



Couchbase

# ESG Highlights FY24



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

July 2024



# LETTER FROM THE CEO

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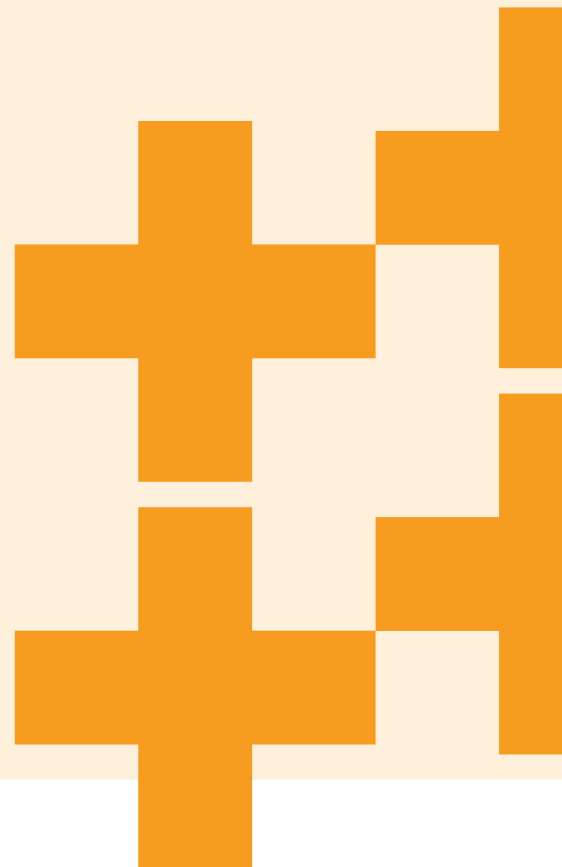
I am delighted to present our fiscal 2024 Environmental, Social and Governance (ESG) highlights. At Couchbase, any given day around our offices, physical and virtual, you'll see and hear how we strive to live Our Values and put them into action. Our focus on ESG aligns with our business in everything we do, but as or more importantly, in how we do it. This document reflects our commitment to sustainable business practices and our communities.

As we remain laser-focused on innovation, and with the acceleration of artificial intelligence driving a transformation of our markets and the world around us, it is on all of 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 Couchbase Communities, our employee resource groups, and our investments in employee development to further our inclusive and diverse workplace. I'm also proud of our work on corporate governance, including our high standards of ethics, transparency and implementation of best practices. 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 and is critical in earning the trust of our employees, customers, partners and shareholders, and are foundational to our success as a business.

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

				
Data Privacy and Cybersecurity	Business Ethics	Employee Recruitment, Development and Retention	Diversity, Equity and Inclusion	Employee Engagement, Well-being and Satisfaction

## GOVERNANCE

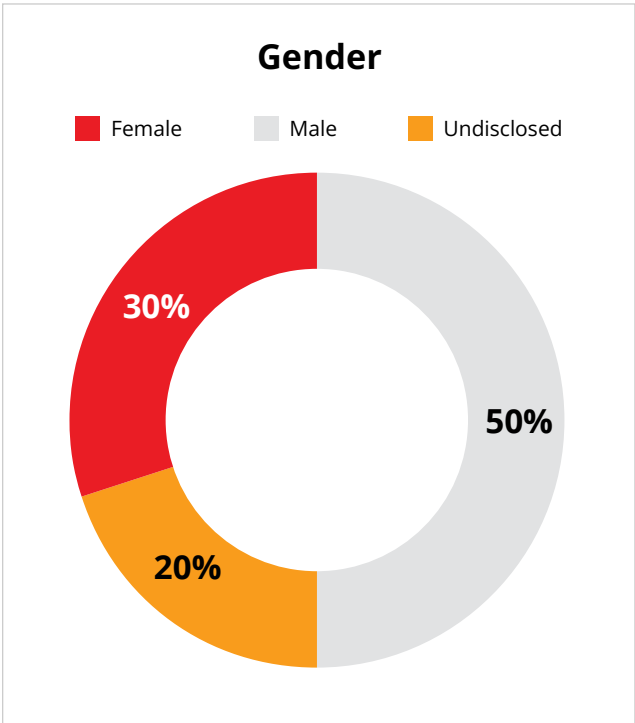
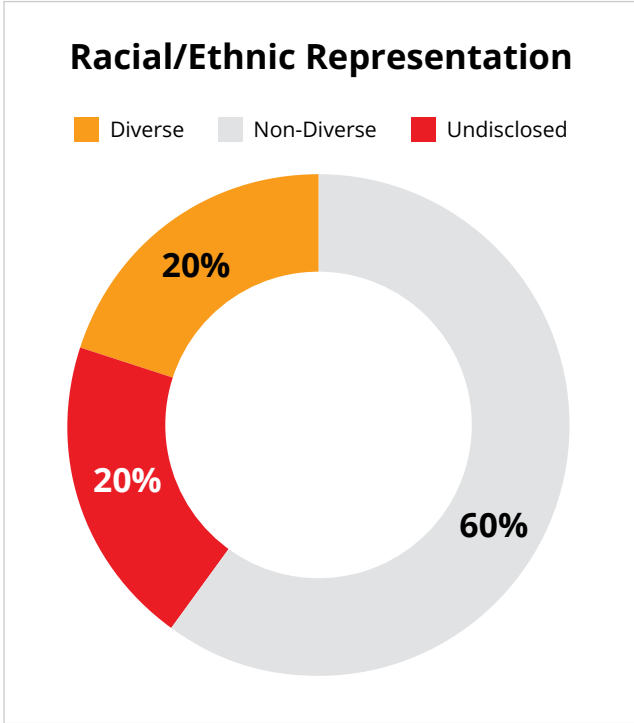
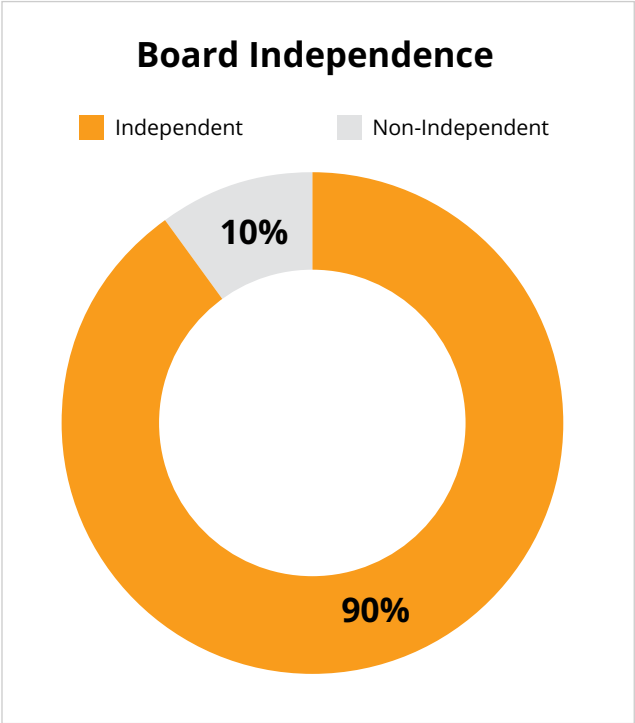
At Couchbase, our focus on ESG begins at the top – our Board of Directors (“Board”) oversees our long-term business strategy, which includes risk management, activities, policies and progress on ESG-related matters. The Nominating and Corporate Governance Committee (“NCG”) of the Board is primarily responsible 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.



**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 that provides for non-retaliation
- Lead Independent Director with strong experience in corporate governance



# 100%

Completion rate in FY24 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
- 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

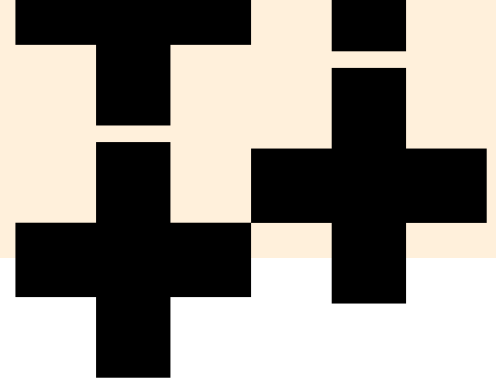
**SOC 2, HIPAA, PCI DSS & CSA STAR**

Annual third-party security audits

**100%**

completion rate in FY24 for Annual Security Awareness training and acknowledgement of Acceptable Use Policy





## SOCIAL AND HUMAN CAPITAL MANAGEMENT

### Building a World Class Team

Employee Recruitment, Development and Retention

#### FY24 IN REVIEW

# 242

New hires

Including:

# 29

Interns

# 15

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 individual and people managers
- Annual leadership programs for underrepresented talent, providing 1:1 coaching focused on participant's career development goals
- Leadership coaching for senior leaders
- 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.







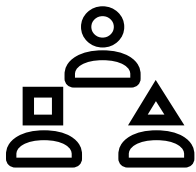
## Diversity, Equity and Inclusion

Couchbase is committed to growing diversity representation and fostering inclusivity across our world class teams. Hiring and developing diverse teams is core to living our value of Being a Good Human, *Always*.

We have expanded our diverse talent sourcing through partnerships with Diversityjobs, participated in Blacks in Tech, and additional recruitment initiatives to diversify our pipeline.

We have implemented equitable leadership and training programs for underrepresented talent at Couchbase, Unconscious Bias and Inclusive Leadership workshops for all people leaders, and greater education on our DEI efforts during new hire onboarding.

In addition, we have created several Couchbase Communities (aka Employee Resource Groups) to drive affinity and belonging across our global workforce. Each Community has its own executive sponsor to support and elevate opportunities to make tomorrow better than today for its members. Examples include Women@ Couchbase and a community for our LGBT+ employees.



As we continue to grow around the world, ensuring an equitable and inclusive work environment for all at Couchbase is critical.





# 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. Employee Engagement, Well-Being and Satisfaction

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## **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.



## **Attack Hard Problems, Driven by Customer Outcomes.**

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



## **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.



## **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.



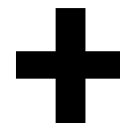
## **Serve Your Family, As Defined by You.**

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



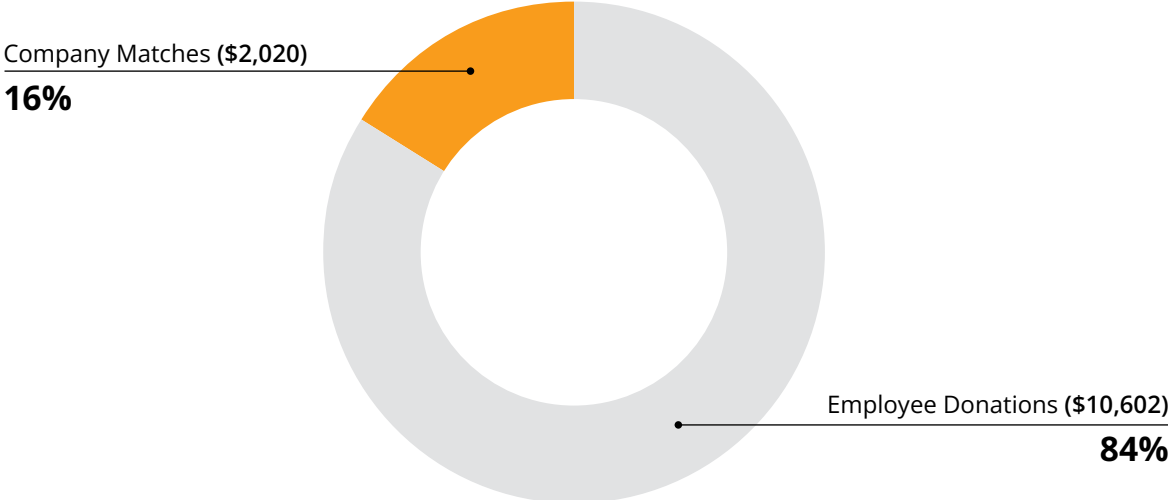
## **Make Tomorrow Better Than Today, Start Now.**

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 via our Percent Pledge partnership; environmental impact, and much more. We have donated to organizations such as Feeding America, Code Nation, Team Rubicon and the T. Couchbase 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.

### Total 2023 Giving - all categories (\$12,622)



We are committed to engaging our world class team. We regularly survey employees, asking for their feedback and taking action based on the outcomes of each survey. More than four fifths of our employees would recommend Couchbase as a great place to work, are proud to work here and feel like they belong at Couchbase. As of June 2024, the company is highly rated on glassdoor.com with a vast majority of respondents approving of our CEO.

Couchbase reviews all roles against set criteria to determine which roles need to be mostly in-office and which roles can be done remotely. Most of our roles are fully remote roles, but all employees are welcome in all offices at all times.

Couchbase provides a range of total rewards in exchange for the value employees create here, so that they may best serve themselves and their families. We offer market competitive pay, the ability to participate in the success of the company through equity programs such as our equity incentive plans and Employee Stock Purchase Plan for eligible employees, and retirement options. Our employees benefit from flexible time off, learning and development opportunities, medical, dental, vision, and life insurance coverage, paid parental leave, and a monthly wellbeing allowance.



# ENVIRONMENTAL

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As a leader in database technology, Couchbase has a global reach, and we are mindful that challenges like climate change should be tackled not just by governments and citizens, but by innovative 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



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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 reimagined 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\*\*](http://www.couchbase.com) and follow us on X (formerly Twitter) @couchbase.

