86% of employees participating in the survey. More importantly, 91% of employees would recommend EDB as a place of employment.



Committing to workplace diversity

Collaborating across 30+ countries, diversity is essential to our business. A range of backgrounds and perspectives helps us to make better business decisions. We take pride in being an equal opportunity workplace committed to creating a diverse, inclusive environment for all employees and applicants so that they feel respected, valued and empowered.

DIVERSITY, INCLUSION AND BELONGING

We value the myriad, diverse personal and cultural dimensions of our global team and aim to create a sense of belonging for all. We continually strive towards an equitable, harassment-free workplace respectful of individual differences and encourage a free flow of ideas in a collaborative environment across continents. One of our values is to empower people to be their authentic selves every day.

At the beginning of 2024 we diversified our Executive Leadership Team to include more women and people of color, leading to 45% of EDB's C-suite coming from underrepresented groups. We look forward to sharing more on our diversity and inclusion efforts in EDB's next report, including how gender and racial diversity on executive teams, and throughout companies, can lead to increased innovation.

In 2023, our overall workforce was comprised of the following breakdown:

- Gender: **80% male, 20% female**
- Women in management: **22%**
- United States Black representation: **17%**
- United States Hispanic/Latino representation: **7%**.

We acknowledge that our journey to improve our diversity outcome has just begun and we have put initiatives in place to do so. Our remote-first staffing strategy helps increase diversity and inclusion as we can tap into a broader pool of applicants worldwide. Our global employees undergo mandatory training on unconscious bias to help them identify what might hinder their acceptance of differing perspectives. To support better careers for underrepresented talent, we are developing employee resource groups for women, LGBTQ+, veterans and persons with disabilities.

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Spotlight on championing women

We support increasing the number of women in tech and empowering women in every aspect of our lives and work. To do so, we showcased unsung women and those breaking barriers, as well as celebrated the power of representation through diverse role models during International Women's Month. We also reflected on the progress we've made, and the work still ahead, in championing gender equality and inclusivity, an ongoing challenge for our industry.

BUILDING A DIVERSE PIPELINE

Guided by our North Star objectives, we are transforming how we do business. One step in our transformation is developing diversity goals to help keep us accountable in building a diverse, inclusive company.

In the coming years, we are committed to:

- Increase diversity in hiring in every department of our company.
- Increase headcount and compensation.
- Develop our diverse talent.
- Actively monitor and review our DEI policies and goals for our workforce, management and our Board of Directors.

SUPPORTING OUR COMMUNITIES

We seek to engage with and support our global communities in meaningful ways and aspire to have a positive impact on the economic, environmental and social issues our communities face.

We are proud of the impact we've had so far by contributing funds to non-profit charitable organizations and causes of social significance. Among our philanthropic endeavors, we adopted 150 elephants through the Sheldrick Wildlife Trust, a Kenyan orphan elephant rescue and wildlife rehabilitation program.

We also provide our workforce with volunteer opportunities where they live and work by giving employees one paid workday annually to volunteer with the non-profit organizations of their choice. Additionally, we take pride that organizations can use Postgres Data & AI Platform for the good works they do.

We believe the success of our company depends on the strength of our communities — where we can further develop the talent, resources, innovation and market opportunities needed for sustainable growth.



Employee volunteerism and giving

As a company, we encourage our workforce to volunteer via company programs. Our EDBe Kind initiative and paid Volunteer Day give our employees opportunities to give back to the communities where they live and work. As part of EDBe Kind, our employees took part in many charitable activities across the world.

Spotlight on EDBe Kind activities:

For **Willing Hearts in Singapore**, team members volunteered their time to the charitable organization that operates a soup kitchen, distributing 7,000 meals daily.

For **First Days Charity in Bracknell, UK**, employees helped set up lights and decorate a Christmas “Santa’s Grotto” for families experiencing financial hardship and that could not afford presents and other holiday expenses.

At the **Bedford (MA) Veterans Affairs Medical Center**, team members packed 11,000 pounds of fruits and vegetables to benefit Veterans using the hospital.

For **Citizenship Day in Boston**, three EDB board members and leaders volunteered at an in-person citizenship application workshop on the benefits of citizenship, eligibility and the availability of Project Citizenship’s free citizenship legal services.



ENSURING CUSTOMER SATISFACTION

As a leading contributor to the data management and AI platform community, our Customer Experience team continually seeks ways to overcome customer challenges and make our products more accessible.

More than 1,500 enterprises and governments world-wide work with us to get the most out of our Postgres Data & AI Platform. We provide the expertise to ensure high availability, reliability, security, round-the-clock global support and advanced professional services — both on premises and in the cloud — to help our customers control risk, manage costs and scale efficiently.

Our remote-first staffing strategy enables us to maintain round-the-clock support for global clients and a balanced distribution of staff across major geographies (EMEA, Americas, APJ) to ensure availability of expertise during our global customers' business hours.

Additionally, we conduct quarterly customer surveys to determine overall subscription/service satisfaction. After each support service, we contact our customers assess their satisfaction with the assistance they received. We take the results of these surveys seriously, aiming to determine the reasons for any non-satisfactory responses to see how we might improve.

We additionally provide each customer with an escalation process/path and our Support Services leaders' contact information.



Solving for customer challenges

To develop solutions for key customer challenges, we initiated our EDB Postgres AI strategy. The strategy's objectives include helping companies accelerate performance with demanding workloads, unleashing the power of analytics, building AI for EDB's platform, and wrapping everything in a single platform with unified governance and management.

To optimize this strategy, we have adopted a cross-departmental approach:

- **Our Trust Center** builds confidence with our customers by delivering a transparent security program and service center that hosts the company security accreditations and whitepapers, as well as simplifies how we communicate security measures.
- **Consistent practices** include clear security practices across the company to minimize fragmented processes and tooling, enabling a unified response to customer questions on all products.
- **Program education** provides a clear framing of the information security program to aid in customer understanding.
- **Sales pipeline optimization** arms teams with knowledge to support their customers directly, whether for expectation setting on internal processes or how to respond to product questions.



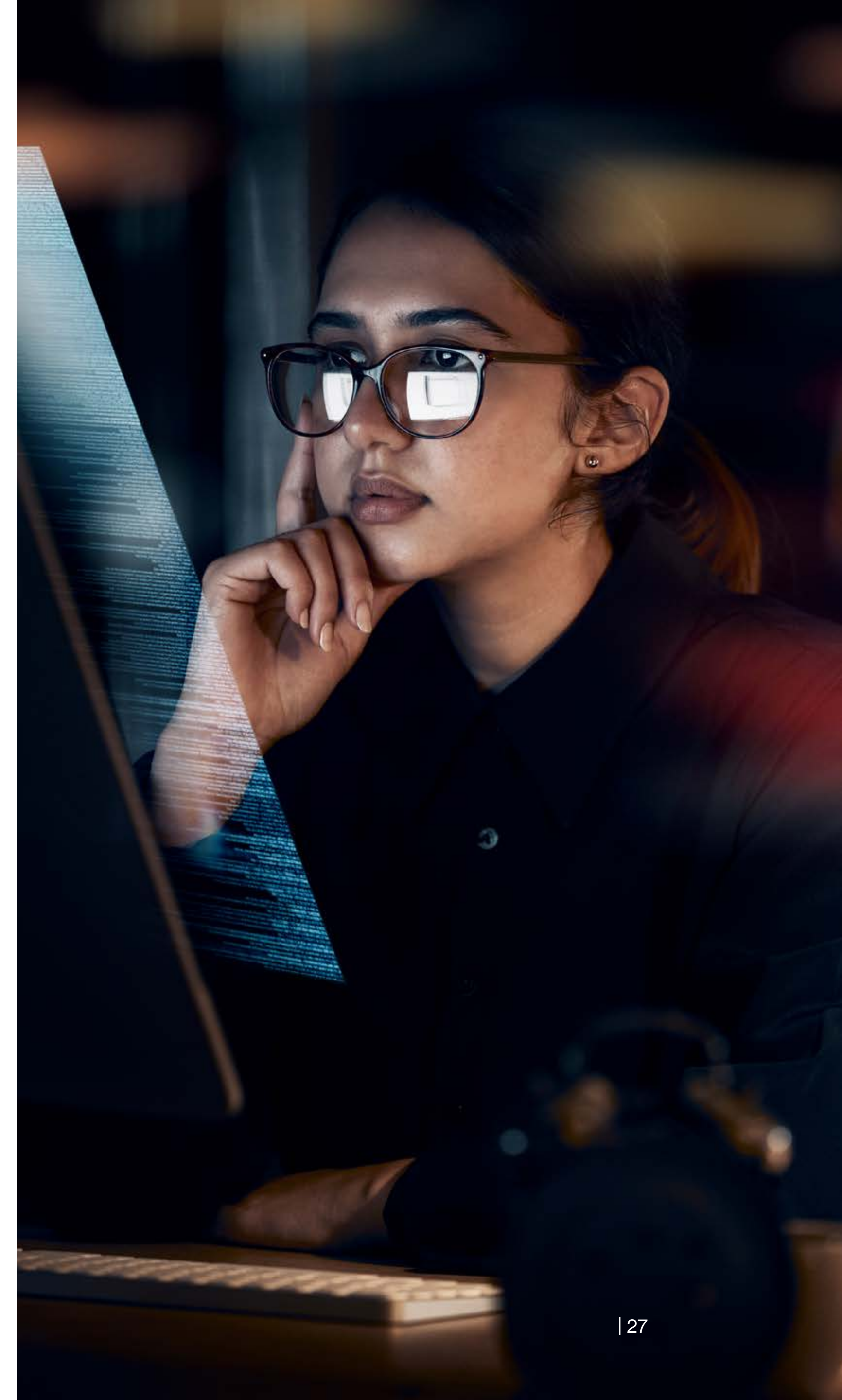
Making products more accessible

In 2023, we established our Customer Experience team to provide the expertise needed to support customers during the various steps of their customer journeys. Comprised of units dedicated to technical support, customer success and customer solutions, the Customer Experience team operates under three principles:

- Become indispensable partners in our customers' transformation journeys.
- Align with customers' transformation goals to deliver rapid innovation and services to help achieve faster time-to-market.
- Play an active role in the planning, deployment and operations of products by offering a new suite of managed offerings.

We keep the voice of the customer in mind as we innovate. We also encourage our customers to participate in developing the products that will lead to their success through our open-source technology. To set them up for a winning experience, we offer our customers:

- Access to the latest data warehouse, analytics tools and AI tools to enhance their businesses. Enhanced enterprise knowledge graphs or data sets to create a robust competitive advantage.
- Significant reduction in time to market, development cost and total cost of operations.
- Acceleration of innovation and access to the value of data with AI.
- Business value-driven pricing.



Looking forward

As we set, maintain and monitor our social targets and goals, in the upcoming years, we plan to:

- **Pursue** additional activities focused on diversifying the company's candidate and leadership pipelines.
- **Grow** our onboarding and talent development offerings.
- **Implement** initiative to foster a growth mindset.
- **Build** out our benefit programs to prioritize inclusivity, relevance, flexibility and choice.
- **Expand** our DEI initiatives, including setting DEI goals across the executive leadership team.
- **Organize** more on-site community events.
- **Use** the potential of AI to enhance customer engagement.
- **Increase** our focus on the customer journey.
- **Expand** the requirement of ESG metrics in contractual agreements.
- **Create** a more formalized approach to customer success.
- **Invest** in products' subject matter expertise to benefit our customers.



OUR ENVIRONMENTAL IMPACT

OUR ENVIRONMENTAL IMPACT

We are striving to reduce our carbon emissions, minimize pollution and mitigate other negative impacts on our environment. Measuring our carbon footprint is the foundation to do so.

We created a carbon inventory and mapped our greenhouse gas (GHG) emissions using the Watershed carbon accounting platform. The detailed breakdown we obtained of our GHG emissions will assist us in formulating and monitoring our progress against future reduction targets. In 2023, we captured our Scope 1, 2 and 3 GHG emissions for the first time and in future years, we aim to capture a larger portion of our Scope 3 emissions categories.



Addressing our environmental impact

Scope	2023 ¹	2023 % of Total
Scope 1 (Direct)	39	1.1%
Scope 2 (Energy indirect)	255	7.3%
Scope 3 (Other indirect)	3,195	92%

¹ Baseline year for Scope 1, Scope 2 and Scope 3 emissions.

- In 2023, 6.8% of our Scope 2 emissions came from purchased electricity, steam, heat and cooling for primarily buildings.
- For Scope 3 emissions, 74% originated from business travel – with nearly 50% from commercial flights – and 15% from employee commutes.
- Our top 10 suppliers produced 47% of our total emissions.
- 12% of our Scope 3 emissions data came from suppliers with net-zero commitments and 33% from suppliers with science-based targets. In the future, we aim to increase this percentage by incentivizing our suppliers to adopt carbon reduction targets.

These insights were valuable in helping us reach our goals to reduce GHG emissions. We identified purchasing clean power for buildings and reducing air travel as among the potential areas to target.

By identifying, prioritizing and being accountable for our environmental practices, we additionally:

- Implemented our **Environmental & Climate Policy** encouraging employees, vendors and other stakeholders to apply practices to help us meet our sustainability goals.
- Implemented our **Environmental Management System (EMS) Policy**, which promotes consistent measurement and evaluation of data that tracks our environmental performance; helps ensure accurate climate risk assessments and reporting transparency through third-party certifications; facilitates compliance with applicable climate change and environmental laws, regulations and other requirements.
- Instituted our **remote-first staffing strategy** and **consolidated our offices** to WeWork shared workspaces to decrease emissions and energy use.
- **Consolidated our data centers**, reducing our on-premises data systems by 40% and removing 200+ devices to reduce our energy use and our buildings' emissions.
- Initiated **carbon emissions reduction goals**, where we aim to explore reduction opportunities, especially for our Scope 3 major emitting categories.

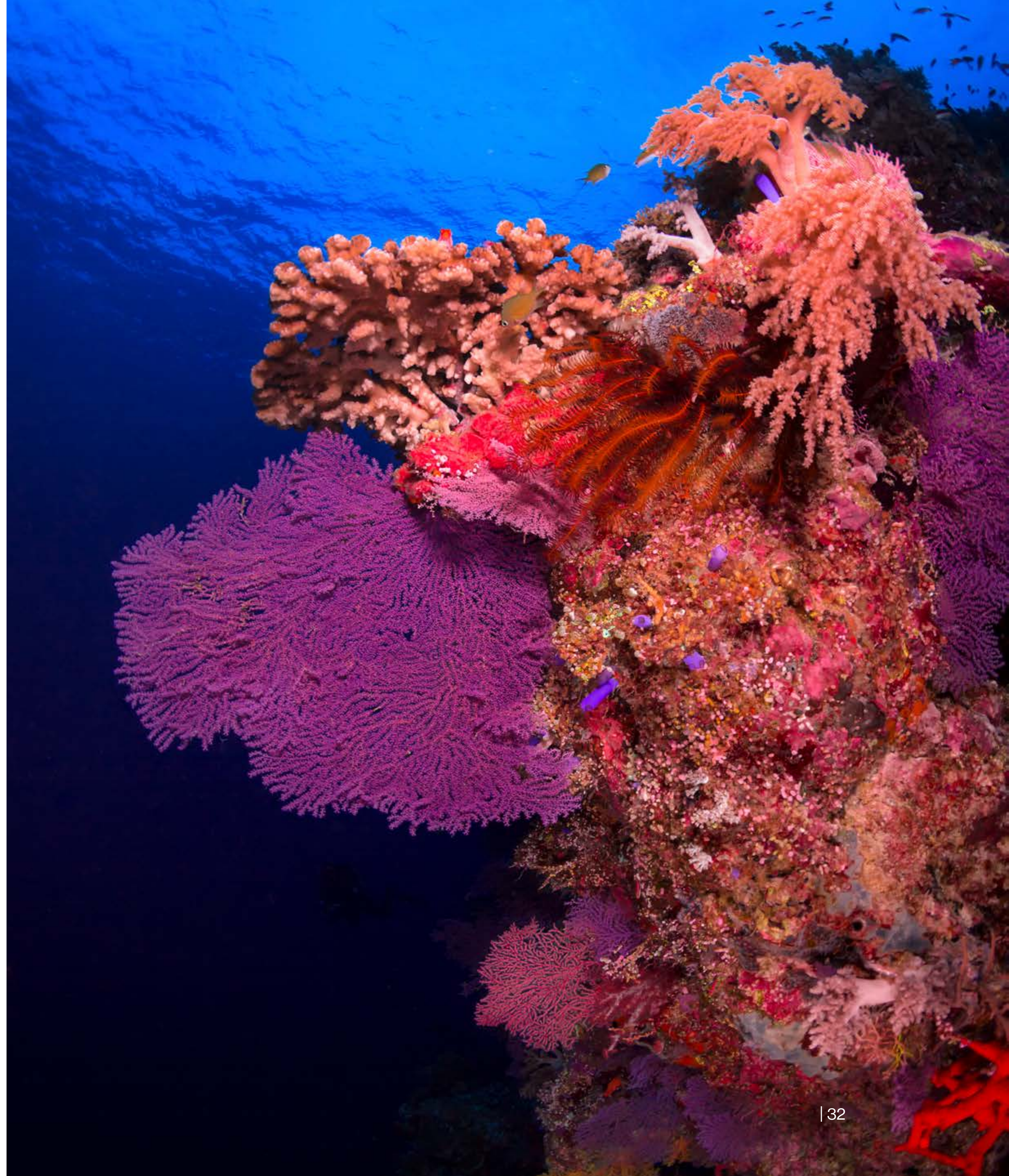


Spotlight on decarbonization opportunities with Postgres

When used correctly, AI has the potential to revolutionize sustainability efforts. It can boost efficiency in energy usage and supply chains, monitor resource management with unprecedented speed and accuracy, and even help predict increasingly volatile weather patterns and events.

With Postgres and our Data and AI Platform, companies can consolidate multiple variations of databases into a single database. This has the potential to decrease their technological and operational carbon costs. To complement this, our support services provide our customers with the information they need to use their hardware in an energy-efficient way, reducing the overall energy use of our products after point of sale.

Additionally, [customers are using our platform](#) to help them meet their green goals. Plus, via our sponsorship of [MERMAID's cloud-based Postgres and AI solution](#), we support conservation of coral, which stores carbon.



Looking forward

As we set, maintain and monitor our Environmental goals, in the upcoming years, we plan to:

- **Expand** our Scope 1, 2, 3 calculations.
- **Develop** GHG emission-reduction targets in line with climate science through the Science Based Target Initiative (SBTi).
- **Make** our products even more energy efficient.
- **Submit** EDB's climate data and strategy to the CDP.
- **Initiate** a supplier engagement program.
- **Reduce** company events requiring a commute or flight by at least 70%.
- **Continue** our Data Center consolidation.
- **Participate** in an assessment by EcoVadis, a platform that rates the sustainability of businesses.
- **Foster** the next generation of Postgres and AI with STEM programs at community events.
- **Partner** with the Wildlife Conservation Society (WCS) in fund-raising efforts by providing tech support to strengthen their Postgres-based data tools and raising awareness on their conservation efforts via content and promotion.
- **Advance** coral reef conservation with our WCS partner on a project to protect coral reefs by 2030, with the aim of using Postgres and AI to improve and conserve these reefs.



CLOSING REMARKS

Closing remarks

At EDB, we aim to conduct business in ways that are principled, transparent and accountable. Although this is the first report of its kind, we will aim to publish this report annually to provide information on our strategy, our performance and progress against our goals, and key challenges and trends we see in our line of business.

This report includes “forward-looking statements.” These forward-looking statements generally are identified by the words “will,” “project,” “expect,” “anticipate,” “estimate,” “aim,” “strategy,” “future,” “opportunity,” “plan,” “should,” “will,” “would,” “will be,” “will continue,” “will likely result” and similar expressions. Forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties that may cause actual results to differ.

We hope that you have enjoyed reading our report and learning more about our practices as we progress on our sustainability journey.





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