

Environmental, Social and Governance Commitment Statement



December 2022

At EnterpriseDB (EDB), we believe it is critically important to work towards a better world. We believe that ESG management isn't just about value creation. It must have tangible and positive impacts on both the environment and our society. We incorporate environmental and social considerations into our business decisions, with the goal of protecting our planet and the communities in which our employees live. Our goal is for EDB to be a place where our actions are consistently socially responsible and environmentally sustainable, which we support through a highly effective corporate governance structure and practices.

Environmental

As a software and services company, EDB is already a low carbon-intensive business. We have no factories, production facilities or processing plants. Nevertheless, we will strive to reduce our carbon footprint, improve efficiency, minimize pollution and mitigate other negative impacts on our environment. We will identify and prioritize areas where we can make a direct impact, and commit to incorporating environmentally responsible and sustainable practices into our operations. We continue to build trusted vendor relationships by considering companies' environmental commitments.

Social

We have a deep commitment to diversity, equity and inclusion and this is reflected in the talent we have attracted. This is in part because of our commitment to recruiting from the broadest possible talent sources. We view diverse backgrounds, cultures, experiences, perspectives and opinions as a strategic asset. Our diversity is also reflective of our global footprint and our customer base.

We invest significantly in our people and recognize the unique needs of our workforce. This includes wellness programs, and a wide range of professional and personal development courses available to all employees. We are dedicated to ensuring that all employees thrive at EDB. At the same time, we continually strive towards an equitable workplace that is free from harassment, respectful of each individual's differences, and encourages a free flow of ideas in a collaborative environment across continents. Specifically, we commit to social responsibility through collective efforts to:

- Focus on employee well-being
- Embrace and promote diversity, equity, and inclusion
- Give to charities and causes of social significance

- Support our local communities by encouraging employee volunteer work
- Ensure that our supply chain is aligned with our values and commits to our standards of ethics

We conduct frequent employee engagement surveys to calibrate our efforts and improve our culture. Through our example, we also aim to positively influence our supply chain and the broader business community.

Governance

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

Our corporate Code of Business Conduct and Ethics is an extension of EDB's Core Beliefs. Along with mandatory annual ethics training, the Code conveys to all employees, including senior management, the importance of acting ethically and with the highest levels of integrity in daily work situations. Our [Supplier Code of Conduct](#), which mirrors our corporate Code, ensures that businesses in our supply chain abide by the same ethical standards that we hold. EDB strongly encourages and empowers employees and third parties to report any ethical concerns immediately.

Our Commitment

Our commitment to ESG remains a strategic priority for EDB as a company, and to me personally. Our ESG Team is composed of representatives from all levels of the company, including executive management. This team is charged with:

- Monitoring and optimizing EDB's direct and indirect environmental impact
- Strengthening our social contributions and employee welfare initiatives
- Identifying current practices at each office location and performing a gap assessment between current practices and desired ESG outcomes
- Assisting with the deployment of new ESG initiatives

EDB is committed to building a responsible and equitable future through our business actions. We hope you will join us!



Ed Boyajian

CEO