

Sustainability Report



Committed to Making the World of Data and AI
More Open, Secure, and Sovereign





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A Message from Our CEO

Across industries, organizations are seeking greater control over their own AI and data platforms, and grappling with rising energy demands as they do. At EDB, customers trust us to help them meet these challenges with technology that is efficient, sustainable, and future-ready.

Our greatest strength isn't just the technology we create; it's the trust of customers who expect sustainability, transparency, and responsible innovation. That's what inspired this, our second Sustainability Report, and our first aligned with the [Global Reporting Initiative \(GRI\)](#) and [Sustainability Accounting Standards Board \(SASB\) Standards](#).

2024 was a milestone year. We launched [EDB Postgres® AI](#), a new Sovereign Data & AI platform that empowers our customers to own and manage their data and AI, whether on premises or across cloud environments. It's not just a product. It's a promise: enhanced performance, scalability, and sustainability, built on the trusted foundation of Postgres. We hear from customers every day how essential it is to have control over their data and infrastructure, not only for compliance but also to innovate with confidence and accountability.

Our commitment to sustainability also reached new heights. Our climate targets were officially approved by the [Science Based Targets initiative \(SBTi\)](#), reinforcing our pledge to align growth with science-driven emissions reductions. We were recognized by [CDP](#) (formerly the Carbon Disclosure Project) with the highest SME (small and medium-sized enterprises) rating and earned an [EcoVadis](#) "Committed" badge across four key areas: environment, labor and

human rights, ethics, and sustainable procurement. And by signing the [EU AI Pact](#), we reaffirmed our responsibility to advance ethical, transparent AI development.

We also conducted our first global employee sustainability survey, which revealed strong alignment with EDB's values and clear enthusiasm for our efforts. The insights we gained from this survey will guide our future actions. Beyond that, we expanded employee well-being programs, launched impactful community initiatives, and improved operational efficiency, earning recognition from USA Today's Top Workplaces and Built In's Best Remote Midsize Companies.

We're grateful to our employees, customers, and partners for standing with us. Your passion fuels our progress. As EDB evolves, our mission remains steadfast: to build data infrastructure that's secure, sustainable, and centered on sovereignty, because the future we create together must be responsible, resilient, and human at its core.



KEVIN DALLAS
CHIEF EXECUTIVE OFFICER, EDB

About EDB

About EDB

EnterpriseDB (EDB) provides a sovereign and scalable data and AI platform enabling organizations to harness the full potential of Postgres for transactional, analytical, and AI workloads, securely and efficiently across any cloud, anywhere. Our technology empowers enterprises to manage risk, reduce costs, and scale with confidence in today's data and AI-driven world.

As the leading contributor to the global PostgreSQL open source community, we are deeply committed to advancing open technology and enabling organizations to modernize legacy systems, eliminate data silos, and adopt enterprise-grade open source solutions. EDB's platform delivers up to 99.99% high availability and includes built-in capabilities for security, compliance, and observability.

With a global workforce and operations across four continents, EDB serves more than 1,500 customers in over 30 countries, including major government agencies and leaders in financial services, media, and technology. Our flexible deployment models support customers wherever their data resides—on premises, in the cloud, or across hybrid environments.

EDB is a portfolio company of Bain Capital and Great Hill Partners. As part of our long-term commitment to sustainability, we are focused on increasing transparency around material topics and aligning our operations with responsible innovation, inclusive workplace practices, and climate action.

About This Report

This report, which we publish annually, covers EDB's sustainability performance from January 1 to December 31, 2024, unless otherwise noted. It is intended for employees, investors, customers, and other stakeholders. EDB sought external assurance for this report, which aligns with GRI Standards and SASB Standards for Software and IT Services.

Contact: sustainability@enterprisedb.com



EDB at a Glance

FOUNDED

2004

OWNERSHIP

Bain Capital and
Great Hill Partners

GLOBAL WORKFORCE

More than 800 employees

CUSTOMERS

Serving more than 1,500
organizations across
30+ countries

INDUSTRY

Software and IT services

DEPLOYMENT

Supporting on-premises,
cloud, and hybrid
environments

PRESENCE

Offices and data operations
across four continents

POSTGRES LEADERSHIP

#1 contributor to
the global PostgreSQL
open source community

PARTNERS

Collaborating with more than
300 organizations worldwide

Vision, Mission, and Values

Our Vision

An AI revolution driving a new wave of intelligent systems that
seamlessly integrate into our daily lives, enabling a positive impact
on the global economy and society

Our Mission

To deliver the industry's leading Postgres sovereign data and AI
platform that enables the data-driven, AI-infused, intelligent systems
of our customers

Our Values

Win together: We work collaboratively and create a culture in which
everyone feels valued and supported.

Own our actions: We are committed to our shared goals and take
responsibility for delivering on our promises.

Grow and evolve: We believe in the potential for continuous growth in
both our people and our business.

Have fun: We create a positive environment in which we celebrate
wins and enjoy the journey together.

Our Sustainability Governance Structure

Because effective sustainability oversight is crucial to our long-term success, we instituted a three-tiered chain of command that reaches the highest levels of our company.

Board of Directors and CEO

Ultimate responsibility for our sustainability oversight falls to our [Board](#) and to the CEO, who also serves as chair of the Board. This accountability acts to safeguard our business success and impact on our technology, our customers, and other key stakeholders.

Executive Leadership Team

[Leadership](#) manages our sustainable development by:

- Assessing and managing environmental risks, opportunities, and future trends
- Setting and monitoring compliance of corporate environmental policies and commitments
- Setting and measuring progress of environmental corporate and science-based targets
- Developing a business strategy with consideration of environmental issues
- Managing annual budgets related to environmental issues, environmental reporting, and audit and verification processes
- Managing priorities related to innovation and low-environmental-impact products or services (including R&D)

Executive Leadership Team	
Name	Title
Kevin Dallas	Chief Executive Officer and Chair
Hervé Timsit	Chief Revenue Officer
Jozef de Vries	Chief Product Engineering Officer
Michael Gale	Chief Marketing Officer
Einav Lavi	Chief Human Resources Officer
Patrick Brickley	Chief Financial Officer
Rob Feldman	Chief Legal Officer
Nancy Hensley	Chief Product Officer
Arti Bhatia	Director, Chief of Staff
Avijit Sinha	SVP, Corporate Development and Strategic Alliances

See the team's experience and expertise at [EDB Executive Leadership Team](#).

Sustainability Committee

Appointed by our Executive Leadership team, this cross-functional committee includes leaders from our Legal, Human Resources, Finance, Information Technology, Information Security, and Sales teams. The committee meets quarterly to align on sustainability priorities, implement our environmental management system, and track progress toward our goals. It reports to the Board, Executive Leadership, EDB employees, and other stakeholders.

Our Sustainability Focus Areas

To elevate our sustainability efforts, we conducted a double materiality assessment in early 2024. This helped us better understand our sustainability impacts and what is most important to our company and stakeholders. We identified and prioritized financial and impact (environmental and societal) material issues—along with their associated impacts, risks, and opportunities. With this assessment, we have better aligned our sustainability strategy and compliance with our corporate objectives.

Methodology

In conducting the double materiality assessment:

1. We benchmarked major sustainability frameworks and EDB peers to identify 12 initial sustainability topics deemed the most material to our company:

- 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

Outwards – Impact Materiality	Materiality Prioritization	Inwards – Financial Materiality	Materiality Prioritization
Human capital management		Human capital management	
Diversity and inclusion		Streamlined governance	
Customer satisfaction		Data privacy	
Streamlined governance	Top priority (top 10% in score)	Data security	
Data privacy		Customer satisfaction	
Data security		Business ethics	
Business ethics		Environmental impact	
Climate policy		Climate policy	
Environmental impact		Diversity and inclusion	
Product innovation	Other critical priorities	Product innovation	
Community engagement		Market presence	
Market presence		Community engagement	

ESG topics: ■ Environmental ■ Social ■ Governance

2. We interviewed key internal and external stakeholders on these 12 sustainability topics to determine their financial materiality as regards our business. We also identified the topics' social and environmental impact on EDB's business activities. Concurrently, we identified the impacts, risks, and opportunities associated with these topics.

Conducting this assessment validated our company's sustainability priorities, policies, and commitments. We plan to conduct a double materiality assessment every two years to evolve our sustainability and climate risk management efforts and strategy. As a result:

- We anticipate that certain disclosures 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.
- Our top priorities may change over the years, with our environmental topics increasing in importance as the environmental implications of AI come to the forefront and our carbon reduction initiatives begin benefiting our company.

For 2024–2025, the sustainability priorities identified that are material on a financial and impact basis are:

Environmental

- Setting and obtaining approval on greenhouse gas (GHG) emission-reduction targets in line with climate science through the [Science Based Targets initiative \(SBTi\)](#)
- Submitting the company's climate data to CDP and obtaining external data assurance on company's GHG emissions, on an annual basis
- Aligning the company's climate commitments to PPN006 via a [Carbon Reduction Plan](#)

Social

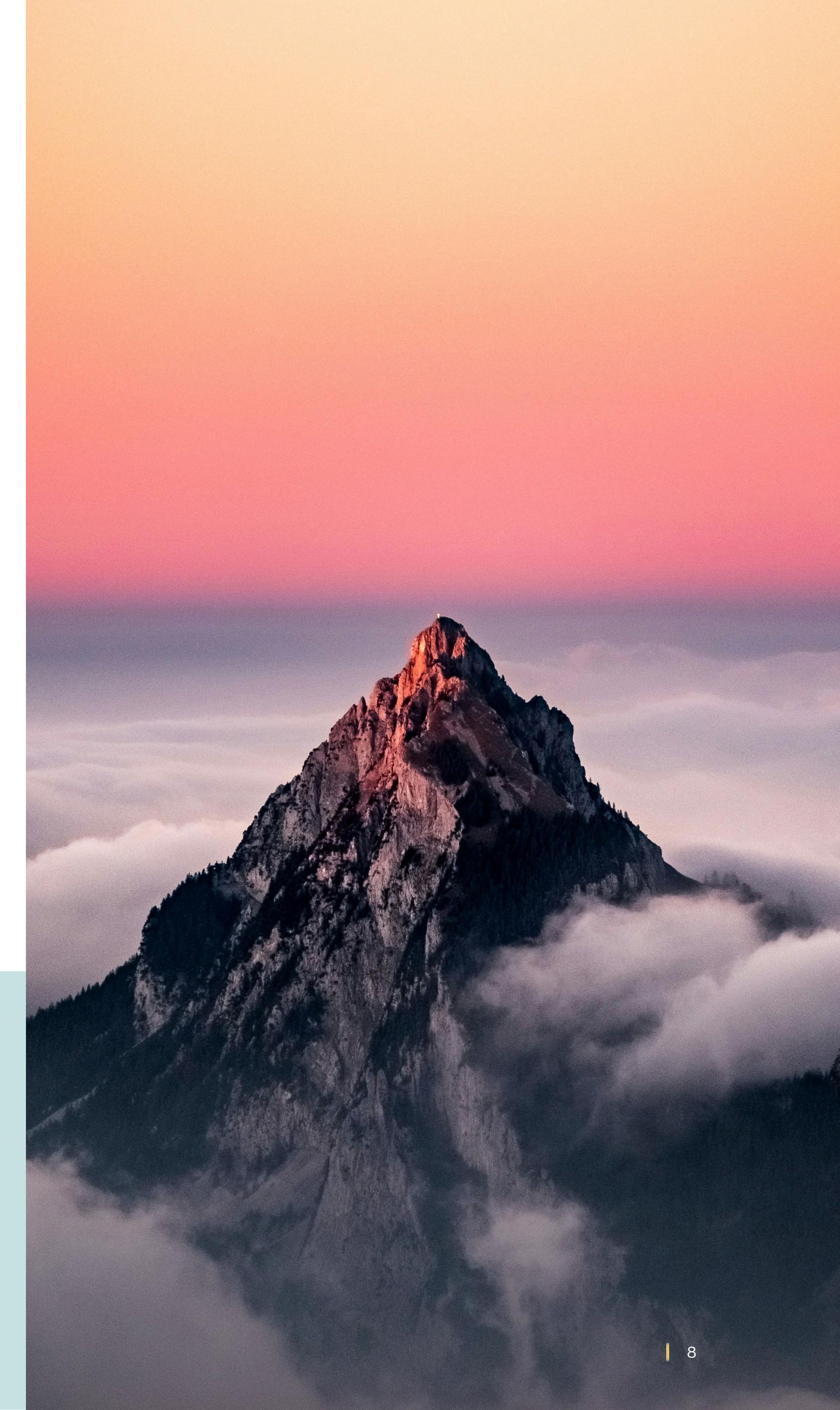
- Ensuring that our candidate and leadership pipelines are bias-free
- Growing EDB's onboarding and talent development offerings
- Broadening our benefit programs to prioritize inclusivity, relevance, flexibility, and choice
- Embedding fairness, consistency, and inclusiveness into our core practices

Governance

- Strengthening our pursuit of the highest standards of ethical and professional conduct, including Board-level and management-level sustainability oversight
- Embedding fairness, consistency, and inclusiveness into our core practices

SUSTAINABILITY INITIATIVE

Demonstrating the real-world potential of Postgres and AI to drive positive sustainability impacts



Engaging Our Stakeholders

Being accountable and transparent to our various stakeholders is a priority for us at EDB. We set up the following structured engagement framework to enable us to:

- Maintain open communication with stakeholders.
- Integrate feedback into our sustainability strategy.
- Ensure alignment with industry best practices.

Looking Forward

As we promote a sustainability mindset throughout every structural tier and function of the organization, our Sustainability Committee will periodically evaluate additional means of engaging with our stakeholders to communicate our strategy, initiatives, and progress.

EDB Stakeholders Engagement Framework		
Stakeholder Group	Modes of Engagement	Frequency of Engagement
Employees	Internal website, newsletters, surveys, town halls	Monthly, quarterly
Board of Directors	Board meetings, Sustainability Report	Quarterly, annually
Customers	Customer support channels, ESG disclosures, Sustainability Report	Daily, annually
Investors	Board meetings (Bain Capital and Great Hill Partners representatives are on our Board), regular communication (Bain Capital sends us an annual ESG survey; Great Hill Partners requests quarterly ESG updates), Sustainability Report	Quarterly, annually
Suppliers and partners	Supplier Code of Conduct, ESG disclosures and assessments	Daily
Public commitment	Signatory of the EU AI Pact; launch of EDB AI Principles reflecting our commitment to customers and the broader community	Quarterly, annually
Communities and NGOs	Community outreach programs, partnerships, Sustainability Report	Quarterly, annually

2024 Highlights, Awards, and Recognitions

Highlights of Our 2024 Sustainability Performance

- Implemented mission control and workday operational excellence technologies to drive data-driven efficiencies and enhance the employee experience
- Increased number of female employees by 3%
- Expanded employee well-being programs
- Engaged with our communities through EDBKind volunteer activities
- Improved net retention rate of top 50 customers by more than 50%, reaching 122%; improved net retention of overall customers by 2 points, reaching 108%

Awards and Recognitions

- 2024 highest rating for SME disclosures | CDP
- 2024 Committed Badge for Environment, Ethics, Labor and Human Rights, and Sustainable Procurement | EcoVadis
- [2024 100 Best Midsize Remote Companies](#) | Built In
- [2024 Top Workplaces](#) | USA Today and Energage
- 2024 Spring–Summer Top 100 Most Flexible Employers Worldwide | Jobgether



- [2024 Best Postgres Certification Program for contributing to customers' business development](#) | Datamation
- [2024 Best DevOps for DataOps/Database Solution](#) | DevOps.com
- [The Coolest Database System Companies of the 2024 Big Data 100](#) | CRN
- [The 10 Hottest Big Data Tools Of 2024](#) | CRN
- [Trend-Setting Products in Data and Information Management](#) | DBTA
- [Big Data 75: Companies Driving Innovation in 2024](#) | DBTA
- [EDB Introduces Intelligent Data and AI Platform with New Corporate Identity and Web Experience](#) | dotCOMM Awards GOLD Winner 2024
- [2025 Community Impact Award](#) | Culture of Good
- [2025 Best Places to Work](#) | Business Intelligence Group
- [2025 Best Place to Work in Data and AI](#) | DataiQ
- [2025 DBTA 100: The Companies That Matter Most in Data](#) | DBTA
- [20 Coolest Cloud Software Companies of the 2025 Cloud 100](#) | CRN
- [2025 Gold Winner](#) | Hermes Creative Awards
- [15 Hottest AI Data and Analytics Companies of the 2025 CRN AI 100](#) | CRN
- [2025 Top 20 Companies in DivHERsity](#) | HerKey

- [2025 Top 20 Most Innovative Practices — DivHERsity Policies](#) | HerKey
- [2025 Top 20 Most Innovative Practices — Women Leadership Development](#) | HerKey
- [2025 Top 83 Artificial Intelligence \(AI\) Companies to Know alongside the most influential names shaping the future of AI](#) | Built In

Memberships and Industry Associations

UN Global Compact

Building on EDB's participation in the UN Global Compact, Chief Legal Officer Rob Feldman joined the organization's [Legal Council](#). The Council brings together senior leaders worldwide to share insights, shape responsible business practices, and engage in policy dialogue on global challenges.



EU AI Pact

EDB joined more than 130 multinational companies to become a signatory of the EU AI Pact. This framework encourages organizations to plan ahead for the implementation of the EU AI Act, the first legal framework governing AI that outlines clear requirements for AI developers and deployers.

Governance at EDB



Governance at EDB

Although EDB is a private company, public transparency is important to us. We work to be accountable to our customers in how we do business, which includes how we impact the environment and treat our employees. Adhering to our corporate values and ethical business principles sets us up for success in our accountability goals.



Managing Our Sustainability Impacts, Risks, and Opportunities

Our Board of Directors recognizes the challenges we face to manage our biggest impacts—which we identified through our double materiality assessment. The Board depends on our Sustainability Committee to lead the way in managing those impacts and their related risks and opportunities on the company.

2024 Risks and Opportunities

AI can capture essential sustainability data with remarkable speed and accuracy to benefit our stakeholders. However, as we continually develop more sophisticated AI systems, our data centers pose our biggest risks, which include emissions, physical climate risks, and reputational risk associated with emission intensity. Accurate AI-generated sustainability data present us with our biggest opportunities:

- Sustainability as a competitive advantage as investors identify companies best positioned to succeed in a low-carbon economy
- Sustainability as a booster to attract and retain talent looking for companies with a positive track record in this area

By monitoring and tracking our sustainability performance as well as collaborating with our stakeholders, we believe we are in the best position to manage our impacts.

Streamlining Our Governance Process

In 2024, we focused on compliance by:

- Establishing a global signature governance policy
- Implementing improved third-party due diligence procedures, trade compliance process reviews, and a senior leadership compliance committee that meets quarterly
- Augmenting our compliance team with a new senior attorney
- Launching our [Trust Center](#) to house our practices, policies, and procedures on privacy, security, transparency, and compliance





Defining How We Work

By integrating sustainability considerations into planning, decision-making, and progress measurement, EDB's streamlined governance has the potential to serve as a role model for transparency and traceability industry wide. Our Board of Directors is involved in all sustainability-related activities, and our management factors in sustainability considerations in all they do.

Staying True to Our Purpose with Our Business Ethics

Our objective is to present a clear industry position on ethics regarding data and AI platforms. As such, we publicly demonstrate the data-related principles and practices of:

- Building a world-class data governance program
- Influencing data governance and privacy standards
- Engaging in public policy advocacy and debate
- Providing our thought leadership on data and AI platform ethics for our customers

Our corporate Code of Business Conduct and Ethics (Code of Conduct) guides us in data-related principles and practices to ensure that everyone acts ethically, with the highest levels of integrity. We also expect third parties with whom we do business to abide by our [Supplier Code of Conduct](#).

We continually strive to improve operations and reasonably cooperate in the remediation of negative impacts we might have caused or contributed to. We regularly assess our operations for risks related to corruption. We also maintain and implement policies and procedures designed to prevent, detect, or remediate our business impacts: [Code of Business Conduct, Anti-Bribery and Anti-Corruption Policy](#), and [Third-Party Due Diligence Policy and Procedures](#).

Maintaining a speak-up culture, we have set up a grievance mechanism. We encourage employees to report violations of the Code of Conduct through the anonymous third-party EthicsPoint Reporting Hotline available 24/7. We review and address all issues raised in good faith.

Looking Forward

Based on key goals set in 2024, we plan to:

- Establish corporate AI and data ethics policies.
- Improve EDB data governance and privacy standards.
- Engage in public policy advocacy and debate.

Managing Access to Our Data Responsibly

We use the zero-trust model to manage access to data assets, implementing robust identity-based security measures to thwart potential threats and strengthen access management. In 2023, we deployed our SIEM (security information and event management) and security detection response function company wide. Our Postgres tools and third-party service providers also contribute to our secure data processing practices.

Data Privacy at EDB

We stand committed to data protection and privacy for our company and all stakeholders. EDB prioritizes these through a global privacy program that respects international standards and regulations. We emphasize transparency, accountability, and continuous improvement in our data handling practices. EDB's commitment to privacy includes using personal data for specific, legitimate purposes, ensuring data accuracy and implementing security measures to protect against unauthorized access or disclosure.

We work to achieve security assurance with penetration testing, vulnerability disclosure programs, data classification matrices, and cyber-risk assessments/audits by contracting with independent third parties annually to conduct:

- ISO security strategy assessments
- SOC 2 audits of our database as a service (DBaaS) and our professional [Remote Database Administrator Service](#)

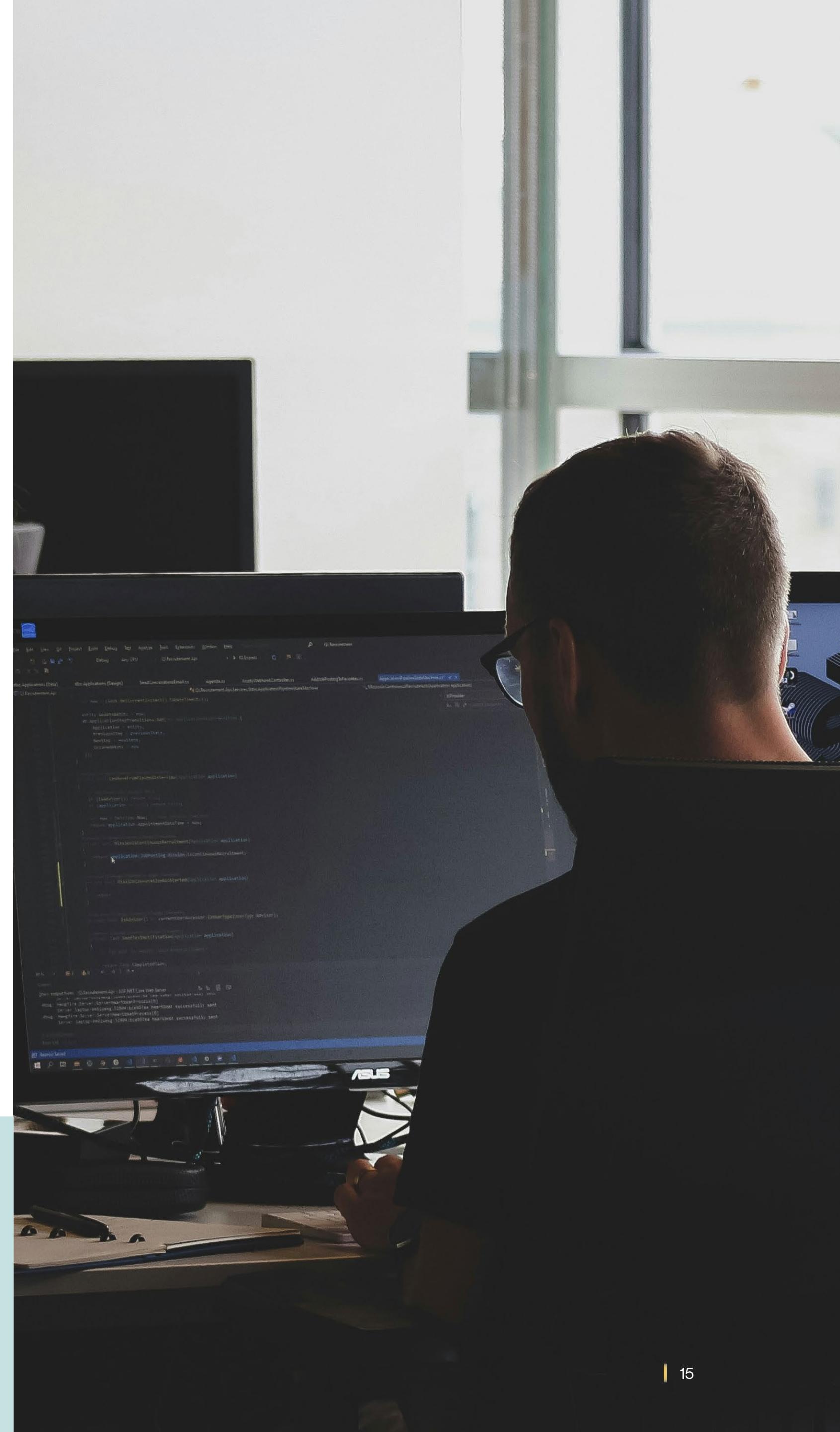
Our security frameworks and standards include the PCI DSS encryption mandate, General Data Protection Regulation (GDPR), and Certified Cybersecurity Awareness Professional (CCAP) certification. As a global company, we stay on top of new cybersecurity and sustainability regulations, such as the European Cyber Resilience Act.

Our commitment to transparency and continuous improvement is demonstrated by publication and updates of these documents updated in 2024 and 2025:

- [EDB Privacy Policy](#)
- [EDB Recruitment Privacy Policy](#)
- [EDB End-User License Agreement](#)
- [EDB Data Processing Addendum](#)
- Other policies and white papers supporting data privacy in our [EDB Trust Center](#) (continually updated)

Looking Forward

We plan to develop technology and procedures for collecting personal data and reporting cybersecurity incidents in 2025.





Data Security at EDB

We commit to protecting our employees, partners, customers, and other stakeholders from damaging data security breaches. We continually manage and mitigate data security risks through a comprehensive information security program (ISP) encompassing the following:

- **Security assurance** focuses on establishing and maintaining cybersecurity policies, procedures, guidelines, and standards; implementing controls; conducting thorough risk assessments prioritizing the implementation and effectiveness of security controls; auditing and continuously monitoring our ISP to demonstrate compliance with established requirements and standards; providing security testing and awareness training; and managing compliance.
- We adhere to these cybersecurity regulations: Secure Controls Framework (SCF), SOC 2, and SSDF.
- **Information risk management (IRM)** proactively identifies and manages risks through continuous security assessments; capturing findings and working with stakeholders to develop plans of action and milestones to drive prioritization and remediation efforts; and implementing secure development practices, vulnerability management, penetration testing, and responsible disclosures. The IRM team focuses on areas such as cyber risk, supply chain risk, application security, and offensive security.
- **Security operations** prevent, identify, and remedy threats through log management, threat detection, incident response, and security engineering protocols. This integrated approach ensures a robust defense against data security risks.

Collaborating with Our Suppliers

Supplier collaboration is essential to advancing our sustainability goals and responsible business practices. We are committed to incorporating sustainability considerations into our procurement strategy by:

- Encouraging best practices in sustainability among our suppliers.
- Exploring opportunities to align with environmental and social responsibility standards.
- Collecting data from top-tier suppliers to better understand their sustainability commitments and performance.

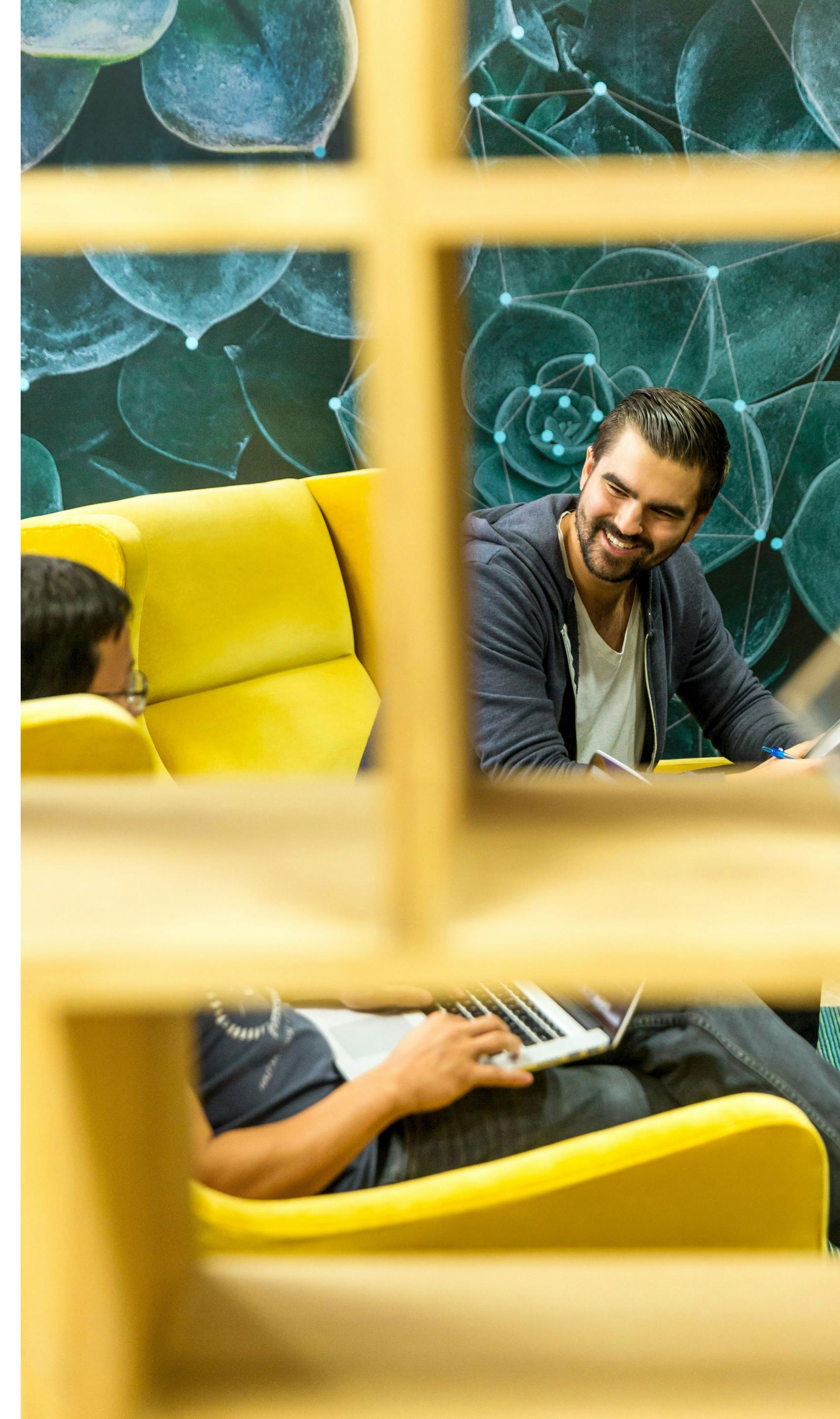
As part of our evolving sustainability initiatives and strategy, one of our near-term goals is to develop a supplier engagement program that collects environmental and social responsibility data from our top-tier suppliers. This will allow us to assess alignment with EDB's sustainability values and explore opportunities to collaborate on reducing environmental impact across our supply chain. We

plan to add the following sustainability-related criteria to supplier assessments in the future:

- Environmental commitment and climate impact
- Publication of an annual Sustainability Report
- Greenhouse gas (GHG) emissions measurement along with Scope 1, 2, and 3 performance
- GHG emissions verification by a third party
- Commitment to GHG reduction targets
- Alignment with [Science Based Targets initiative \(SBTi\)](#)

To strengthen our supplier engagement strategy and ensure that environmental responsibility remains a key consideration in our business relationships, we set these goals:

- Develop a supplier assessment scorecard.
- Establish clear environmental and social responsibility expectations for suppliers.
- Encourage suppliers to adopt sustainable business practices, such as emissions reduction and resource conservation.
- Explore opportunities to incorporate supplier sustainability assessments as part of our procurement processes.



Our Social Impact



Our Social Impact

At EDB, our mission is brought to life through our values; cultural pillars; and commitments to inclusion, anti-bias, and enhancing the customer experience. Through EDBKind, volunteerism, and philanthropy, we're proud to invest in the communities where our employees live and work.



Investing in Our People

We prioritize our people by fostering an environment in which every employee can thrive. From expanding benefits and supporting mental wellness to offering flexible remote work and professional development through EDB Academy, we invest in our global team members so they can grow, lead, and contribute meaningfully to our shared mission.

Talent Recruitment, Development, and Retention

At EDB, our people are our greatest strength. The #1 reason employees join and stay with EDB is our collaborative, inclusive culture—one in which global teams work together on challenging, meaningful projects and have fun along the way.

As a remote-first company, we are committed to workplace flexibility and employee well-being. Our popular Wellness Fridays initiative, comprehensive mental health support, and community-focused programs such as EDBKind reflect our commitment to caring for our people and empowering them to do their best work.

We invest in professional growth through the EDB Academy, our learning and development platform; our Lunch & Learn series; leadership programs; Growth Mindset workshops; and the EDB Mentorship Program, which connects employees across regions and functions. Training programs cover topics including ethics, global data privacy, workplace harassment, cybersecurity, and ongoing skills development.

All employees receive regular performance and career development reviews. Additionally, we maintain a strong stance on pay equity, providing equal remuneration regardless of gender, race, ethnicity, or age.

We remain committed to creating a workplace grounded in respect, fairness, and opportunity for all.

Employee Engagement

We actively listen to our people. Our latest annual engagement survey saw a 92% participation rate, up from 87% last year. Our Employee Net Promoter Score (eNPS), which measures how likely employees are to recommend EDB as a great place to work, increased from 12 in 2024 to 51 in 2025. This significantly outpaces the industry benchmark of 24. Our employees' trust in our continuous improvement and investment in them is well reflected in Glassdoor: At the end of 2024, our Glassdoor rating went up to 4.2 out of 5 (from 3.3 in January 2024). The company also was awarded multiple prestigious awards in 2024, including:

- Best Place to Work in Data and AI | DataiQ — the data and AI industry's most prestigious awards. More than 400 entries were received this year for Innovation, People, and Culture.
- The 20 Coolest Cloud Software Companies of the 2025 Cloud 100 | CRN
- 3 awards focused on diversity of women in the workplace | HerKey
- Top 20 Most Innovative Practices | DivHERsity
- Top 20 Most Innovative Practices | Women Leadership Development
- Top 20 Companies | DivHERsity
- 2025 Best Places to Work | Business Intelligence Group
- Community Impact Award | Culture of Good



Our Inclusive and Community-Minded Workforce

With employees collaborating across more than 30 countries, EDB brings together a diverse range of backgrounds, experiences, and perspectives in an inclusive and bias-free workspace. We believe this variety strengthens our business decisions, fosters innovation, and supports our global customers in meaningful ways.

We are committed to maintaining a workplace culture in which all employees feel respected, valued, and empowered to contribute. We invest in creating an environment that emphasizes fairness, equal opportunity, and professional growth for all.

To help build a strong sense of connection across teams and regions, EDB supports employee-led resource groups (ERGs). These groups provide space and opportunities for employees to connect around shared interests and experiences, fostering conversation and community across our global workforce.

In 2024 we established the EDBiasFree Committee to identify and eliminate systemic barriers, unconscious biases, and inequities that may exist within our organization. The committee's goal is to design and champion practices that ensure that decisions about hiring, promotions, performance management, and daily interactions are fair and inclusive.

Our culture reflects the principles of openness and collaboration that define the Postgres community. We're proud of the team we're building, and we remain focused on creating a workplace where people feel supported, heard, and included.

EDB Employees

Our 2024 numbers serve as a baseline for our future reports.

2024 Employee Headcount	
Topic	Breakdown
Gender	Female: 211 Male: 682 Nonbinary: 1 NA: 16
Region	Americas: 369 EMEA: 190 APJ: 351
Age group	21–30: 115 31–40: 325 41–50: 272 51–60: 161 61–64: 27 65 and over: 10

2024 Employee Hires and Turnover	
Topic	Breakdown
New Hires	
Gender	Female: 65 Male: 166 Nonbinary: 1 NA: 1
Region	Americas: 120 EMEA: 39 APJ: 74
Age group	21–30: 37 31–40: 83 41–50: 66 51–60: 41 61–64: 6 65 and over: 0
Turnover	
Gender	Female: 39 Male: 121 Nonbinary: 0 NA: 5
Region	Americas: 81 EMEA: 24 APJ: 62
Age group	21–30: 24 31–40: 45 41–50: 47 51–60: 38 61–64: 6 65 and over: 5



Supporting Our Communities

EDB supports our global communities through charitable giving, local partnerships, and our EDBKind initiative. Employees receive one paid day off annually to volunteer and contribute to the causes of their choice. We also take pride in supporting mission-driven organizations such as MERMAID, which are leveraging our Postgres data and AI platform to support social and environmental good.

Employee Volunteerism and Giving

At EDB, doing well means doing good. Through our EDBKind initiative, our global employees engage in meaningful volunteer work and philanthropic giving to strengthen the communities where we live and work.

EDB offers each employee a paid volunteer day, encouraging individuals and teams to give back to causes they care about. In 2024, employees participated in a wide array of initiatives, including food drives, STEM mentorship, environmental cleanups, LGBTQ+ support, education programs, animal welfare, support for children with autism, inclusiveness activities, and local community programs.

We supported mission-driven organizations through charitable giving to organizations such as Pratham, dedicated to improving India's quality of education; and the Sheldrick Wildlife Trust, an orphan elephant rescue and wildlife rehabilitation program in Kenya. We also engaged in technology donations and employee-led initiatives aligning with our values. These contributions reflect our belief that businesses should be a force for positive change.

Spotlight on Employee Volunteers

Showcasing the real-world impact of EDBKind, here's how some team members volunteered their time:



“ I led a “Women in STEM” session at a Young Women LEAD event for high schoolers. I was proud to overhear a student say, “...I want to go into a career in STEM!”—a testament to the importance of this work.

TRACEY BLENDOWSKI
INFORMATION SECURITY DIRECTOR II

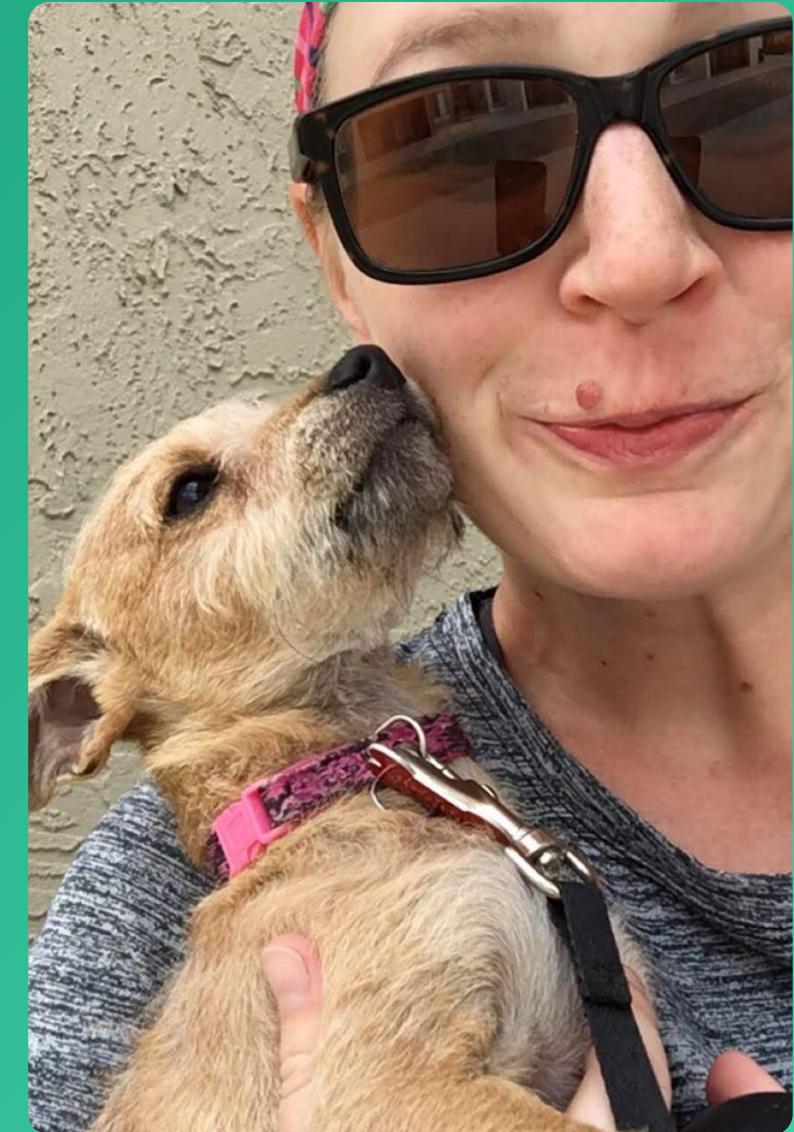


“ One Life/Una Vida provides affordable mental health care services. I support the pantry program, toy drives, prom dress projects, and anything helping our community feel closer.

ANGEL CAMACHO
DIRECTOR OF COMPETITIVE INTELLIGENCE

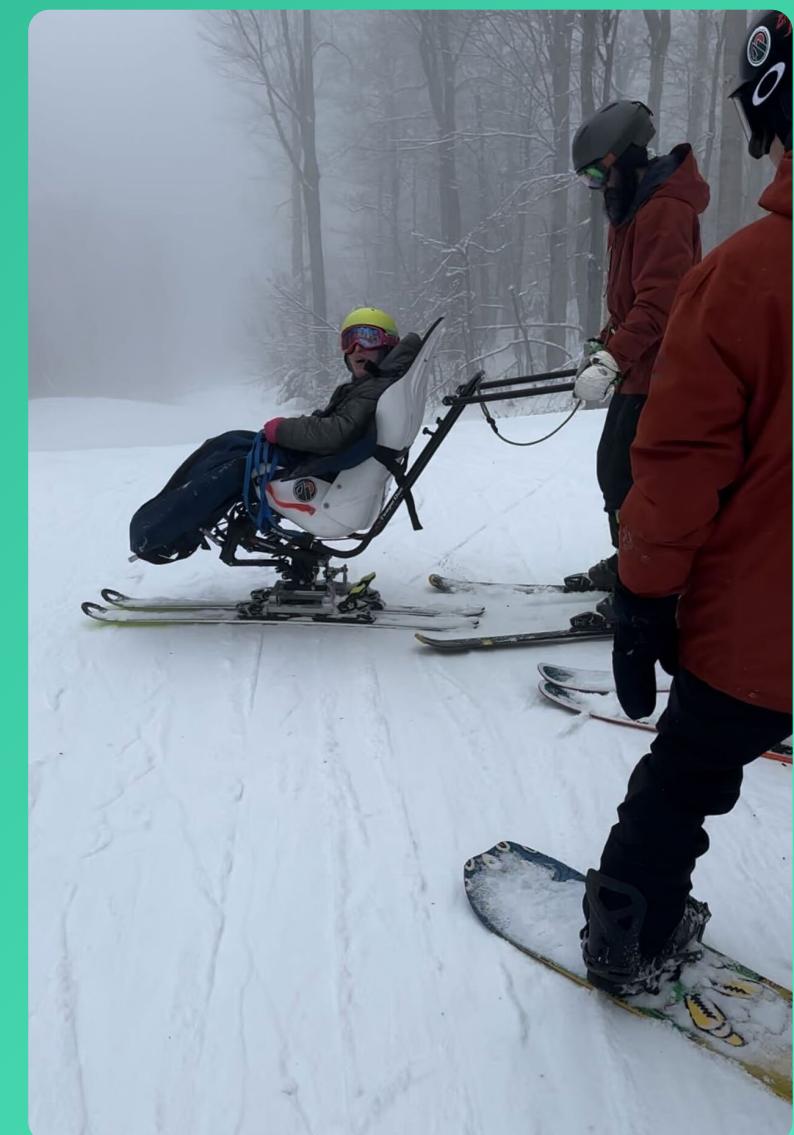
“ I've dedicated my time to animal welfare by walking shelter dogs and helping with adoption events. I've also fostered animals at shelters and volunteered with my daughter at the SPCA.

BLEIGHTON EPPARD
EXECUTIVE ASSISTANT



“ Through my work with Adaptive Sports Partners, I have the privilege of helping empower individuals with disabilities to build skills, confidence, and community through the transformative power of sport and shared adventures.

JAIME ARZE
INFORMATION SECURITY SENIOR DIRECTOR I



Our Product Impact

EDB's Postgres data and AI platform helps customers advance their own sustainability goals by enabling efficient, high-performance data solutions. In 2024, EDB Postgres AI set new industry benchmarks, optimizing energy and cost efficiency, supporting critical services such as healthcare, and empowering innovation that drives both economic progress and environmental benefit.

Postgres for the AI Generation

Incorporating AI in the design, management, and operations of data, EDB Postgres AI empowers organizations' data [to work for them](#).

As the first intelligent data platform for transactional, analytical, and new AI workloads, EDB Postgres AI proved to be the speediest, most cost-efficient scalable enterprise database platform, according to an [independent study conducted by McKnight Consulting Group](#).

Launched in 2024, the secure, flexible, and sovereign EDB Postgres AI enables cutting-edge AI solutions for innovation at scale, strong data governance, and maximum efficiency to accelerate operational

performance. A sovereign data and AI platform that is designed to meet specific data and control requirements, EDB Postgres AI can be deployed across hybrid and multi-cloud platforms, offering enhanced data security and compliance as well as cost optimization to increase customers' revenue.

To give our customers and potential customers a competitive edge, we have modernized our partner engagement model to focus on enabling joint customers to eliminate data silos and initiate AI projects in any environment. We also aim to expand our partnerships and meet customers where they are to demonstrate how our products and services can benefit them.





Our Approach to Product Innovation

In 2024, we launched EDB Postgres AI, unifying transactional, analytical, and AI workloads in our single Postgres data and AI platform. This lets our customers optimize innovation, performance, cost, collaboration, governance, and security. We identified key areas in which we believe EDB's Postgres data and AI platform is poised to make a meaningful impact:

- **Empowering businesses and job creation:** EDB's database solutions enable enterprises across industries to scale efficiently, supporting business growth, job creation, and economic development.
- **Optimizing IT infrastructure for energy efficiency:** Our products help organizations build and support AI applications that reduce reliance on legacy systems requiring high energy consumption and inefficient resource allocation.
- **Supporting open source and community engagement:** As a leading contributor to PostgreSQL, EDB actively invests in the open source community, fostering innovation, skill development and collaboration within the global developer ecosystem.
- **Exploring future measurement initiatives:** As we refine our sustainability reporting framework, we aim to quantify the impact of our products in areas such as operational efficiency, carbon footprint reduction, and long-term customer sustainability benefits.

While we are in the early stages of formalizing metrics to assess how our technology can positively influence sustainability, we are committed to enhancing our data collection and reporting processes to provide greater transparency into the positive contributions of our technology.

Ensuring Customer Satisfaction

We dedicate ourselves to fulfilling the needs of our 1,500+ customers who count on our expertise to use our products for controlling risk and running their operations efficiently. Our exemplary customer service includes:

- Round-the-clock global support and advanced professional services:** This is possible via our remote-first staffing strategy, with a balanced distribution of staff across major geographies (EMEA, Americas, APJ) during our customers' business hours. Customers can access assistance via our [Support Portal](#).

Our dedicated Support Services team is staffed full-time by PostgreSQL experts with deep and diverse knowledge about PostgreSQL deployments and experience with other proprietary databases, popular open source extensions, and major cloud infrastructure platforms.

- Escalation process/path for each customer:** This includes ensuring we address customer grievances and complaints as well as dealing with complex issues in a timely manner. We also provide our Support Services leaders' contact information.

- Solutions for key customer challenges:** Beyond our support team, we direct customers to our [Trust Center](#), provide [online Postgres training](#) and [product documentation](#), and arm our sales team with the knowledge to support their customers directly. We also help our customers in their sustainability goals. We are developing a carbon calculator to let them view and report on avoided emissions through the use of EDB products.
- Invite feedback to continually improve customer service:** After each customer's service support session, we contact them to assess their satisfaction with the assistance received. To determine overall subscription/service satisfaction, we also conduct quarterly customer surveys. With the surveys' results, we determine the reasons for any non-satisfactory responses to see how we might get better to provide our customers with always-on best service.

CUSTOMER PRIVACY

In 2024, there were no instances of breaches of customer privacy.





Making Products More Accessible

Our Customer Experience team is crucial to our company as we continually look for ways to enhance our processes.

Our customers are truly partners. We actively listen to their feedback, using it to directly influence product development and accelerate customer success through our open source technology. With every innovation, we keep the voice of our customer in mind and provide these resources and services:

- Access to the latest data warehouse, analytics, and AI tools, plus enhanced enterprise knowledge graphs or datasets 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

Customer Experience Team Three Guiding Principles

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

Our Environmental Impact



Our Environmental Impact

As our company grows, so do the businesses and platforms that use our products and services. The level of technology and infrastructure needed to support this growth will also generate increased environmental impacts. That's why we continually identify and monitor our emissions with the goal of establishing climate science–based GHG emission-reduction targets.



Our Emissions

We are dedicated to reducing our greenhouse gas (GHG) emissions by taking essential steps to measure our carbon footprint. We have already created a carbon inventory and annually calculate our GHG emissions via Watershed, a carbon accounting platform. This includes tracking emissions from employee travel, facilities, flights, hotels, and revenue. Our approach to accurately and comprehensively calculating our 2024 emissions aligns with [GHG Protocol standards](#) and considers:

- Varying levels of data availability across different organizations
- Actual utility usage data when available, or estimates based on building characteristics such as square footage
- Emissions factors, including electricity with location-based factors from reputable sources (IEA, eGrid, DEFRA, etc.), fuel combustion with consistent factors across geographies, and refrigerants using uniform factors globally
- Other factors: transmission and distribution losses for electricity, natural gas leakage, clean power purchases and credits, and incorporation of utility-specific emissions factors when available

[Read the assurance letter from KPMG »](#)

2024 Emissions by Scope (MT CO ₂ e)			
Scope	2023 ¹	2024 ^{2,3,4,5}	% Change YOY
Scope 1 (Direct)	39	31	20.51% decrease
Scope 2 (Energy indirect)	255	168	34.12% decrease
Scope 3 (Other indirect)	3,195	9,414	194.66% increase

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

² Significant changes in calculation process for 2024 data compared to 2023 data: We included more sources of emissions in 2024 in our calculations, including Scope 3 emissions for cloud usage and cloud expenses.

³ Gases other than CO₂ factored into calculations.

⁴ Sources of emissions factors: Scope 1 Emission Factor databases are from EPA 2024, IPCC and DEFRA 2024; Scope 2, European Residual Mixes 2024, Green-e Residual Mixes and IEA Electricity Emissions Factors 2024; Scope 3, cloud usage and expenses, CEDA v7, DEFRA 2024, Supplier Specific emission factors where available, eGRID, IEA Electricity Emissions Factors 2024.

⁵ Emissions calculated through equity share, financial control or operational control.

We anticipate re-baselining due to methodology improvements and data collection process improvements in the following years.

2024 Emissions Intensity by Scope (MT CO ₂ e)	
Scope	2024 ^{1,2}
Scope 1 (Direct)	0.17
Scope 2 (Energy indirect)	0.95
Scope 3 (Other indirect)	54

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

² Factors (denominator) used for emissions intensity: revenue intensity figure.

Regarding our GHG emissions in 2024:

- Our total energy consumed was 9,044 MWh, with 100% from grid electricity.
- Our top 10 suppliers produced 19% of our total emissions.
- 100% of our Scope 2 emissions came from purchased electricity, steam, heating and cooling primarily for buildings.
- 37% of our Scope 3 emissions originated from business travel, with 29% of Scope 3 emissions coming from commercial flights.

Addressing Our Impact

As we work toward reducing our carbon emissions and our overall environmental impact, our Environmental & Climate Policy and Environmental Management System (EMS) Policy serve as our guides. These policies encourage all stakeholders to meet our sustainability goals in their daily practices. Our EMS framework helps us:

- Track key standardized sustainability metrics, including those for emissions.
- Systematically measure and evaluate our overall environmental performance.
- Identify opportunities for improvement and program implementation.
- Provide analysis of our overall environmental impact.
- Enhance environmental governance across the organization, uniting cross-functional teams in common goals.
- Align environmental objectives across the business.
- Promote data accuracy and accurate climate risk assessments for external reporting requirements.
- Facilitate compliance with applicable climate change and environmental laws, regulations, and other requirements.

Employee Education and Engagement

Recognizing the importance of continuous education and engagement in driving meaningful action, our goal is to establish formal training related to our policies and EMS. As part of our evolving sustainability strategy, we are exploring opportunities to further integrate these policies into employee engagement initiatives, which may include:

- **Internal communications and awareness campaigns:** Leveraging newsletters, leadership updates and company-wide announcements to reinforce the principles outlined in our policies
- **Future learning and development opportunities:** Assessing the feasibility of incorporating environmental training into broader employee development programs
- **Cross-functional Sustainability Committee engagement:** Encouraging employees to participate in sustainability discussions and initiatives through the Sustainability Committee's efforts

Policy Communication and Awareness

Our Environmental & Climate Policy and EMS Policy are available to all employees through our internal employee website. This platform serves as a key resource for employees to access information about our sustainability commitments and environmental initiatives.



Integrating Environmental Considerations into Strategic Planning

Data centers play a critical role in our business operations, though we realize the environmental impact associated with their energy consumption and resource use. While we are in the early stages of integrating environmental considerations into data center strategic planning, we took the first step of identifying our focus areas.

Key Areas of Focus:

Cloud-based optimization:

EDB increasingly leverages cloud-based infrastructure, which supports enhanced energy efficiency and reduced on-premises resource consumption. By partnering with leading cloud providers that prioritize sustainability, we benefit from innovations in energy-efficient data management and carbon reduction strategies.

Future-focused sustainability considerations:

As our business evolves, we are committed to identifying opportunities to enhance the efficiency and sustainability of our data center needs. This includes evaluating renewable energy options, minimizing electronic waste, and considering responsible sourcing of IT infrastructure.

Energy efficiency metrics evaluation:

As part of our ongoing environmental initiatives, we are exploring ways to assess data center energy usage to better understand our environmental footprint.

Avoided Emissions: Helping Our Customers Reduce Their Carbon Footprint

EDB's software is engineered for both performance and sustainability. In 2024, we partnered with sustainability consultancy Incendum to quantify the GHG emissions avoided by organizations using EDB.

The analysis revealed that EDB can help reduce emissions from data center operations by more than 50%, on average. In some scenarios, reductions approached 80%, driven by architectural efficiencies that require fewer cores and servers to run the same applications.

These efficiency gains translate into meaningful climate benefits without requiring financial trade-offs—lower energy use, lower costs, and lower emissions. By providing a credible, data-backed methodology to estimate avoided emissions, this work enables EDB to support customers in achieving their sustainability goals while optimizing IT performance.

Spotlight on Sustainability Opportunities with Postgres

With our agile, open source EDB Postgres data and AI platform, organizations can reduce expenses to decrease their operational and tech carbon costs, sustain a safe water supply, and innovate to make positive impacts. Here are five examples:

Revolutionizing coral reef conservation:

[MERMAID](#), a Wildlife Conservation Society initiative that EDB sponsors, uses Postgres and AI to help coral reef scientists collect, manage, and share data from more than 6,100 coral reef sites in 44 countries—within hours instead of months. This increases scientific efficiency of addressing the coral reef crisis by at least threefold.

Preserving our planet's water:

[MetaspHERE](#), a leader in telemetry, relies on our scalable EDB Postgres AI to meet the tenfold increase in expected industry demand for monitoring water networks globally. With EDB powering its database, user response times and speed to access data improved, allowing utility companies to take action even faster to prevent leaks.

Protecting forestland:

The [USDA Forest Service](#), which stewards more than 600 million acres of U.S. forestland, modernized its geodatabases with EDB Postgres AI. With more flexibility, reliability, and scalability, the Forest Service achieved a 70% improvement in performance at less than 30% of the cost of its previous database.

Feeding the world:

An international agriculture tech company migrated essential supply chain workloads by deploying [EDB Postgres Distributed](#) on the fully managed [EDB Postgres AI Cloud Service](#), achieving high availability so that data would deliver and perform more effectively—which means more food production globally.

Optimizing for Efficiency with EDB Postgres AI

EDB Postgres AI helps organizations run smarter and leaner. By automating routine database tasks, the platform optimizes performance and resource utilization to improve energy efficiency and cost outcomes—all while reducing manual effort from DBAs and developers. Now, teams can do more with less infrastructure and complexity. These efficiency gains support both operational goals and more sustainable IT practices. Learn more [here](#).

Rehabilitating elephants in the wild:

We partnered with the [Sheldrick Wildlife Trust](#), a pioneer in the conservation and protection of wildlife, to adopt 150 orphaned elephants, supporting their rehabilitation in Kenya and underscoring a commitment to both wildlife and open source innovation.



Looking Forward

EDB is proud to announce its commitment to setting science-based targets, with formal submission and validation in June 2025. These targets will align our decarbonization pathway with the latest climate science and the 1.5°C ambition.

We understand the potential of our products to support customers on their own decarbonization journey by directly reducing the energy they consume. We are actively developing a transparent methodology to quantify and share avoided emissions that result from customers using our solutions, an important step in enabling climate-conscious decision-making across our ecosystem.

To reduce emissions within our operations and broader value chain, our next step is to develop a climate roadmap focused on our highest-impact areas, including actions such as:

- Developing a renewable energy strategy and improving the operational energy efficiency of our offices
- Engaging with key suppliers to collect high-quality emissions data and support decarbonization efforts
- Refining our estimates of emissions from product usage to enable more accurate reporting and target-setting
- Developing a carbon calculator that enables customers to view and report on avoided emissions through the use of EnterpriseDB products
- Embedding climate criteria into procurement and product design decisions to build toward our net-zero emissions commitment

Through these efforts, we aim to reduce emissions across our value chain and enable our customers to achieve their own sustainability goals.

Closing Remarks

Closing Remarks

At EDB, we aim to conduct business in ways that are principled, transparent, and accountable. We will continue to publish this report annually so we can provide information on our strategy, performance, and progress against our goals.

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.



Appendix and Indices

Appendix and Indices

GRI Index		
GRI Indicator	Category	Response
2-1	Organizational details	<p>EnterpriseDB</p> <p>EnterpriseDB (EDB) provides a data and AI platform enabling organizations to harness the full power of Postgres for transactional, analytical, and AI workloads, securely and efficiently across any cloud, anywhere. Our technology empowers enterprises to manage risk, reduce costs, and scale with confidence in today's data- and AI-driven world.</p> <p>2024 Sustainability Report, "About EDB" pg. 3</p>
2-2	Entities included in the organization's sustainability reporting	EnterpriseDB
2-3	Reporting period, frequency and contact point	We report on an annual basis. All data is reported as of December 31, 2024, unless otherwise stated. For more information, refer to following point of contact: sustainability@enterprisedb.com
2-4	Restatements of information	There are no restatements of information.
2-5	External assurance	Refer to the assurance letter on page 38 for external assurance sought.
2-6	Activities, value chain and other business relationships	2024 Sustainability Report, "About EDB" pg. 3
2-7	Employees	2024 Sustainability Report, "EDB at a Glance" pg. 5
2-9	Governance structure and composition	2024 Sustainability Report, "Our Sustainability Governance Structure" pg. 6
2-10	Nomination and selection of the highest governance body	2024 Sustainability Report, "Our Sustainability Governance Structure" pg. 6
2-11	Chair of the highest governance body	2024 Sustainability Report, "Our Sustainability Governance Structure" pg. 6
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Sustainability Report, "Our Sustainability Governance Structure" pg. 6
2-13	Delegation of responsibility for managing impacts	2024 Sustainability Report, "Our Sustainability Governance Structure" pg. 6
2-14	Role of the highest governance body in sustainability reporting	2024 Sustainability Report, "Our Sustainability Governance Structure" pg. 6

GRI Index

GRI Indicator	Category	Response
2-15	Conflicts of interest	<p>EDB maintains strict guidelines on conflicts of interest in our Code of Conduct:</p> <p>A conflict of interest can happen whenever you have a competing interest that may interfere with your ability to make an objective decision for EnterpriseDB. Each of us is expected to be proactive and whenever possible avoid situations that can lead to even the appearance of a conflict of interest. If you find yourself in a potential conflict of interest situation, talk with your manager and disclose the potential conflict to the Chief Legal Officer. Depending on the circumstances, some conflicts may be resolved if they are proactively disclosed and handled properly. It is not possible to list every situation that could present a conflict, but there are certain situations where conflicts are more common. Being able to recognize a conflict can help you avoid one. Following are some examples:</p> <ul style="list-style-type: none"> • You work or consult for, or are a director of, a competitor, customer, or supplier of EnterpriseDB. • You, a member of your family, or close associate have a financial interest in a competitor, customer, business partner, or supplier. A team member, his/her family member, or close associate's financial interest in a competitor, customer, business partner, or supplier will be acceptable only if it is indirect, in the form of ownership of shares of a mutual fund or similar investment vehicle. • A family member or personal friend works at EnterpriseDB, or at a supplier or contractor, without disclosing the relationship to your manager and Human Resources and obtaining the approval of Human Resources. Members of your immediate family can only be hired if approved by our Chief Executive Officer. • You take for yourself a business opportunity that is meant for the Company or that you learned about through your job here.
2-16	Communication of critical concerns	<p>EDB maintains strict guidelines on conflicts of interest in our Code of Conduct:</p> <p>A conflict of interest can happen whenever you have a competing interest that may interfere with your ability to make an objective decision for EnterpriseDB. Each of us is expected to be proactive and whenever possible avoid situations that can lead to even the appearance of a conflict of interest. If you find yourself in a potential conflict of interest situation, talk with your manager and disclose the potential conflict to the Chief Legal Officer. Depending on the circumstances, some conflicts may be resolved if they are proactively disclosed and handled properly. It is not possible to list every situation that could present a conflict, but there are certain situations where conflicts are more common. Being able to recognize a conflict can help you avoid one. Following are some examples:</p> <ul style="list-style-type: none"> • You work or consult for, or are a director of, a competitor, customer, or supplier of EnterpriseDB. • You, a member of your family, or close associate have a financial interest in a competitor, customer, business partner, or supplier. A team member, his/her family member, or close associate's financial interest in a competitor, customer, business partner, or supplier will be acceptable only if it is indirect, in the form of ownership of shares of a mutual fund or similar investment vehicle. • A family member or personal friend works at EnterpriseDB, or at a supplier or contractor, without disclosing the relationship to your manager and Human Resources and obtaining the approval of Human Resources. Members of your immediate family can only be hired if approved by our Chief Executive Officer. • You take for yourself a business opportunity that is meant for the Company or that you learned about through your job here. <p>2024 Sustainability Report, "Staying True to Our Purpose with Our Business Ethics" pg. 14</p>
2-17	Collective knowledge of the highest governance body	2024 Sustainability Report, "Our Sustainability Governance Structure" pg. 6

GRI Index		
GRI Indicator	Category	Response
2-18	Evaluation of the performance of the highest governance body	2024 Sustainability Report, "Our Sustainability Governance Structure" pg. 6
2-19	Remuneration policies	N/A
2-20	Process to determine remuneration	N/A
2-21	Annual total compensation ratio	N/A
2-22	Statement on sustainable development strategy	2024 Sustainability Report, "A Message from Our CEO" pg. 2
2-23	Policy commitments	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.
2-24	Embedding policy commitments	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.
2-25	Processes to remediate negative impacts	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.
2-26	Mechanisms for seeking advice and raising concerns	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.
2-27	Compliance with laws and regulations	No fines or monetary sanctions have been identified as of December 31st, 2024.
2-28	Membership associations	2024 Sustainability Report, "Memberships and Industry Associations" pg. 10
2-29	Approach to stakeholder engagement	2024 Sustainability Report, "Engaging Our Stakeholders" pg. 9
2-30	Collective bargaining agreements	<p>As of December 31st, 2024, we did not have collective bargaining agreements in the United States.</p> <p>We did, however, have collective bargaining agreements in the following countries:</p> <ul style="list-style-type: none"> • Austria • Belgium • Brazil • Greece

GRI Index		
GRI Indicator	Category	Response
Material topics		
3-1	Process to determine material topics	2024 Sustainability Report, "Our Sustainability Focus Areas" pg. 7
3-2	List of material topics	2024 Sustainability Report, "Our Sustainability Focus Areas" pg. 7
GRI 201: Economic Performance		
3-3	Management of material topics	2024 Sustainability Report, "Our Product Impact" pg. 24
201-1	Direct economic value generated and distributed	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.
GRI 202: Market Presence		
3-3	Management of material topics	2024 Sustainability Report, "Our Product Impact" pg. 24
202-2	Proportion of senior management hired from the local community	EDB moved to a fully remote work model. This is therefore not applicable.
GRI 203: Indirect Economic Impacts		
3-3	Management of material topics	2024 Sustainability Report, "Our Product Impact" pg. 24
203-1	Infrastructure investments and services supported	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.
203-2	Significant indirect economic impacts	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.

GRI Index		
GRI Indicator	Category	Response
GRI 205: Anti-Corruption		
3-3	Management of material topics	We honor all applicable laws and treaties wherever we operate, and we expect the same of our business partners. We conduct risk assessments, which include a focus on corruption, procurement fraud, and aspects of business. Regional risk assessments account for variations in geographic location, specific government interaction, and local laws. We have established due diligence processes, internal control procedures, and financial safeguards to maintain accurate books and records. In addition, we provide training to our employees on anti-corruption and other related topics.
205-1	Operations assessed for risks related to corruption	All operations are regularly assessed for risks related to corruption. No risks related to corruption have been identified in 2024.
205-2	Communication and training about anti-corruption policies and procedures	EDB shares anti-corruption policies and procedures through the Code of Conduct. The code is shared with employees every year and EDB mandates that all employees receive regular training on the Code of Conduct.
GRI 305: Emissions		
3-3	Management of material topics	2024 Sustainability Report, "Our Emissions" pg. 30
305-1	Direct (Scope 1) GHG emissions	
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	
305-5	Reduction of GHG emissions	2024 Sustainability Report, "Our Emissions" pg. 30 2024 Sustainability Report, "Addressing Our Impact" pg. 31
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topics	Adherence to our Third Party Code of Conduct is required by all suppliers and is built into contractual agreements. We screen potential suppliers for a wide variety of risks, including environmental compliance.
308-1	New suppliers that were screened using environmental criteria	100% of our new suppliers are screened through a due-diligence process which includes environmental compliance criteria.
308-2	Negative environmental impacts in the supply chain and actions taken - a. Number of suppliers assessed for environmental impacts.	2024 Sustainability Report, "Collaborating with Our Suppliers" pg. 17

GRI Index		
GRI Indicator	Category	Response
GRI 401: Employment		
3-3	Management of material topics	2024 Sustainability Report, "EDB Employees" pg. 21
401-1	New employee hires and employee turnover	2024 Sustainability Report, "EDB Employees" pg. 21
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Sustainability Report, "Talent Recruitment, Development, and Retention" pg. 20
401-3	Parental leave	2024 Sustainability Report, "Talent Recruitment, Development, and Retention" pg. 20
GRI 404: Training and Education		
3-3	Management of material topics	2024 Sustainability Report, "Talent Recruitment, Development, and Retention" pg. 20
404-1	Average hours of training per year per employee	All employees are required to complete the annual compliance training: 3 hours.
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report, "Talent Recruitment, Development, and Retention" pg. 20
404-3	Percentage of employees receiving regular performance and career development reviews	2024 Sustainability Report, "Talent Recruitment, Development, and Retention" pg. 20
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topics	2024 Sustainability Report, "EDB Employees" pg. 21
405-1	Diversity of governance bodies and employees	2024 Sustainability Report, "EDB Employees" pg. 21
GRI 406: Non-discrimination		
3-3	Management of material topics	EDB continually looks to improve its operations and commits to reasonably cooperate in the remediation of negative impacts that it identifies to have caused or to which it contributed.
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination have been noted in 2024.

GRI Index		
GRI Indicator	Category	Response
GRI 413: Local Communities		
3-3	Management of material topics	EDB continually looks to improve its operations and commits to reasonably cooperate in the remediation of negative impacts that it identifies to have caused or to which it contributed.
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report, "Employee Volunteerism and Giving" pg. 23
413-2	Operations with significant actual and potential negative impacts on local communities	Seeing that all of our operations are conducted remotely from a computer, we do not adversely impact local communities.
GRI 414: Supplier Social Assessment		
3-3	Management of material topics	<p>Adherence to our Third Party Code of Conduct is required by all suppliers and is built into contractual agreements.</p> <p>We screen potential suppliers for a wide variety of risks, including human rights and corruption risks.</p> <p>2024 Sustainability Report, "Collaborating with Our Suppliers" pg. 17</p>
414-1	New suppliers that were screened using social criteria	2024 Sustainability Report, "Collaborating with Our Suppliers" pg. 17
GRI 418: Customer Privacy		
3-3	Management of material topics	2024 Sustainability Report, "Customer Privacy" pg. 26
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No breaches of customer privacy or data have been identified in 2024.

SASB Index

SASB Category	SASB Metric	Response
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	Responses in EDB's CDP report provide a breakdown of our purchased electricity consumption in MWh by country/area, along with a breakdown by renewable and non-renewable sources for India, US, UK, Italy, China, Singapore, Australia, Netherlands, Czechia.
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.2	N/A
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.3	<p>We went through the exercise of consolidating our data centers, reducing our on-premises data systems by 40%, and removing 200+ devices to reduce our energy use and our buildings' emissions.</p> <p>To better understand the impacts, risks, and opportunities 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 data centers, or the potential for our database to be energy efficient—will help us better manage our overall enterprise risks.</p>
Data Privacy & Freedom of Expression	TC-SI-220a.1	<p>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:</p> <ul style="list-style-type: none"> 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, and 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 our 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 Privacy & Freedom of Expression	TC-SI-220a.2	N/A
Data Privacy & Freedom of Expression	TC-SI-220a.3	There have been no legal proceedings associated with user privacy in 2024.
Data Privacy & Freedom of Expression	TC-SI-220a.4	N/A
Data Privacy & Freedom of Expression	TC-SI-220a.5	N/A
Data Security	TC-SI-230a.1	There have been no instances of data/security breaches in 2024.
Data Security	TC-SI-230a.2	EDB Trust Center

SASB Index

SASB Standards for Software and IT Services	SASB Metric	Response
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	N/A
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.2	Among the many ways we engage with our workforce is by conducting frequent employee engagement surveys to calibrate our efforts and improve our culture. Our latest annual engagement survey saw a 92% participation rate, up from 87% last year.
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.3	<p>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.</p> <p>DIVERSITY, INCLUSION, AND BELONGING</p> <p>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.</p> <p>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.</p>
Intellectual Property Protection & Competitive Behaviour	TC-SI-520a.1	No monetary losses have been recorded as a result of legal proceedings in 2024.
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	N/A
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.2	N/A
Activity Metric	TC-SI-000.A	N/A
Activity Metric	TC-SI-000.B	N/A



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