



Climate-Related Financial Risk Report (TCFD-Aligned Statement)

FY 25

About MongoDB

MongoDB, Inc. (Nasdaq: MDB) is the industry's first developer data platform.

Headquartered in New York, MongoDB's mission is to empower innovators to create, transform, and disrupt industries with software. MongoDB's unified database platform was built to power the next generation of applications, and MongoDB is the most widely available, globally distributed database on the market.

With integrated capabilities for operational data, search, real-time analytics, and AI-powered data retrieval, MongoDB helps organizations everywhere move faster, innovate more efficiently, and simplify complex architectures. Millions of developers and more than 50,000 customers across almost every industry—including over 75% of the Fortune 100—rely on MongoDB for their most important applications. To learn more, visit mongodb.com.



Founded in
2007

60,000+
Customers

\$2.01B
in revenue for
FY 2025

1,200
Partners around the
globe, with more than
80% of new business
touched by partners

5900
Employees

Our Values

At MongoDB, our values guide how we live and act.

Not just some days. Every day.

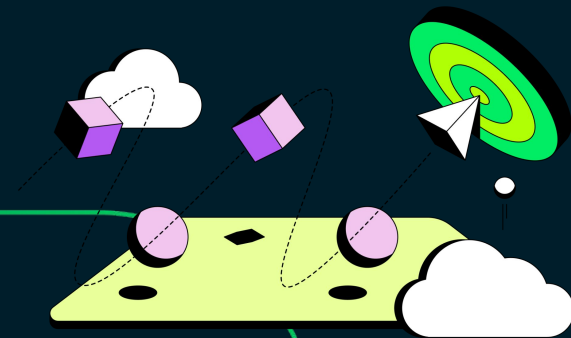
We use our core values to guide how we collaborate with each other and operate as a whole, and look for them in prospective candidates

- Think Big, Go Far
- Build Together
- Embrace the Power of Differences
- Make it Matter
- Be Intellectually Honest
- Own What You Do





Executive Summary



MongoDB, Inc. ("MongoDB") is committed to transparent, effective climate-related financial disclosure in alignment with California Senate Bill 261 ("SB 261") and the Task Force on Climate-related Financial Disclosures ("TCFD") framework. As a leading global database technology company serving over 60,000 customers worldwide, including 70% of the Fortune 100, MongoDB recognizes both the risks and opportunities presented by climate change for our business, our customers, and the broader technology ecosystem.

This report details our strategic approach to climate-related financial risk for fiscal year 2025 ("FY25") (February 1, 2024 – January 31, 2025). It is structured in alignment with the TCFD's four core pillars: Governance, Strategy, Risk Management, and Metrics & Targets.

Our core business is software and cloud services, with most of our emissions footprint attributable to our cloud infrastructure partners (AWS, Azure, Google Cloud), rather than direct operations.



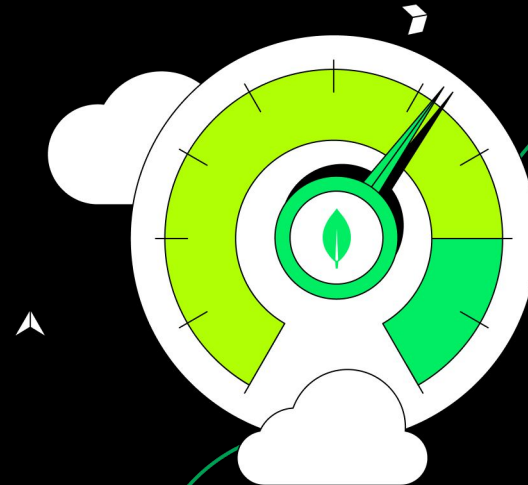
TCFD Pillar	TCFD Disclosure	Page
1- Governance Disclose the organization's governance around climate-related issues and opportunities.	1.1) Describe the board's oversight of climate-related risks and opportunities.	8
	1.2) Describe management's role in assessing and managing climate-related risks and opportunities.	9
2- Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	2.1) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	10
	2.2) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	13
	2.3) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	14
3- Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.	3.1) Describe the organization's processes for identifying and assessing climate-related risks.	15
	3.2) Describe the organization's processes for managing climate-related risks.	16
	3.3) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	17
4- Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	4.1) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	18
	4.2) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	19
	4.3) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	22

Strategy and Scenario Analysis

MongoDB has identified climate-related risks and opportunities across short (0-1 years), medium (1-5 years), and long-term (5+ years) horizons. Our scenario analysis considers International Energy Agency (“**IEA**”) Net Zero 2050 and Intergovernmental Panel on Climate Change (“**IPCC**”) pathways, 1.9, 4.5 and 8.5, focusing on regulatory developments, customer demand for sustainable technology, and the decarbonization of cloud infrastructure. We have modelled the fiscal impact of carbon pricing, renewable energy procurement, and reputational risks, and are committed to ongoing scenario analysis as methodologies and data mature.

Our primary transition risks include regulatory and policy changes, market shifts, reputational concerns, and supply chain dependencies. Physical risks are primarily indirect through our cloud infrastructure partners. To assess and manage these risks, MongoDB conducts a TCFD-aligned climate risk assessment process that combines scenario planning, desktop analysis, and cross-functional stakeholder workshops. Identified risks are evaluated for exposure, likelihood, and financial impact, then integrated into a formal enterprise risk register where applicable.

Oversight is provided through governance structures including the ESG Steering Committee, and climate-related disclosures are aligned with SB261, TCFD, and other voluntary and regulatory frameworks to ensure transparency, consistency, and continuous improvement.





Risk Management

MongoDB's enterprise risk management ("**ERM**") framework integrates climate-related risks, assessing both transition and physical risks. Our risk identification is cross-functional, with Legal, Finance, Operations, Product, and Sustainability leads conducting risk workshops, as needed. Each risk is assessed for likelihood and impact using a standardized scoring matrix, with materiality thresholds defined.

Metrics and Targets

MongoDB discloses Scope 1, 2, and 3 greenhouse gas ("**GHG**") emissions, with Scope 3 (cloud infrastructure) representing ~98% of our total footprint. Our emissions data is third-party verified in accordance with ISO 14064. Our total GHG emissions in FY25 were 98,563 tCO₂e 19, with cloud infrastructure and customer software use accounting for approximately 44% of total emissions 20.

We have set two primary climate goals:

- 100% Renewable Power by 2026 (currently at 55% for our offices as of FY25)
- Net Zero Carbon Emissions by 2050

Climate Governance

Our Board of Directors provides oversight of climate-related risks and opportunities through the Audit and Risk Committee. Management responsibility is delegated to the ESG Steering Committee, which includes senior leaders from Legal, Finance, Operations, Product, and Sustainability.

1 - Governance



1.1 Board Oversight of Climate-Related Risks and Opportunities

MongoDB's Board of Directors provides oversight of climate-related issues, informed by the Audit Committee. The Committee reviews key risk disclosures as appropriate, including climate-related financial risks, and ensures that climate risk is integrated into the company's ERM system.

Material climate risks, such as those exceeding 0.06% of annual revenue fiscal impact would be escalated to MongoDB's Internal Audit team, and subsequently to the Audit Committee for review and action - these are then resolved according to MongoDB's risk management process.

Board Engagement and Reporting Flows:

- The Board receives oral updates from the ESG Steering Committee and the General Counsel, as the Executive Sponsor, on climate risk, regulatory developments, and stakeholder engagement as needed.
- The Executive team reviews and approves environment, social and governance activities, including public disclosures.
- Material climate-related incidents (e.g., regulatory investigations, significant emissions data discrepancies, or major supply chain disruptions due to climate events) are escalated to the General Counsel.

1 - Governance



1.2 Management's Role in Assessing and Managing Climate-Related Risks and Opportunities

ESG Steering Committee:

Led by the General Counsel, this cross-functional committee includes senior leaders from Legal, Finance, Operations, Product, and Sustainability. The committee meets on a regular basis to oversee implementation of climate and sustainability initiatives, review progress against climate-related targets, coordinate scenario analysis, and prepare climate-related disclosures (TCFD, SB 261, CDP, etc.).

Operational Integration:

The ESG lead reviews climate-related risks and opportunities in collaboration with each relevant business function (e.g., Facilities, Procurement, Internal Audit) to ensure comprehensive assessment and alignment across the organization. Climate risk and opportunity assessments are integrated into annual strategic planning, where applicable. The ESG Lead tracks and reports GHG emissions (Scopes 1, 2, and 3), with third-party verification for accuracy and completeness.

ERM Integration:

MongoDB employs a formal ERM process to identify and assess risks across the company, including climate-related risks. Climate risks are defined within the risk taxonomy and are assessed alongside other strategic and operational risks. Cross-functional input is used to capture a broad view of climate threats by the ESG Lead.

Significant climate risks are elevated to the Steering Committee and, as appropriate, to the Audit & Risk Committee, which has oversight responsibility for the company's risk management processes. The Audit Committee reviews significant risk assessments, including those related to climate, monitors management's mitigation strategies, and reports key findings to the full Board for consideration, if necessary.



2 - Strategy

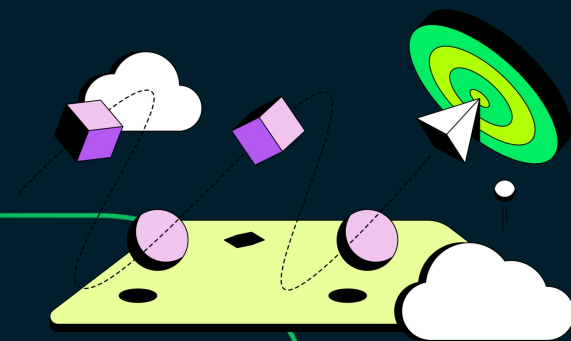
2.1 Climate-Related Risks and Opportunities Across Time Horizons

Overview

MongoDB's business model is centered on delivering cloud-based and on-premises database solutions to a global customer base. Our primary climate-related exposures are transition risks (regulatory, market, reputational, and supply chain) and opportunities (product innovation, customer enablement, and operational efficiency). Physical risks are indirect, primarily through our cloud infrastructure partners.

Time Horizons Defined

MongoDB has evaluated the climate-related risks and opportunities that could affect our business over the short, medium, and long term. These horizons are defined as follows:



Horizon	From (Year)	To (Year)	Description
Short-term	0	1	This period includes immediate operational and financial planning cycles, focusing on risks and opportunities that could materialize within a year. It aligns with standard business forecasting and regulatory reporting timelines.
Medium-term	1	5	This period covers strategic business planning and risk management that extends beyond the typical annual cycle. It includes evolving regulatory impacts, emerging sustainability trends, and corporate commitments, such as near-term climate targets.
Long-term	5	-	This period encompasses long-term sustainability commitments, and risks with extended materialization periods (e.g., net-zero targets, climate change adaptation, and regulatory shifts). It aligns with science-based targets and systemic risk mitigation.

Transition Risks

- **Regulatory and Policy:** Increasing global and state-level climate disclosure mandates (e.g., California SB 261, SEC, CSRD) require enhanced transparency and may result in compliance costs, penalties, or reputational damage for non-compliance.
- **Market:** Customers, especially large enterprises, and public sector clients are increasingly requiring climate disclosures and emissions data from vendors. Failure to meet these expectations could result in lost business or reduced competitiveness.
- **Reputational:** As a technology leader, MongoDB faces heightened scrutiny from investors, customers, and employees regarding climate action and transparency. Inadequate disclosure or perceived inaction could impact brand value and talent acquisition.
- **Supply Chain:** Most of MongoDB's emissions are Scope 3, attributable to cloud infrastructure partners. Changes in their energy sourcing, carbon pricing, or reporting requirements could materially affect our emissions profile and costs.

Transition Risks

Area	Theme	Type	Impact	Time Horizon	Magnitude	Mitigation Options
Transition	Regulatory	Risk	Failure to comply with SB 261/SEC/CSRD leads to fines and/or reputational harm.	Short/Med	High	Early SB-261/SEC/CSRD alignment; legal horizon-scanning. Conservative claim governance with third-party assurance. ERM escalation and Board oversight.
Transition	Supply Chain	Risk	Cloud partners' failure to decarbonize increases MongoDB's Scope 3 footprint	Med/Long	High	Strengthen supplier code and data requirements. Multi-region options. Track Scope 3 reduction and prioritize low-carbon regions/providers.
Transition	Carbon Pricing	Risk	Pricing of Carbon credits - under different scenarios, is expected to increase to support market changes required to meet emission reduction targets. In addition, a tax on carbon emissions or other policies intended to reduce private-sector emissions have the potential to increase operational costs, ability to operate, and/or the return on investment. Increased operating costs could result from higher compliance costs and increased insurance premiums.	Med/Long	Low	Scenario-priced budgets. Expand renewable procurement (VPPAs/RECs); efficiency to lower intensity; set reserves for high-quality credits with internal shadow price to steer decisions.
Transition	Policy	Risk	Increased mandates and regulations on existing products and services could pose a risk to MongoDB as we may be forced to either decarbonise the business or switch to higher-cost options for vendors that comply with regulations.	Med/Long	Low	Policy horizon-scan; embed sustainability clauses in procurement/leases; playbooks for rapid compliance updates.
Reputational	Policy	Risk	Litigation against activities driving climate change or misleading reporting of sustainability practices ('green washing'), could result in potential operating expenses arising from fines, settlement, and legal costs, as well as reputational impacts.	Short/Med	Low	Central claims governance with Legal pre-clearance. substantiation library & audit trail. conservative claims standards; external assurance of key metrics. Staff training for Marketing/Sales; continuous monitoring of regulatory updates.
Reputational	Market	Risk	Shifting consumer preferences towards a preference for lower-carbon products could cause backlash towards products that are carbon intensive.	Short/Med	Medium	Publish region-level emissions guidance and product intensity metrics; enhance low-carbon product options; efficiency roadmap (serverless/auto-scale/data-tiering); customer case studies; proactive stakeholder comms cadence; social listening & rapid-response playbook.

Physical Risk



- **Acute:** Disruptions to cloud data centre operations due to extreme weather events (e.g., heatwaves, storms, wildfires) could impact service availability for MongoDB Atlas customers. These risks are managed in partnership with AWS, Azure, and Google Cloud, all of whom have robust business continuity and climate adaptation plans.
- **Chronic:** Long-term shifts in climate patterns may affect the geographic distribution and resilience of cloud infrastructure, potentially influencing data centre location decisions and energy sourcing.

Topic Area	Topic	Type	Impact	Time Horizon	Magnitude	Mitigation Options
Physical	Cloud Infrastructure	Risk	Extreme weather disrupts cloud partner data centres, impacting Atlas uptime	Med/Long	Medium	Strengthen BCP/DR with multi-AZ/region redundancy. Incident response exercises. Failover testing for critical Atlas workloads.
Physical	Energy Prices	Risk	Climate change and the energy transition can lead to energy price volatility and reliability issues, which we consider a hybrid physical-transition risk.	Med/Long	Low	Efficiency and demand management. Fixed-price/green contracts where possible. Expand renewable sourcing. Optimize workload placement to lower-risk regions.

Opportunities

- **Product Innovation:** MongoDB Atlas and related products are engineered for energy efficiency and can help customers reduce their own carbon footprints. Features such as serverless infrastructure, auto-scaling, and data tiering optimize resource use.
- **Customer Enablement:** By providing emissions data, sustainability dashboards, and “green region” options, MongoDB enables customers to make informed, lower-carbon choices for their workloads.
- **Operational Efficiency:** Migrating workloads to public cloud and optimizing internal operations (e.g., renewable energy procurement, office energy efficiency) reduce both costs and emissions.
- **Market Differentiation:** Demonstrating climate leadership and transparency enhances MongoDB’s attractiveness to sustainability-focused customers, investors, and employees.

2 – Strategy

2.2 Scenario Analysis

Approach

MongoDB conducted qualitative scenario analysis to assess the resilience of its strategy under a range of plausible climate futures. The company uses established external scenarios (IEA Net Zero 2050, IPCC Representative Concentration Pathways (“RCP”).

Scenarios considered

- **Current Policies Scenario (IEA STEPS):** Assumes continuation of current policies and moderate regulatory tightening.
- **Net Zero by 2050 (IEA NZE):** Assumes aggressive decarbonization, rapid adoption of renewables, and widespread carbon pricing.
- **IPCC RCP, 1.9, 4.5 and 8.5:** modeling different projections of future climate change based on varying greenhouse gas emission trajectories. RCP 1.9 is the most optimistic, aiming to limit warming to 1.5°C, while RCP 8.5 is the most pessimistic, leading to significant warming. RCP 4.5 is an intermediate scenario



Key Variables Analysed

- Carbon pricing and offset costs
- Renewable energy availability and pricing
- Customer procurement requirements for emissions data
- Cloud partner decarbonization trajectories
- Reputational risk events (e.g., negative media, investor activism)
- Physical risk impacts on cloud service continuity

Findings

- **Transition Risks:** Under Net Zero scenarios, MongoDB faces increased compliance costs, but benefits from prompt action and strong supplier engagement. Delayed transition scenarios present higher risk of abrupt cost increases and reputational damage.
- **Physical Risks:** Direct physical risk to MongoDB’s operations is low; indirect risk is managed through cloud partners, who are investing heavily in resilience and renewable energy.
- **Opportunities:** All scenarios show increased demand for sustainable, efficient, and transparent cloud services. MongoDB’s investments in product efficiency and customer-facing sustainability features position the company to capture market share.

2 – Strategy

2.3 Impact on Business, Strategy, and Financial Planning

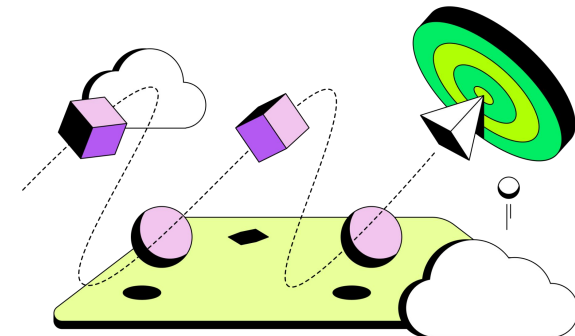
- **Business Planning:** Climate-related risks and opportunities are integrated into MongoDB's strategic planning, capital allocation, and product development processes, where appropriate.
- **Financial Planning:** The company models the impact of carbon pricing, renewable energy procurement, and compliance costs in its long-range financial forecasts. Scenario analysis informs risk reserves and investment in mitigation.
- **Supply Chain Engagement:** MongoDB collaborates with cloud partners to track and reduce Scope 3 emissions, leveraging their commitments to 100% renewable energy and net zero targets.
- **Stakeholder Engagement:** The company endeavors to engage with customers, investors, and employees on climate strategy and incorporates their feedback into business planning.



Resilience of Strategy

MongoDB's strategy is resilient under all modelled scenarios:

- Early investment in compliance, supplier engagement, and product innovation reduces transition risk.
- The company's asset-light, cloud-centric model limits direct physical risk exposure.
- Ongoing scenario analysis and stakeholder engagement ensure adaptability to evolving climate and regulatory landscapes.





3 - Risk Management

3.1 Processes for Identifying and Assessing Climate-Related Risks

Enterprise Risk Management (ERM) Integration

As part of its ERM Program, MongoDB employs a formal Enterprise Risk Assessment (ERA) process to identify and assess risks across the company, including climate-related risks. Climate risks are defined within our risk taxonomy and are assessed alongside other strategic and operational risks as part of the ERA, the results of which are then reviewed at least annually by Internal Audit and by the Audit Committee.

Risk identification is cross-functional, through Legal, Finance, Operations, Product, and Sustainability leads conduct annual risk workshops to identify emerging climate risks and opportunities, drawing on scenario analysis, regulatory trends, and stakeholder input.

Risks are categorized as:

- **Transition risks:** Regulatory (e.g., SB 261, SEC, CSRD), market, reputational, supply chain, and legal.
- **Physical risks:** Acute (extreme weather, data centre disruptions), chronic (long-term shifts in climate patterns affecting cloud infrastructure).

Each risk is assessed for likelihood and impact (financial, operational, reputational) using a standardized scoring matrix. Materiality thresholds are defined (e.g., >0.06% annual revenue impact).

Data Sources and Tools

- Internal data: GHG inventories (Scopes 1, 2, 3), supply chain mapping, customer requirements, and regulatory compliance logs.
- External data: Cloud partner emissions disclosures, IEA/IPCC/NGFS scenarios, peer benchmarking, and regulatory updates.
- Scenario analysis is used to stress-test risk assessments under multiple climate futures (see Strategy section).



3 - Risk Management

3.2 Processes for Managing Climate-Related Risks

Risk Mitigation Strategies: Once identified, climate-related risks are managed through targeted strategies and action plans:

- **Transition Risks**

Transitional risks (like regulatory or market risks) are managed by adjusting our policies and operations to align with sustainability best practices and applicable regulatory requirements. For example, to mitigate the risk of carbon-related costs and regulations, we have invested in renewable energy projects and energy efficiency: in FY24 MongoDB executed its second Virtual Power Purchase Agreement (VPPA) to contribute renewable energy to the grid and adopted a Sustainable Procurement Policy to engage suppliers in emissions reduction.

- **Regulatory:** Early compliance with SB 261, SEC, and global disclosure rules; third-party assurance of GHG data; regular legal reviews.
- **Market:** Proactive customer engagement on sustainability requirements; product features supporting customer emissions reduction (e.g., Atlas serverless, green region selection).
- **Reputational:** Transparent reporting, Net Zero commitment, and regular stakeholder communications.
- **Supply Chain:** Monitoring AWS, Azure, and Google Cloud on renewable energy and emissions data; supplier code of conduct for ESG compliance.

Physical Risks

Physical risks are managed through our business continuity plans, we work with our cloud providers to ensure redundant infrastructure and disaster recovery capabilities are in place if a climate-related event (like a flood or wildfire) impacts a data centre.

- **Cloud partner due diligence:** review of data centre resilience, business continuity, and climate adaptation plans.
- **Internal business continuity planning:** Regular testing of disaster recovery and incident response for critical workloads.

Action Plans and Accountability

- Each material risk is assigned an owner (e.g., General Counsel for regulatory risk).
- Mitigation actions are tracked, with progress updates to the ESG Steering Committee as appropriate.

3 - Risk Management

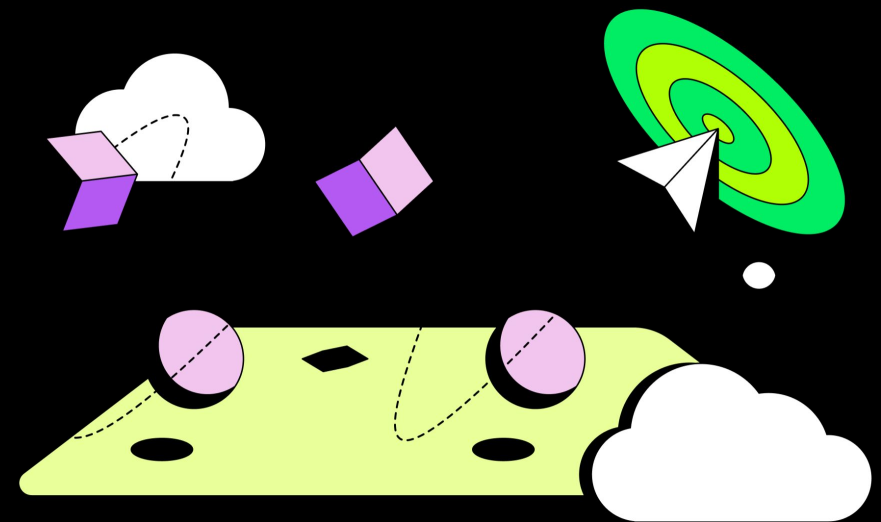
3.3 Integration into Overall Risk Management

Climate risk management at MongoDB is not handled in isolation, it is integrated into our overall ERM and strategic planning processes. The insights from climate risk assessments are incorporated into our corporate strategy and operational plans. All of which are reviewed alongside other strategic, operational, and financial risks.

- Climate risk is included in MongoDB's strategic planning and capital allocation.
- Material climate risks are disclosed in the biennial SB 261/TCFD report.

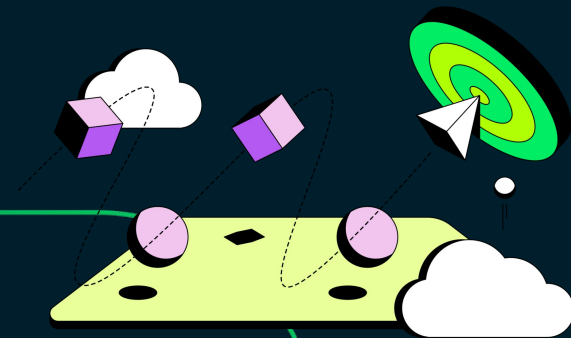
Continuous Improvement and Peer Benchmarking

- MongoDB benchmarks its risk management approach annually against leading technology sector peers and best practice frameworks (TCFD, ISSB).
- Feedback from investors, customers, and employees is incorporated into risk management processes.
- The company participates in industry initiatives to advance climate risk management standards.





4 - Metrics and Targets



4.1 Metrics Used to Assess Climate-Related Risks and Opportunities

MongoDB uses a range of metrics to measure our climate-related performance and inform risk management. The primary metrics are our greenhouse gas (“GHG”) emissions across Scopes 1, 2, and 3, which we track annually in accordance with the GHG Protocol. The table below summarizes our GHG emissions inventory for fiscal years 2023, 2024 and 2025 (measured in metric tons of CO₂ equivalent).

We also monitor emissions intensity metrics, namely, emissions per unit revenue and per full-time employee, to gauge our carbon efficiency as we grow. All emissions figures are calculated using the market-based method (reflecting renewable energy purchases) and have been third-party assured for accuracy.

By tracking these metrics, we can assess our climate impact trends over time and evaluate the effectiveness of our mitigation strategies.

Greenhouse Gas (GHG) Emissions

- **Scope 1:** Direct emissions from MongoDB’s owned and controlled operations (e.g., offices, company vehicles). These are minimal due to MongoDB’s asset-light, software-focused business model.
- **Scope 2:** Indirect emissions from purchased electricity for offices under MongoDB’s operational control. MongoDB procures renewable energy where available and tracks energy use and emissions for all major locations.
- **Scope 3:** All other indirect emissions, primarily from cloud infrastructure partners (AWS, Azure, Google Cloud), employee commuting, business travel, and supply chain activities. Scope 3 accounts for ~98% of MongoDB’s total emissions footprint.

Emissions

Target: Net Zero by 2050

In FY25, MongoDB updated its net zero target year from 2030 to 2050 to better align with science-based standards and our long-term growth trajectory. Our goal is to reduce 90% of our absolute emissions across all scopes and offset the remaining residual emissions through high-quality carbon removal credits.

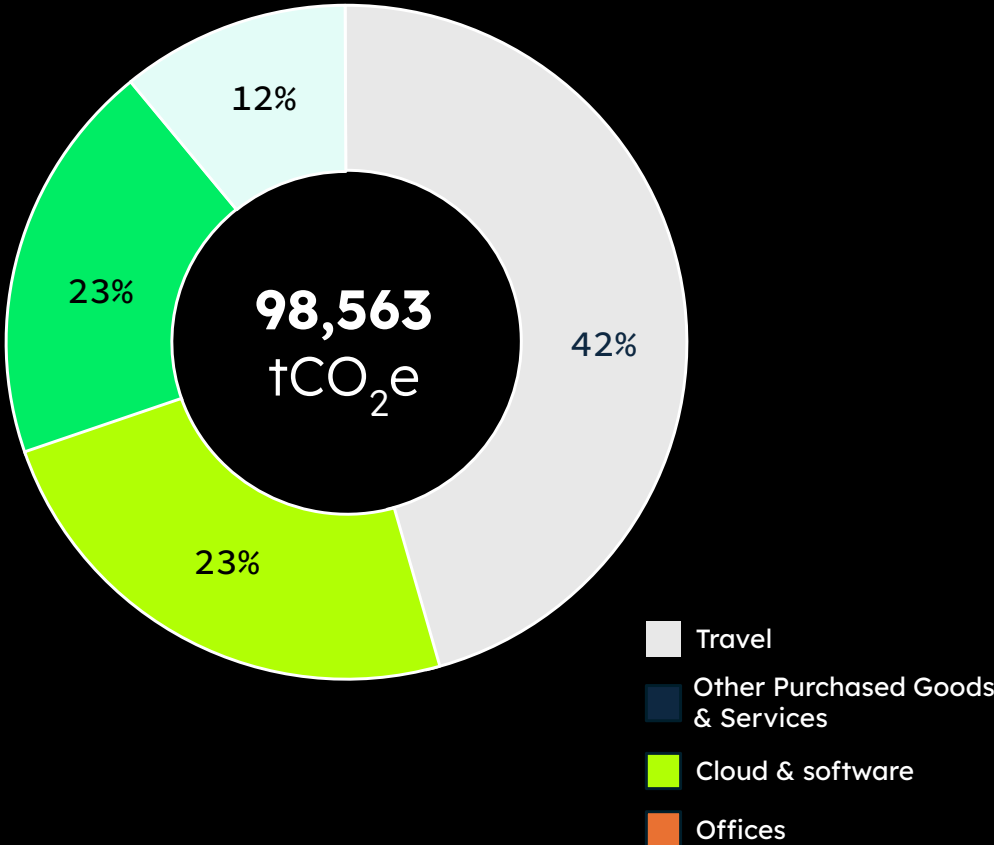
In FY25, our total emissions were 98,563 tCO₂e, primarily from travel (42%), cloud and software (23%), other purchased goods and services (23%), and offices (12%). Our Revenue Intensity was 49 tCO₂e per \$1MM revenue, and Headcount Intensity rose to 20 tCO₂e per employee, reflecting both continued growth and enhanced emissions data coverage.

We also advanced our measurement transparency by expanding our inventory to include downstream electricity use from customers deploying MongoDB software on-premises (GHG Scope 3, Category 11). These refinements improve the accuracy and completeness of our reporting as we progress toward our 2050 net zero target. View more details [here](#).

Metric	FY23	FY24	FY25
Revenue Intensity (tCO ₂ e/\$1MM revenue)	48	40	49
Headcount Intensity (tCO ₂ e/employee)	14	14	20

*Carbon emissions (and related intensity metrics) are market-based and calculated in accordance with GHG protocol. We have obtained third-party limited assurance by Apex Companies, LLC.

FY25 Emissions* by Type





1.2 GHG Emissions Data

Emission Source	FY23 (tCO ₂ e)	FY24 (tCO ₂ e)	FY25 (tCO ₂ e)
Scope 1 (Direct emissions)	124	326	293
Scope 2 (Indirect electricity)	1,423	635	783
Scope 3 (Indirect value chain)	60,524	65,713	97,487
Total (Scope 1+2+3)	62,071	66,673	98,563
Emissions per \$1M Revenue	48	40	49
Emissions per Employee (FTE)	14	14	20

FY25 Scope 3 breakdown:



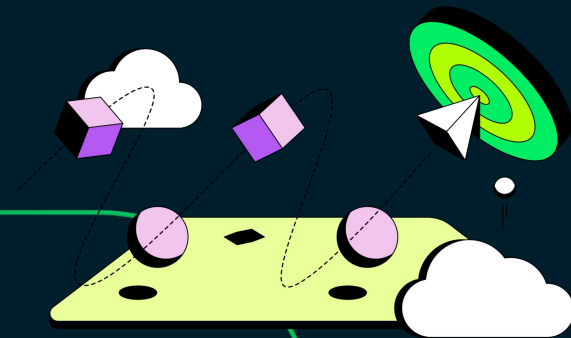
Scope	FY 25 Emissions (tCO ₂ e)
Scope 1 (market-based)	293
Scope 2 (location-based)	1,210
Scope 2 (market-based)	783
Scope 3 (market-based)	97,487
Scope 3 category 1: Purchased goods and services (market-based)	41,204
Scope 3 category 2: Capital goods (market-based)	496
Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2) (market-based)	423
Scope 3 category 5: Waste generated in operations (market-based)	372
Scope 3 category 6: Business travel (market-based)	38,560
Scope 3 category 7: Employee commuting (market-based)	8,094
Scope 3 category 8: Upstream leased assets (market-based)	426
Scope 3 category 11: Use of sold products	7,912
Gross emissions (market-based)	98,563

Methodology and Assurance

- GHG emissions are calculated using the GHG Protocol Corporate Standard, with activity data collected from utility bills, travel records, supplier disclosures, and cloud partner reports.
- Scope 3 emissions from cloud partners are estimated using supplier-provided emissions factors and workload data.
- All emissions data is third-party verified annually in accordance with ISO 14064.



4 - Metrics and Targets



4.3 Targets

MongoDB has set public climate-related targets to drive our performance and demonstrate commitment. Our two primary climate goals are:

- **100% Renewable Power by 2026:** We aim to source 100% of our office electricity usage from renewable energy by FY26. In FY25 we made substantial progress on this goal, achieving **55%** renewable power for our offices. We are on track to meet the 2026 target, and continued efforts (such as installing green energy procurement clauses in new office leases and purchasing Renewable Energy Certificates) are underway to close the gap to 100% over the next two years.
- **Net Zero Carbon Emissions by 2050:** MongoDB aims to achieve net-zero carbon emissions by 2050. This encompasses our Scope 1 and 2 emissions and material Scope 3 emissions. We note that as a fast-growing company, our absolute emissions could rise in the near term; thus, our net zero strategy is focused on continual emissions reduction and improved carbon intensity, rather than an absolute cap at current levels. We are investing in emissions reductions in line with climate science and will offset the remaining emissions to hit net zero by 2050.

Progress Tracking

- Annual progress is tracked and reported in MongoDB's ESG and TCFD/SB 261 disclosures.
- Emissions reductions are measured against a FY2023 baseline.
- Progress toward renewable energy and supplier engagement targets is reviewed regularly by the ESG Steering Committee and Board.