



Couchbase

ESG Highlights FY25



**Environmental, Social and
Governance (ESG)**

August 2025



LETTER FROM THE CEO



I'm pleased to share our fiscal 2025 ESG highlights. At Couchbase, any given day around our offices, physical and virtual, you'll see and hear how we strive to live Our Values and put them into action. Our focus on ESG aligns with our business both in everything we do and, as or more importantly, in how we do it. This document reflects our ongoing commitment to responsible, sustainable business practices and to making a meaningful impact in our communities.

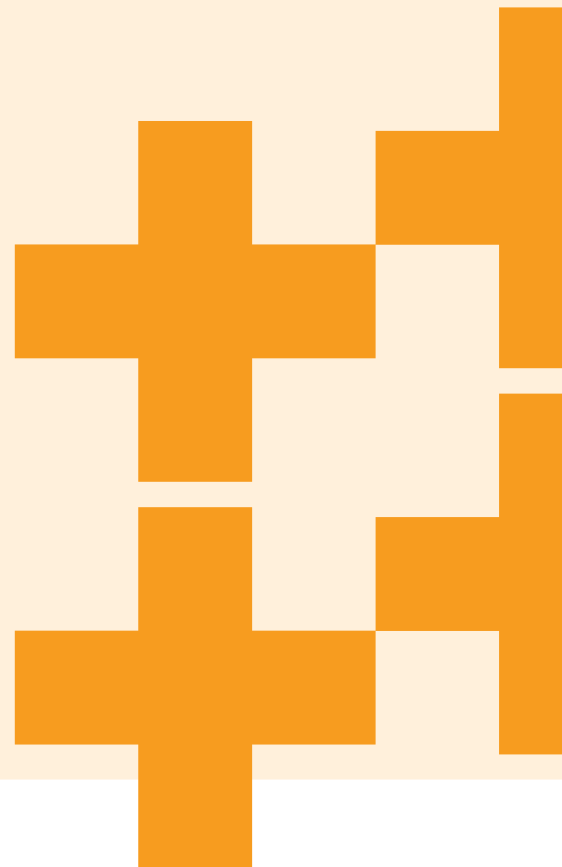
As we continue to lead and innovate, especially amid the rapid advancement of artificial intelligence reshaping industries, it remains critical for us to ensure our growth has a positive impact on our stakeholders, communities and our environment.

Here you can read about our initiatives and achievements in key ESG areas. A few that I'm particularly proud of include our progress on data privacy and cybersecurity, community leadership through our Percent Pledge partnership, and continuing investments in employee development to further the goal of building our World Class Team. Through these efforts, we hope to continue to build trust with our stakeholders and ensure long-term value creation.

I invite you to explore our programs and join us as we contribute to a more sustainable and equitable world.

Sincerely,

Matt Cain





At Couchbase, ESG is among the many ways we put **Our Values** in action, is critical in earning the trust of our employees, customers, partners and shareholders, and is foundational to our success as a business.

Our ESG strategy focuses on key pillars identified through internal and external stakeholder engagement:

 <p>Data Privacy and Cybersecurity</p>	 <p>Business Ethics</p>	 <p>Employee Recruitment, Development and Retention</p>	 <p>Diversity, Equity and Inclusion</p>	 <p>Employee Engagement, Well-being and Satisfaction</p>
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GOVERNANCE

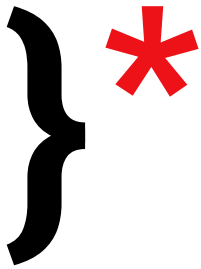
At Couchbase, our focus on ESG begins at the top – our Board of Directors (“Board”) oversees our long-term business strategy, which includes risk management activities, policies and progress on ESG-related matters. The Nominating and Corporate Governance Committee (“NCG”) of the Board is primarily responsible for overseeing ESG matters and receives regular updates while the Board’s independent Audit Committee also oversees the Company’s controls and procedures with respect to risk assessment, management and disclosure, including ESG-related risks, as appropriate.

There is also executive-level sponsorship and oversight of the ESG working group, a cross-functional team that meets on a regular basis to define ESG strategy, identify priorities and advance initiatives.



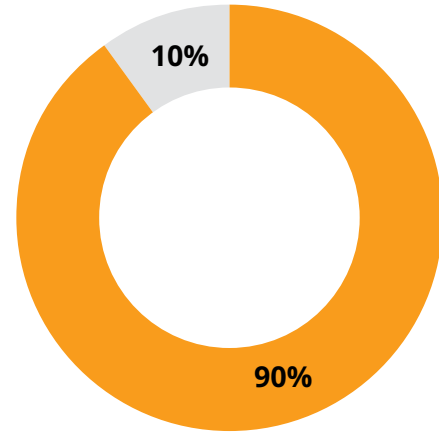
Board Independence and Diversity

Our board of directors has undertaken a review of the independence of each of our directors. As demonstrated by the board independence diagram below, 90% of our board of directors are independent directors consistent with the Nasdaq listing rules.



Board Independence

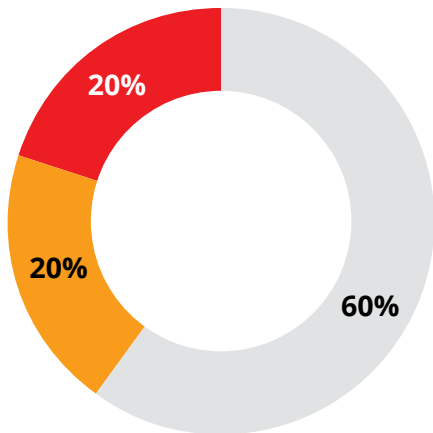
■ Independent
 ■ Non-Independent



We are committed to fostering an environment of diversity and inclusion, including among our board of directors, as demonstrated by the board diversity diagrams below. The Board's diversity continues to be an important component of their leadership and vision for our business.

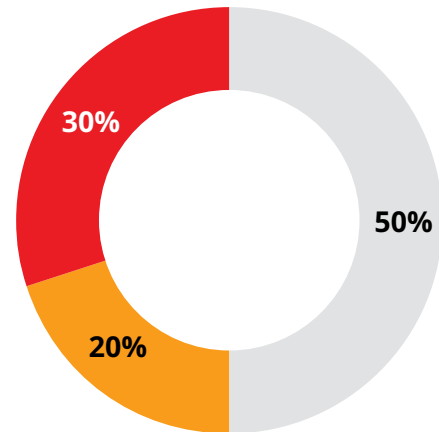
Racial/Ethnic Representation

■ Non-Diverse
 ■ Diverse
 ■ Undisclosed



Gender

■ Male
 ■ Female
 ■ Undisclosed



33%

of the independent members of our Board identify as female





Business Ethics

Couchbase is committed to maintaining the highest standards of business conduct and ethics and fostering an environment where employees are encouraged to come forward with potential violations of our policies or standards. We believe that building trust and accountability is critical to our success and long-term interest of our shareholders.

- Annual Board review of [Code of Business Conduct](#) and Ethics and [Modern Slavery Statement](#)
- Compliance risk assessments, including third-party anti-corruption, related parties and export control due diligence
- Annual review of compliance programs with Audit Committee
- Whistleblower hotline reviewed regularly with Audit Committee, is available 24/7, provides option for anonymity and governed by Whistleblower Policy, which ensures non-retaliation
- Lead Independent Director with strong experience in corporate governance



100%

Completion rate in FY25 for annual training on Code of Conduct, Anti-Bribery and Anti-Corruption, and Insider Trading Policy



Data Privacy and Cybersecurity

Couchbase demonstrates commitment to security by setting forth policies and strategic direction, providing resources and empowering employees. Industry best practices and security by design are ingrained in our policies, procedures, software development practices and cloud operations.



Data privacy is also a key area of focus. We track global standards and laws to ensure we meet our commitments and obligations with respect to the privacy of our Couchbase community, customers and others who engage with our company.

- Dedicated Information Security team establishes and maintains comprehensive InfoSec program and roadmap
- Comprehensive [Cloud Trust Center](#)
- Annual risk & business impact assessments
- Comprehensive vendor due diligence as part of third-party risk management
- Annual disaster recovery tests and ongoing business continuity exercises
- Streamlined incident response and periodic table top exercises
- Annual penetration test
- Private Bug Bounty Program
- Data security & privacy training for all employees
- Regular updates to the Audit Committee
- Privacy champion program across the organization in partnership with Legal team
- [Privacy Policy](#) and [Candidate Privacy Notice](#)

\$0

losses as a result of privacy-related legal proceedings

SOC 2, ISO 27001, ISO27017, ISO27018, HIPAA, PCI DSS & CSA STAR

Annual third-party security audits and certifications

100%

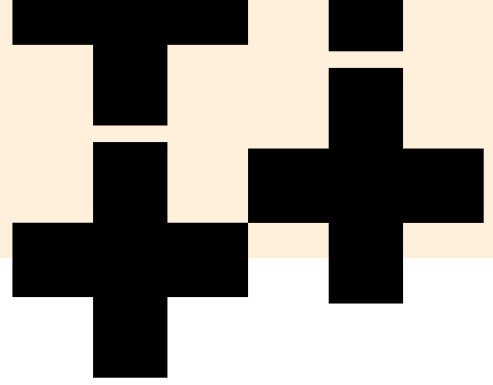
completion rate in FY25 for Annual Security Awareness training and acknowledgement of Acceptable Use Policy

Couchbase mandates that all employees complete security awareness training. For the past four consecutive years, Couchbase has maintained a 100% compliance rate for security awareness training completions.

In 2025, employees are required to complete training on the following security topics:

- **Security Awareness Training:** This module covers essential topics such as phishing prevention and best practices for good security hygiene.
- **Business Continuity Management:** This training addresses the principles and practices of ensuring operational resilience.
- **AI Chatbots and Sensitive Information Sharing:** This session focuses on the secure and responsible use of AI chatbots, particularly concerning the handling of sensitive information.
- **Security Risks with Bring Your Own Device (BYOD):** This training addresses the security implications and risks associated with the use of personal devices in the workplace.





SOCIAL AND HUMAN CAPITAL MANAGEMENT

Building a World Class Team

Employee Recruitment, Development and Retention

FY25 IN REVIEW

210

New hires

Including:

45

Interns

19

New Grad Software Engineers

23

Countries

Our world class team lives our values and is fueled by diversity of all dimensions. We are focused on supporting our employees as they **create value** for our customers and shareholders, and our employees are **valued** for the impact they make. They understand that **what we deliver** is as important as **how we deliver** it and embrace **learning, collaboration** and **innovation**.

We ensure every new hire embarks on a seamless journey with a world-class onboarding plan, tailored to foster growth and success from day one. We remain focused on employee engagement and development by providing regular individual and leadership development opportunities, on-the-job training & stretch opportunities, ongoing performance feedback and regular career development conversations. Examples include:

- Quarterly career development workshops for individuals and people managers. 60 hrs of virtual workshops facilitated with 490 employees attending sessions on a range of topics, many attending more than one topic.
- Bi-annual leadership development program for underrepresented talent, providing 1:1 coaching focused on participant's career development goals. 46 employees who identify as underrepresented attended in FY25.
- Annual executive leadership coaching for senior leaders. 31 senior leaders (41% of our senior leadership team) participated in 1:1 executive coaching in FY25.
- Annual professional development stipend available to all employees upon leadership approval.
- On the job sales enablement education for our GTM teams.

In addition to expanding our new hire onboarding program, we are particularly focused on the development of leaders and under-represented talent. We believe that in order to develop, employees need access to education, exposure to leaders and a diverse range of on-the-job experience.





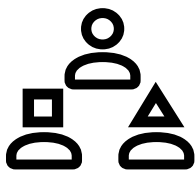
Diversity, Equity and Inclusion

We are committed to fostering an inclusive environment across our world-class teams so that our people can perform to the best of their abilities. Hiring and developing diverse talent is essential to who we are – and central to living our core value: *Be a Good Human, Always*.

To ensure equitable access to opportunity, we continue to evaluate and expand our talent sourcing strategies, with a focus on building a pipeline that reflects the diversity of the global communities we serve.

We also believe that world class inclusive hiring begins with informed decision-makers. More than 70% of our people leaders have completed structured interview training, designed to improve their interviewing skills, mitigate bias, foster a positive candidate experience and support more inclusive hiring practices.

Beyond recruitment, we're investing in education and allyship for all employees. Our training portfolio offers comprehensive experiences designed to support all Couchbase employees, facilitating knowledge sharing, providing access to learning resources, and empowering team members to become more effective allies. Unconscious Bias training is offered to all new hires, reinforcing our commitment to empathy, awareness, and creating a culture where everyone can thrive.



Hiring and developing diverse talent is essential to who we are – and central to living our core value: *Be a Good Human, Always*.



Employee Engagement, Well-Being and Satisfaction

We strive to not just state *Our Values* but demonstrate and live them throughout Couchbase. We do this by supporting initiatives under our *Couchbase Cares* program, with both company-led and employee-led initiatives that elevate voices of our diverse team, and serve our well-being, our families and our communities.



Be a Good Human, Always.

Be authentic. Assume and act with positive intent, even in tough times. Eliminate bias, foster inclusion. Be your best self. Smile.



Act with Uncompromising Integrity, Period.

Do the right thing, every time. Build trust with all constituents. Be honest and transparent. Do what you say. Be proactive.



Serve Your Family, As Defined by You.

Put your family first. Let the company work for you in times of need. Help your family benefit through the company's success.



Attack Hard Problems, Driven by Customer Outcomes.

Be courageous and innovative. Satisfy unmet, underserved needs. Deliver technical excellence and honesty. Enable transformation.



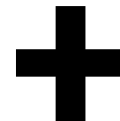
Play to Win, Together.

Plan for success. Put in work, be proud of it. Balance confidence and humility. Never lose alone. Be a great teammate. Celebrate.



Make Tomorrow Better Than Today, Start Now.

Have a bias for action. Execute with intensity and urgency. Know you have an impact. What we do matters. Enjoy the journey.



We've launched numerous initiatives including charitable giving to social justice organizations through our partnership with Percent Pledge, efforts to reduce environmental impact, and other programs aligned with [Our Values](#). We have donated to organizations such as Feeding America, Code Nation, Team Rubicon and the Couchbase team has participated in a global Map-a-thon for Humanitarian Aid, Mustard Tree, UK and Rise Against Hunger India highlighting hunger, and Ronald McDonald House in the US.

Charities Helped

58 in 2025 **139** all time

Dollars Raised

\$5,618
in 2025

\$102,197
all time

All Time Overview



We are deeply committed to engaging and supporting our world-class team. As part of this commitment, we regularly conduct employee surveys to gather candid feedback and inform action. In our latest engagement survey, 96% of Team Members participated – an exceptionally high response rate that reflects strong organizational trust. Our overall engagement outcome indicates a healthy workplace culture and also exceeds industry benchmarks for similarly sized companies.

We also invest in the ongoing development of our people through a range of skills programs. These include both in-house and external training opportunities tailored to employee growth at all levels. One program reinforces our commitment to equitable outcomes through personalized coaching, while other offerings such as our *new manager program* and leadership coaching empower our leaders to grow themselves, their teams, and our broader business.

All roles are evaluated using established criteria to identify which positions require on-site presence and which can be performed remotely. While many of our roles are fully remote, all employees are welcome to use any of our office locations at their convenience.

We also provide a comprehensive suite of total rewards to recognize the value our employees contribute, enabling them to best serve themselves and their families. Our offerings include competitive pay, opportunities to share in the company's success through our equity incentive plans and Employee Stock Purchase Plan for eligible employees, as well as retirement options. Employees also benefit from flexible time off, learning and development opportunities, medical, dental, vision, and life insurance coverage, and paid parental leave.



ENVIRONMENTAL

As a leader in database technology with a global presence, Couchbase recognizes that addressing challenges like climate change requires collaboration among governments, individuals, and forward-thinking companies like ours. Living by one of our values – Make Tomorrow Better Than Today, Starting Now – Couchbase is committed to exploring ways to continually reduce its environmental impact. Couchbase considers all elements of our building operations, procurement and commute/business travel with a focus on:

- **Waste:** waste reduction programs including a standard 4 year laptop replacement program, and recycling of electronic assets through Corporate eWaste Solutions
- **Energy:** renewables in all our major office locations
- **Water:** reducing water use or using non-potable water were possible in our offices, low flow toilets and urinals, water purifiers instead of bottled water
- **Design and Construction:** ensuring that with all office projects, we recycle materials in demolition and choose sustainable/recycled materials in our new spaces



Procurement and ESG

Couchbase's commitment to fostering a diverse, inclusive, and resilient workforce extends beyond our company walls to our vendors and other third parties. Our Procurement Policy and purchasing practices ensure we engage with vendors in a fair and equitable manner, while complying with applicable policies, laws, and regulations.

We hold vendors and third parties accountable for maintaining the highest standards of business conduct and ethics, and conducting activities in accordance with our fundamental shared values. Vendors must agree to abide by our Supplier and Partner Code of Conduct as part of the onboarding process.

We have launched several Supplier Diversity initiatives to



494

Vendors attested to the Couchbase Supplier and Partner Code of Conduct

encourage the use of vendors that embrace Our Values and are representative of the communities we serve, including:

- Collection and reporting of supplier diversity status for all vendors
- Workforce training on inclusive, fair and equitable purchasing
- Encouraging the inclusion of small and minority-owned businesses in competitive bids
- Promoting existing small and diverse suppliers through our Supplier Spotlight Series
- Building a Supplier ESG Database

114

Small and minority-owned businesses contracted by Couchbase in FY25

10%

Spend with small and minority-owned businesses in FY25

69%

Buyers trained on inclusive, fair and equitable purchasing practices



SUSTAINABILITY ACCOUNTING STANDARDS BOARD

(SASB) Index

The below voluntary disclosures are categorized according to the Sustainable Accounting Standards Board (SASB) framework for Software and IT Services.

Topic	Accounting Metric	Category	Unit of Measure	SASB Code	Couchbase Disclosure
Data Privacy & Freedom of Expression	Description of policies and practices relating to targeted advertising and user privacy	Discussion and Analysis	n/a	TC-SI-220a.1	See the Couchbase Privacy Policy , including the section titled "How We Use Personal Data." This policy explains how and why Couchbase collects personal data, and describes users' rights and choices users have to control how their data is used.
	Number of users whose information is used for secondary purposes	Quantitative	Number	TC-SI-220a.2	See the Couchbase Privacy Policy , including the section titled "How We Use Personal Data." This policy explains how and why Couchbase collects personal data, and describes users' rights and choices users have to control how their data is used.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Presentation currency (\$)	TC-SI-220a.3	Couchbase has not incurred monetary losses as a result of legal proceedings associated with user privacy during FY25.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	Number, Percentage (%)	TC-SI-220a.4	None during FY25.



Topic	Accounting Metric	Category	Unit of Measure	SASB Code	Couchbase Disclosure
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	Quantitative	Number, Percentage (%)	TC-SI-230a.1	Couchbase did not experience any data breaches during FY25.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	TC-SI-230a.2	Couchbase has a well established cybersecurity program and incident response plan spanning prevention, detection, response and recovery from security incidents. Couchbase complies with various industry cybersecurity standards, frameworks and regulations including, but not limited to ISO 27001, ISO 27017, ISO 27018, PCI DSS, HIPAA, CSA STAR, GDPR, CCPA.
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that require a work visa	Quantitative	Percentage (%)	TC-SI-330a.1	8.4% of employees require work visa support. Couchbase works with a third party immigration attorney service to manage any potential risks of recruiting employees that require a work visa and requires proof of work authorization from potential new hires.
	Employee engagement as a percentage	Quantitative	Percentage (%)	TC-SI-330a.2	As of March 2025, Couchbase's most recent Overall Engagement Outcome stands at 75%. This number reflects employees' enthusiasm and connection with the organization, as well as their motivation to take positive action to further Couchbase's goals and commitment to staying with Couchbase.
Intellectual Property Protection & Competitive Behaviour	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Quantitative	Presentation currency (\$)	TC-SI-520a.1	In FY25, Couchbase did not have any material monetary loss as a result of legal proceedings associated with anti-competitive behaviour regulations.
Managing Systemic Risks from Technology Disruptions	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	n/a	TC-SI-550a.2	Please refer to our FY25 Annual Report on Form 10-K .





Modern customer experiences need a flexible database platform that can power applications spanning from cloud to edge and everything in between. Couchbase's mission is to simplify how developers and architects develop, deploy and run modern applications wherever they are. We have reimaged the database with our fast, flexible and affordable cloud database platform Capella, allowing organizations to quickly build applications that deliver premium experiences to their customers – all with best-in-class price performance. More than 30% of the Fortune 100 trust Couchbase to power their modern applications. For more information, visit www.couchbase.com and follow us on X (formerly Twitter) @couchbase.

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