

ESG Highlights FY23

At Couchbase, Environmental, Social and Governance (ESG) is among the many ways we put [Our Values](#) in action, is critical in earning the trust of our employees, customers, partners and shareholders, and is foundational to our success as a business.

That's why our focus on ESG begins at the top - our Nominating and Corporate Governance Committee of the Board is responsible for overseeing ESG matters and receives regular updates. There is also executive-level sponsorship and oversight of the ESG working group, a cross-functional team that collaborates to define ESG strategy, identify priorities and advance initiatives.

Our ESG strategy will focus on five top priorities identified through internal and external stakeholder engagement:

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



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. Highlights include:

- 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
- Quarterly security updates to the Audit Committee
- Annual disaster recovery tests and ongoing business continuity exercises
- Streamlined incident response and periodic table top exercises
- Annual penetration test
- Data privacy training for all employees
- [Privacy Policy](#) and [Candidate Privacy Notice](#)



\$0

losses as a result of privacy-related legal proceedings

SOC 2 & HIPAA

Annual third-party security audits

100%

completion rate in FY23 for Annual Security Awareness training and acknowledgement of Acceptable Use Policy



Business Ethics

Couchbase is committed to strong corporate governance and effective board oversight. We believe that building trust and accountability is critical to our success and the long-term interest of our shareholders. Highlights include:

- Annual Board review of [Code of Business Conduct and Ethics](#) and [Modern Slavery Statement](#)
- Compliance risk assessments, including third-party anti-corruption 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
- Classified Board

100%

Completion rate in FY23 for annual training on Code of Conduct, Anti-Bribery and Anti-Corruption, and Insider Trading Policy



Building a World Class Team

FY23 in Review

319
new hires

23
countries

23
interns

81
grad students

Diversity, Equity and Inclusion

Couchbase is committed to growing diversity representation and driving an inclusive working environment for our world class talent. Hiring and fostering diverse teams is core to living our value of Being a Good Human, Always. We are taking steps to implement more inclusive hiring processes and business practices, including more diverse talent sourcing, more inclusive communications and ongoing measurement of inclusivity. We have established talent partnerships with VetsinTech, BreakLine and Grace Hopper, for example. As we continue to grow around the world, ensuring an equitable and inclusive work environment for all at Couchbase is critical.

33%

of the independent
members of our Board
identify as female



Employee Engagement, Well-Being and Satisfaction

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



Be a Good Human, Always.

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



Act With Uncompromising Integrity, Period.

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



Serve Your Family, As Defined by You.

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



Attack Hard Problems, Driven by Customer Outcomes.

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



Play to Win, Together

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

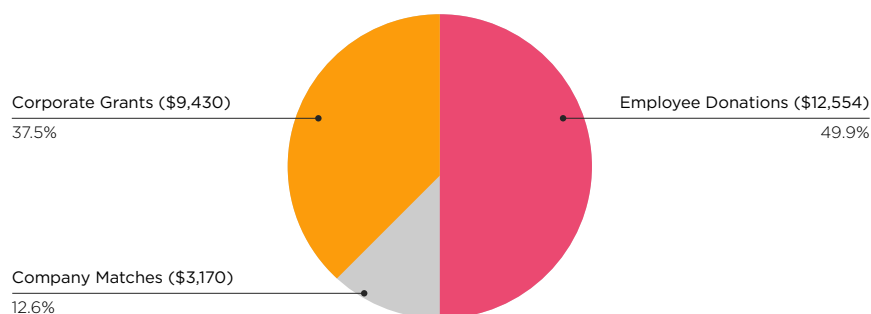


Make Tomorrow Better Than Today, Start Now.

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

We've launched numerous initiatives including charitable giving to social justice organizations via our Percent Pledge partnership; environmental impact via our Green Teams, and much more. We have donated to organizations such as Black Girls Code and worked with The Trevor Project to help suicide prevention in the LGBTQIA+ community. 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 2022 Giving - all categories (\$25,154)



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.



At Couchbase, our commitment to engaging our world class teams has led to us recently being awarded Great Place to Work certified in 2022 in the US, Canada, India, UK, France and Germany.

As of April 2023, we are rated a 4.5/5 on glassdoor.com, with 92% of respondents approving of our CEO.

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, well thought-out retirement options, and a number of recognition programs. 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

As a leader in database technology, Couchbase has a global reach and is mindful that challenges like climate change should be tackled not just by governments and citizens, but by innovative companies like ours. Couchbase is committed to exploring ways to continually reduce its environmental impact to Make Tomorrow Better Than Today, *Starting Now*. Couchbase considers all elements of our building operations, procurement and commute/business travel with a focus on:

- Waste: waste reduction programs including a standard 3 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 where possible in our offices
- Design and Construction: ensuring that with all office projects, we recycle materials in demolition and choose sustainable/recycled materials in our new spaces
- Informational programs for employees sharing how to reduce their carbon footprint at home, where many employees work





At Couchbase, we believe data is at the heart of the enterprise. We empower developers and architects to build, deploy, and run their mission-critical applications. Couchbase delivers a high-performance, flexible and scalable modern database that runs across the data center and any cloud. Many of the world's largest enterprises rely on Couchbase to power the core applications their businesses depend on.

For more information, visit www.couchbase.com.

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