

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

We are at the beginning of a new era, one defined by intelligent systems, powered by data, and accelerated by artificial intelligence. This shift is not incremental. It is a fundamental replatforming of how the global economy operates.



At EDB, we see this moment clearly. The convergence of data, AI, and governance is creating a new foundation for innovation where control, security, and trust are essential. This is the world we are building for.

This report marks our third Sustainability Report and reflects how our approach has evolved. Sustainability, trust, and responsible AI are core to how we execute our strategy and deliver value to our customers.

Over the past year, we have continued to strengthen that foundation. We advanced the measurement and assurance of our greenhouse gas emissions, improving the quality and transparency of our data. We made further progress toward emissions reduction targets aligned with climate science, including our work with the Science Based Targets initiative (SBTi).

Our strategy is also delivering measurable impact. Through our Optimizing the Core work, we are demonstrating how modern data architectures can significantly reduce energy consumption and emissions compared to legacy systems, a critical step toward a more efficient AI economy.

As demand for AI and data-intensive technologies continues to accelerate, we are focused on helping customers get more from their existing infrastructure while reducing unnecessary energy use and associated emissions.

In 2025, we advanced the efficiency of our technology, set science-based climate targets and expanded our responsible AI governance. Our progress has been recognized through several awards, including the CRN Sustainability in Tech Award, the Tech Impact Award for Best Initiative to Increase Sustainability in Tech, and the Sustainability Leadership Award from Business Intelligence Group. Together, these efforts reflect our broader approach to sustainability, one that connects innovation, responsible business practices, and measurable progress.

Our commitment to responsible AI and data governance continued to grow. As a signatory to the EU AI Pact, we are aligning with the evolving requirements of the EU AI Act. At the same time, our own EDB Principles for Responsible AI guide how we design and deploy AI, ensuring systems are secure, transparent, and governed by design.

Through EDB Postgres® AI, our open, enterprise-grade sovereign data and AI platform, we enable organizations to build and run intelligent systems while maintaining control over their data. EDB also runs its own workloads on EDB Postgres AI, reflecting our confidence in the platform's enterprise-grade reliability and our belief that data sovereignty matters as much inside our walls as it does for our customers.

Looking ahead, we will continue to advance sustainability, responsible AI, and data governance as we build technology that is open, secure, and sovereign, creating lasting value for our customers and society.

KEVIN DALLAS
CHIEF EXECUTIVE OFFICER

About EDB

EDB Postgres AI (EDB PG AI) is the first open, enterprise-grade sovereign data and AI platform — secure, compliant, and scalable, on premises and across clouds.

Built on Postgres, the world's leading database, EDB PG AI unifies transactional, analytical, and AI workloads, enabling organizations to operationalize their data and large language models (LLMs) while maintaining control over sovereign environments.

Supported by a global partner network and delivering up to 99.999% availability, EDB PG AI works with organizations across industries including financial services, telecommunications, healthcare, public sector, and technology. Customers rely on EDB to support both operational performance and innovation as they adopt AI.

As a remote-first company with a global workforce, EDB operates across regions with a collaborative and distributed model. The company is backed by Bain Capital and Great Hill Partners.

As one of the most active contributors to the PostgreSQL project, EDB is deeply invested in the vitality of the global community. To learn more, visit www.enterprisedb.com.



EDB at a Glance

FOUNDED

2004

BACKED BY

Bain Capital and
Great Hill Partners

EMPLOYEES

891[1]
Global headcount

CUSTOMERS

1,700+

INDUSTRY

Data and
AI infrastructure

PLATFORM

EDB Postgres AI

DEPLOYMENT

Cloud, on premises,
and hybrid

AVAILABILITY

Up to 99.999%
uptime

POSTGRESQL

Leading commercial
contributor

OPERATING MODEL

Remote-first

PARTNER ECOSYSTEM

Global

[1] This number is as of December 31, 2025.

Our Vision, Mission, and Values

OUR VISION

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

OUR MISSION

Deliver the EDB Postgres AI sovereign data and AI management platform that enables the data-driven, AI-infused, intelligent systems of our customers.

OUR VALUES

Win together: We collaborate and support one another.

Own our actions: We take responsibility for outcomes.

Grow and evolve: We embrace continuous improvement.

Have fun: We foster a positive and engaging environment.

Our Sustainability Journey

EDB's sustainability program continues to evolve as we strengthen our approach to measurement, governance, and integration across the business.

In 2025, we enhanced our carbon accounting through Watershed, a third-party platform for emissions measurement and reporting, and obtained external assurance over our greenhouse gas (GHG) emissions, improving data credibility and transparency. We also set emissions reduction targets through the Science Based Targets initiative (SBTi) and began developing our decarbonization plan.

As expectations from customers and investors continue to grow, we are focused on further embedding sustainability, trust, and responsible AI into how we operate and make decisions.

About This Report

This report covers EDB's sustainability performance from January 1 to December 31, 2025. It is intended for employees, customers, and investors. The report is published annually and prepared in alignment with the Global Reporting Initiative and Sustainability Accounting Standards Board frameworks, with external assurance provided for GHG emissions data.



Sustainability, Trust, and ESG Governance

We embed sustainability, trust, and responsible governance into how EDB operates and serves its customers. Accountability and oversight are key to our operations and services as we:

- Achieve and disclose our environmental and social goals
- Meet our security, privacy, compliance, and ethical obligations
- Innovate as we develop AI for Good

Our Sustainability Accountability and Oversight	
Board of Directors and CEO / Board Chair	Hold ultimate responsibility for our sustainability oversight to: Reflect the importance of ESG to our overall strategy | Safeguard our business success and impact on our technology, customers, and other key stakeholders
Executive Leadership Team	Manages our sustainable development as they: Assess and manage environmental risks, opportunities, and future trends | Set and monitor compliance of corporate environmental policies and commitments | Set and measure progress of environmental corporate and science-based targets | Develop a business strategy with consideration of environmental issues | Manage annual budgets related to environmental issues, environmental reporting, and audit and verification processes | Manage priorities related to innovation and low-environmental-impact products or services (including R&D)
Head of Sustainability and Responsible AI	Reports to Chief Legal Officer | Responsible for day-to-day activities to ensure clear accountability and close alignment with our broader legal, compliance, and governance priorities
Cross-functional Sustainability Committee	Includes leaders from across our organization | Reports to the Board, Executive Leadership, EDB employees, and other stakeholders | Meets quarterly to review progress, align on priorities, and provide oversight across key areas — including environmental impact, responsible AI, data governance, privacy, security, and disclosures
Management	Integrates strategic sustainability initiatives — including setting and meeting emissions targets and providing risk oversight — in business planning and operations | Provides boots-on-the-ground oversight for responsible AI, trust, privacy/security, ethics/compliance, and risk mitigation efforts affecting their specific operations | Reports to Sustainability Committee on sustainability efforts for their specific operations
Carbon Accounting and Assurance	Strengthen our governance model by improving how sustainability is measured, managed, and assured | Watershed, carbon accounting platform that calculates our Scope 1, 2, and 3 emissions annually | KPMG provides external data assurance on EDB's GHG emissions, supporting the credibility and transparency of our reporting

Our Sustainability Priorities

EDB's sustainability priorities are informed by our 2023 double materiality assessment, which evaluates both our impact on the environment and society and the financial risks and opportunities these issues present.

In 2025, we refreshed this assessment to reflect the rapid evolution of AI, data infrastructure, and customer expectations. The refresh included a review of our existing material topics, consideration of emerging business and stakeholder priorities, and input from internal subject matter experts across relevant functions.

As a result, we introduced Open Data & Open-Source Stewardship as a distinct focus area, recognizing EDB's role in supporting responsible contribution, innovation, and long-term ecosystem sustainability. We also expanded Customer Satisfaction to Customer Satisfaction & Trust, reflecting the importance of security, reliability, performance, and confidence in our products and services. In addition, we combined Data Privacy and Data Security into one topic and incorporated Diversity & Inclusion into Human Capital Management.

Our environmental priorities focus on measuring and reducing emissions and supporting customers in doing the same, including alignment with the Science Based Targets initiative (SBTi). Our social priorities center on our workforce and communities, with a focus on talent, development, and inclusion. Our governance priorities emphasize ethical business conduct, responsible AI, and strong data governance.

A key theme across all priorities is AI for Good — ensuring the technologies we enable deliver positive, real-world impact.

Refreshed Material Topics

Climate Policy	Managing climate-related risks, commitments, and alignment with science-based emissions reduction goals.
Environmental Impact	Measuring, reducing, and managing EDB's operational environmental footprint, including GHG emissions.
Human Capital Management	Attracting, developing, supporting, and retaining talent, including advancing diversity and inclusion.
Community Engagement	Supporting communities through partnerships, volunteering, charitable initiatives, and employee engagement.
Customer Satisfaction & Trust	Delivering secure, reliable, high-performing solutions that strengthen customer confidence and long-term relationships.
Streamlined Governance	Maintaining effective oversight, accountability, and decision-making structures for sustainability and business priorities.
Business Ethics	Upholding ethical conduct, compliance, integrity, and responsible business practices.
Data Privacy & Data Security	Protecting customer, employee, and enterprise data through strong privacy, cybersecurity, and governance practices.
Market Presence	Strengthening EDB's role in the market through responsible growth, customer value, and stakeholder engagement.
Product Innovation	Advancing technologies and solutions that improve performance, efficiency, resilience, and customer outcomes.
Open Data & Open-Source Stewardship	Supporting responsible contribution, collaboration, and long-term resilience across open-source and open data ecosystems.

Environmental Social Governance

Sustainability Priorities and Initiatives

AI for Good

- AI for Good is a cross-cutting theme of EDB's sustainability strategy, focused on ensuring that trusted data, responsible AI governance, and measurable outcomes help deliver positive real-world impact
- Through our planned online responsible AI and trust center we will bring together work across trust, AI governance, sustainability, and community engagement to share, scale, and grow these efforts

Environmental priorities

- Setting GHG emission reduction targets in line with climate science through the Science Based Targets initiative (SBTi)
- Measuring and managing our environmental footprint, including energy use and emissions associated with our operations and technology infrastructure

Social priorities

- Diversifying our candidate and leadership pipelines
- 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 priorities

- Strengthening our pursuit of the highest standards of ethical and professional conduct, including board-level and management-level ESG oversight
- Advancing responsible data governance, privacy, security, and compliance practices to maintain stakeholder trust

Initiatives undertaken

- Demonstrating the real-world potential of Postgres and AI to drive positive ESG impacts
- Supporting efficiency-focused solutions that can reduce energy use, emissions, and operational costs at scale
- Exploring future partnerships and initiatives in areas such as environmental sustainability, scientific collaboration, and community innovation
- Through AI for Good, EDB is applying trusted data and responsible AI to real-world challenges, including forest conservation, water infrastructure, food systems, healthcare innovation, and customer energy and emissions reduction
- Supporting customers' climate commitments through science-based emissions reduction targets and transparent climate disclosures

Engaging Our Stakeholders

This structured engagement framework enables EDB to maintain open communication with stakeholders, integrate feedback into its sustainability strategy, and ensure alignment with industry best practices.

Looking Forward

Our ESG Committee will determine additional means of engaging with our stakeholders to communicate our ESG strategy, initiatives, and progress. We aim to create a shared understanding of the importance of promoting a sustainability mindset throughout every structural tier and function of the organization.

EDB Stakeholder Engagement Framework

Stakeholder group	Modes of engagement	Frequency of engagement
Investors	Board meetings (representatives from Bain Capital and Great Hill Partners are on our board), regular communication (Bain Capital sends us an annual ESG survey and Great Hill Partners sends us a quarterly request for ESG updates), Sustainability Report	Quarterly, annually
Customers	Customer support channels, ESG disclosures, Sustainability Report, Trust Center, and security/ procurement questionnaire responses	Daily, annually
Board of Directors	Board meetings, Sustainability Report	Quarterly, annually
Employees	Internal website, newsletters, surveys, town halls	Monthly, quarterly
Suppliers and partners	Supplier Code of Conduct, ESG disclosures and assessments	Daily
Public commitment	Signatory of the EU AI Pact, launch of EDB Principles for Responsible AI reflecting our commitment to customers and the broader community	Quarterly, annually
Communities and NGOs	Community outreach programs, partnerships, Sustainability Report	Quarterly, annually

2025 Highlights, Awards, and Recognitions

Highlights of Our 2025 Sustainability Performance

- Published second annual Sustainability Report, aligning for the first time with these frameworks: Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) for Software and IT Services
- Received validation for our GHG reduction targets through the Science Based Targets initiative (SBTi)
- Established baseline for our GHG emissions
- Reduced Scope 1 GHG emissions by 29% between 2025 and 2024[1]
- Reduced location-based Scope 2 GHG emissions by 6% between 2025 and 2024[2]
- Increased market-based Scope 2 GHG emissions by 14% between 2025 and 2024
- Increased Scope 3 GHG emissions by 22% between 2025 and 2024[3]
- Published our Optimizing the Core report that calculates avoided emissions of customers' data centers with EDB PG AI
- Launched new U.S. Benefits Hub to allow U.S. employees to access benefits information from one central location
- Provided employees with access to Udemy Business, an on-demand personalized learning platform covering technology, business, leadership, and wellness
- Launched monthly Lunch and Learns to foster learning and connection
- Launched NeuroD at EDB, a new Employee Resource Group (ERG) dedicated to supporting neurodiverse employees and allies
- Engaged with our global communities through EDBe Kind volunteer activities

Awards and Recognitions

- EDB has been named a winner of the 2026 Sustainability Leadership Award from Business Intelligence Group.
- Recognized in 2025 with a top SME Rating from CDP for environmental transparency and action and with an EcoVadis Committed Badge for performance in environment, labor and human rights, ethics, and sustainable procurement
- 2025 Best Initiative to Increase Sustainability in Tech | Tech Impact Awards
- 2025 Best Place to Work in Data and AI | DataIQ
- 2025 and 2026 Community Impact Award | Culture of Good
- 2025 and 2026 Best Places to Work | Business Intelligence Group
- 2025 and 2026 AI 100, The 15 Hottest AI Data And Analytics Companies | CRN
- 2025 and 2026 Best Database Performance Solution for EDB PG AI | Database Trends and Applications Readers' Choice Awards
- 2025 and 2026 DBTA 100: The Companies That Matter Most in Data | Database Trends and Applications
- 2025 and 2026 Big Data 100, The Coolest Database System Companies | CRN
- 20 Coolest Cloud Software Companies of the 2025 Cloud 100 | CRN
- 2025 Gold Winner | Hermes Creative Awards
- 2026 Sustainability Innovation of the Year (Support) for EDB PG AI | CRN Sustainability in Tech Summit & Awards
- 2026 Stevie® Awards for Great Employers (Silver)
- 2026 Thought Leading Company of the Year | Thinkers360
- 2026 Technology Excellence - Innovation for Social Good | Thinkers360
- 2026 Data Management Innovation of the Year | Data Breakthrough Awards
- 2026 Data Management Solution of the Year | Tech Ascension Awards
- 2025 Top 83 Artificial Intelligence (AI) Companies to Know | Built In
- 2025 Top 20 Companies in DivHERsity and Top 20 Most Innovative Practices — DivHERsity Policies and Women Leadership Development | HerKey

Memberships and Industry Associations

UN Global Compact

EDB is a participant in the UN Global Compact. Building on that commitment, Chief Legal Officer Rob Feldman serves on the UN Global Compact Legal Council, participates in its Think Lab on AI for Business Integrity and spoke at the UN Global Compact Leaders Summit on responsible AI and energy efficiency.

2026 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress.**

EU AI Pact

Signatory of the pact that provides the framework for implementing the **EU AI Act**, which lays the foundations for AI regulation in the EU. The act's first phase of enforcement began in 2025.

[1] Scope 1 are direct GHG emissions from sources EDB controls or owns, such as from company-owned vehicles.

[2] Scope 2 are indirect GHG emissions from energy sources EDB has purchased, such as electricity for its building assets.

[3] Scope 3 are indirect emissions from EDB's value chain, such as airplane emissions on flights EDB employees take for business.

Governance at EDB

As a global company, our goal is to be publicly transparent to our stakeholders in how we conduct business, treat our employees, and impact the environment. To accomplish this, we foster accountability via our initiatives involving trust and responsible innovation, sustainability oversight, corporate values, and ethical business practices.



Managing Our Sustainability Impacts, Risks, and Opportunities

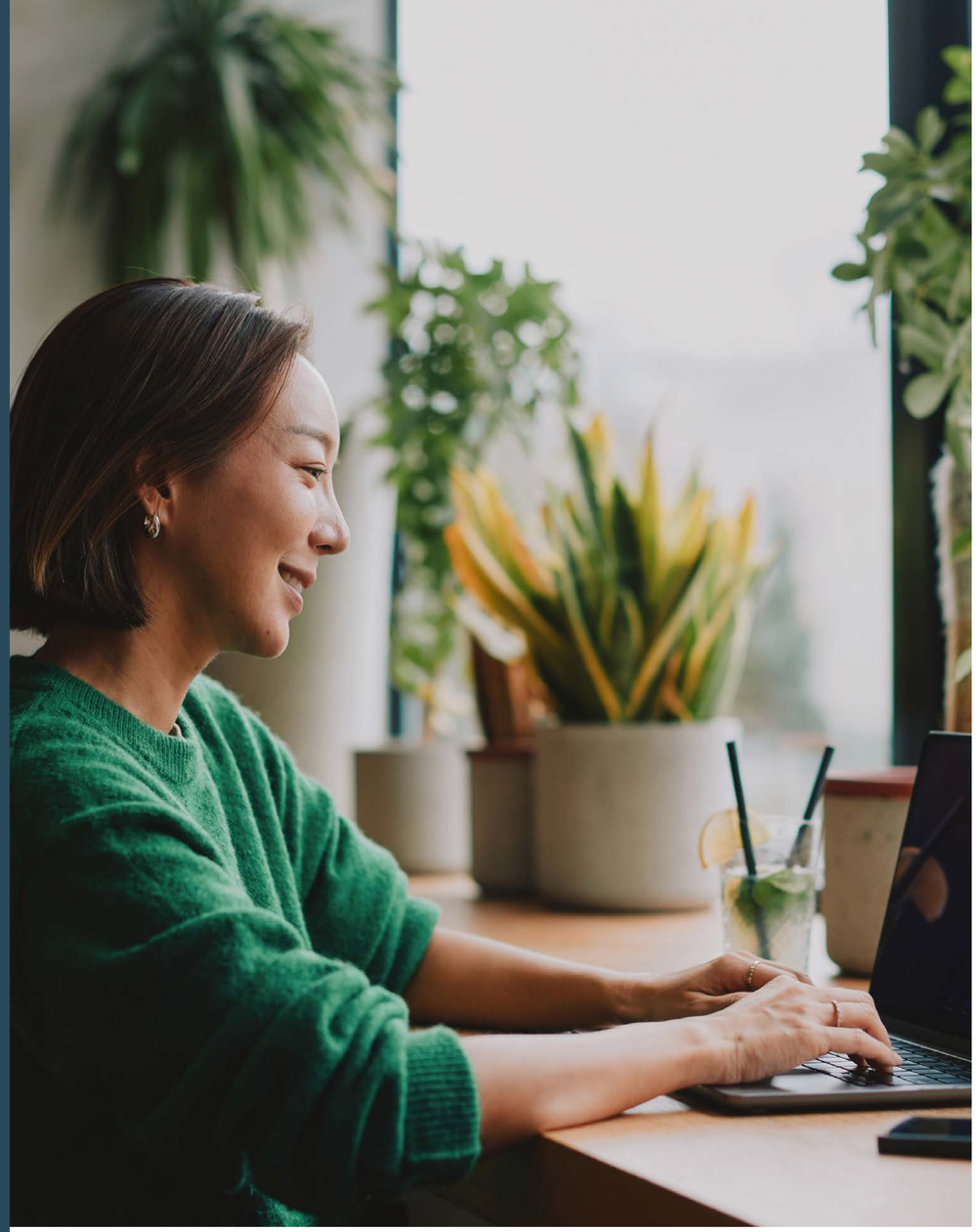
We believe our risks are catalysts for innovative opportunities. After identifying our biggest sustainability impacts, our Board of Directors tasks our Sustainability Committee to lead the way in managing those impacts and their related risks and opportunities.

AI is transforming how the world works. At EDB, we focus on developing AI for Good with such benefits as delivering performance while protecting our finite resources and minimizing harm to individuals, organizations, and communities. AI for Good starts with trusted foundations — secure data, responsible governance, and measurable outcomes that enable innovation while managing cost, energy use, and environmental impact.

Our commitment to AI for Good is laid down in our EDB Principles for Responsible AI, which guide how we ethically design and deploy AI. Plus, we are developing an online responsible AI and trust center, which will bring together work EDB is already doing across trust, AI governance, sustainability, and community engagement — creating a single destination to responsibly share, scale, and grow these efforts through partnerships, initiatives, and thought leadership.

2025 Risks and Opportunities

Risks	Opportunities
Data Center and Infrastructure Risks: AI and data-intensive workloads may increase energy demand, emissions, and exposure to climate-related infrastructure risks.	Lower-Carbon Data Infrastructure: EDB PG AI can help customers optimize database performance, reduce infrastructure needs, and lower data center emissions.
AI Governance and Regulatory Risks: Evolving AI regulations and customer expectations may increase requirements for transparency, responsible use, data governance, oversight, and bias mitigation.	Responsible AI Leadership: EDB can build trust through responsible AI governance, EDB Principles for Responsible AI, open-source stewardship, and our planned online responsible AI and trust center.
Privacy, Security, and Trust Risks: AI-enabled products may heighten privacy, cybersecurity, data protection, and customer trust risks if data and integrations are not well managed.	Trust as a Market Differentiator: EDB's Trust Center helps customers understand its privacy, security, responsible AI, and product trust practices.
Supply Chain and Third-Party Risks: Vendors, cloud providers, third-party software, and AI tools may create security, compliance, sustainability, and operational risks.	Responsible Supplier and AI Ecosystem Management: EDB and customers can securely build, test, and launch Sovereign AI applications to mitigate supply chain or third-party issues specific to their needs. The development of supplier assessment scorecard based on sustainability data can strengthen supplier oversight.
Open Data and Open-Source Stewardship Risks: Open-source AI tools, third-party components, and shared data may create security, privacy, IP, bias, transparency, or compliance risks.	Responsible Open-Source AI and AI for Good Leadership: EDB can demonstrate responsible open-source AI stewardship and real-world impact across sustainability, water, conservation, food systems, and healthcare.
Business Operations and Talent Risks: Rapid AI adoption may reshape workforce skills and create risks if employees are not equipped to use AI responsibly and securely.	AI-Enabled Workforce and Competitive Advantage: Responsible AI use can improve data quality, efficiency, and customer insights while supporting investor confidence and talent attraction.



Defining How We Work

Our governance approach is designed to be practical, transparent, and scalable, embedding sustainability, responsible AI, and strong data practices into everyday decision-making. Sustainability is a key enterprise-wide priority for EDB, with the Board of Directors integrating it into planning, decision-making, and progress measurement, while management ensures it is reflected across operations. This approach strengthens accountability, alignment, transparency, and traceability as the business continues to grow.

Strengthening Compliance, Trust, and Accountability

We demonstrate our sense of obligation to our customers and the broader community by presenting a clear industry position on ethics. As such, we've established codes, policies, training programs, reporting mechanisms, and other measures to maintain the integrity and trust in our company.

With our goal to be a leader in data governance and AI ethics, we've taken several steps toward compliance modernization, including:

- Hiring a full-time lawyer focused on compliance, with a certification in AI Governance from a recognized industry leader
- Training legal team members on critical compliance issues
- Strengthening our compliance program via third-party due diligence, trade compliance process reviews, and the establishment of both a senior leadership compliance committee and AI governance committee
- Enhancing the EDB Trust Center, centralizing resources on privacy, security, and compliance
- Updating our global expenditure approval matrix
- Providing annual compliance training through Navex, including ethics and code of conduct, workplace harassment, and global data privacy
- Maintaining grievance mechanisms and a Speak Up culture, including an anonymous helpline available 24/7 for employees
- Continuing to assess operations for corruption-related risks and maintain policies designed to prevent, detect, and remediate risks

Ethics, Compliance, and Governance Modernization

Initiatives	Description
Code of Business Conduct and Ethics (Code of Conduct)	Guidance for data-related principles and practices to ensure everyone acts ethically and with the highest levels of integrity. The Code is available to employees via our intranet. Employee acknowledgment and agreement is required at hire and reaffirmed each year during annual compliance training.
Supplier Code of Conduct	Guidance for our third-party business partners on our expectations, integrity, ethics, compliance standards, and accounting and monitoring practices. The Supplier Code of Conduct is maintained on our website for third parties with whom EDB does business.
Compliance Training	Required completion by employees upon hire and annually afterwards. Training is provided through third-party tools Navex and KnowBe4 and includes modules and policy awareness on topics that include, among others, ethics and code of conduct, workplace harassment, global data privacy, and information security. The Code of Conduct is also proactively shared with employees upon hire and annually during compliance training.
Grievance Mechanisms and Process for Raising Concerns	Available for reporting potential or actual violations of the Code of Conduct as part of our Speak Up culture. EDB maintains an anonymous third-party EthicsPoint Reporting Hotline available 24/7 for employees. EDB reviews and addresses all issues raised in good faith.
Managing Conflicts of Interest	EDB maintains processes to identify and manage conflicts of interest.
Operations Assessed for Risks Related to Corruption	EDB's operations are regularly assessed for risks related to corruption. EDB maintains and implements several policies and procedures designed to prevent, detect, or remediate risks in its organization, including its Code of Business Conduct, Anti-Bribery and Anti-Corruption Policy, Gift and Hospitality Policy, and Third-Party Due Diligence Policy and Procedures.



Responsible AI and Data Governance

EDB's responsible AI and data governance approach is grounded in our commitment to building a world-class AI and data governance program, publicly demonstrating our data-related principles and practices, influencing AI governance and privacy standards through public policy advocacy and debate, and providing customers with the benefits of our thought leadership.

AI Principles	EDB Principles for Responsible AI — Sovereign, Governed, Trusted, Beneficial — reflect how we think organizations should approach AI in a world where trust, governance, and sovereignty are becoming business critical. They also align closely with EDB's broader approach to building technology that is secure, sovereign, and open. These principles guide our product development and internal use of AI. It demonstrates our readiness for AI regulation and serves as an influential document for data governance, privacy standards, and public policy.	**Customer Trust**	EDB's responsible AI and data governance approach supports customer trust by demonstrating that the company manages AI, privacy, security, and data governance in a disciplined and principled way. Our online Trust Center centralizes resources on privacy, security, and compliance and publicly demonstrates our data-related principles and practices.
		Transparency and Accountability	EDB's approach is embedded in our EDB Principles for Responsible AI — which hold that AI decisions must be explainable and disclosed, and that humans must remain in control of, and answerable for, AI-driven outcomes.
AI Governance and Oversight	Our objective is to present a clear company position to the industry on ethics related to data and AI platforms and the new intelligent systems economy. This includes governance practices focused on responsible development, oversight, and use of AI-enabled technologies.	**Regulatory Readiness**	EDB's responsible AI work supports readiness for evolving AI, privacy, and data governance regulation by establishing principles, governance expectations, and practices aligned with emerging expectations for ethical and accountable AI.
		Data Governance Technology	Use EDB PG AI to maintain and analyze data securely and in compliance.

Looking Forward

As EDB continues to advance its work across trust, responsible AI, sustainability, and real-world impact, the company is focused on several initiatives for future years:

- **Launch our online responsible AI and trust center** as a public-facing destination that brings together EDB's work across trust, AI governance, sustainability, and responsible, real-world applications of AI.
- **Expand responsible AI governance** through cross-functional oversight, internal education, and continued alignment with emerging global standards, including the EU AI Pact and EU AI Act readiness.
- **Develop customer-facing energy and emissions tools** that build on EDB's Optimizing the Core avoided-emissions research and carbon calculator work, helping customers better understand the environmental impact of modernizing data infrastructure.
- **Grow AI for Good initiatives and partnerships** by identifying additional customer stories and potential collaborations that demonstrate how trusted data and AI can support environmental, social, and community impact.
- **Continue strengthening transparency and external engagement** through the EDB Trust Center, sustainability reporting, thought leadership, industry participation, and public disclosure of trust, AI governance, and ESG practices.

Trust, Data Responsibility, Privacy, and Security

At EDB, trust is foundational, not just a feature. In today's digital world, protecting the data entrusted to us by our customers, employees, and partners is a shared responsibility across the entire organization. From security awareness training for every employee to an enterprise-wide zero-trust architecture, we take a comprehensive, layered approach to keeping data private, secure, and used only for its intended purposes, including analysis, reporting, and delivering services.

Zero Privacy Breaches

In 2025:

- There were no instances of breaches of customer or user privacy.
- There were no instances of breaches involving the personal data of employees or applicants.

Data Privacy at EDB

EDB's global privacy program is built on a commitment to respecting international standards and regulations and to being transparent about how we collect, use, and protect personal information. We maintain and update as needed a suite of privacy and data governance documents that reflect this commitment:

EDB Privacy Policy
updated in 2025; covers user privacy, collection and use of personal information, and targeted advertising

EDB Recruitment Privacy Policy
updated in 2025; covers collection and use of personal information in hiring

EDB Global Employee Privacy Policy
updated in 2025; covers use of employee personal information

EDB Data Protection Policy
updated in 2025; addresses EDB legal obligations under applicable data privacy laws and regulations

EDB End-User License Agreement
updated in 2025

EDB Data Processing Addendum
updated in 2024

To validate and continuously strengthen our privacy and security posture, we engage independent third parties annually to conduct a range of cyber risk assessments and audits, including ISO security strategy assessments and SOC 2 audits covering our Customer Support organization (Managed Support Services Remote DBA and Site Reliability Engineering, Global Technical Support, and Innovation & Operations). We also run ongoing internal programs covering risk assessments, penetration testing, vulnerability disclosure, and data classification.

Additional policies, white papers, and audit reports supporting data privacy and security are available in our EDB Trust Center.

We adhere to applicable data protection regulations and recognized security frameworks and standards, including General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA), the Secure Controls Framework (SCF), and the Secure Software Development Framework (SSDF), and maintain compliance with SOC 2 and CSA STAR. For our government and public sector customers, we publish DISA STIGs and Voluntary Product Accessibility Templates (VPATs) to support their specific security and accessibility requirements. We actively monitor the evolving regulatory landscape, including the EU AI Act, the Digital Operational Resilience Act (DORA), and the European Cyber Resilience Act, ensuring our practices keep pace with emerging compliance requirements globally.

Data Security at EDB

As a database company, our products sit at the heart of customers' most critical data infrastructure, making security both a top priority and an area of heightened responsibility. Threats including malware, ransomware, and other malicious activity are a reality of the landscape we operate in, and we are committed to protecting our employees, partners, customers, and other stakeholders from damaging security incidents. In 2025, there were no confirmed data or security breaches.

Data Security / Cyber Threat Management	
Our security program is organized across three integrated functions, each with defined ownership and scope:	
Governance, Risk, and Compliance (GRC)	Our GRC function establishes and maintains the policies, standards, and controls that form the foundation of our security program, which is continuously audited and monitored to demonstrate compliance. Our Risk Management program addresses cyber risk, supply chain risk, application security risk, and offensive security through continuous assessments, with findings tracked through structured plans of action and milestones to drive prioritization and remediation. GRC also owns EDB's compliance attestation process, managing third-party audits, certifications, and assessments that validate our security posture.
Security Operations	Our Security Operations function provides always-on defense against threats through an integrated set of capabilities including log management, threat detection, incident response, and security engineering. Built on an enterprise-wide SIEM (Security Information and Event Management) platform, Security Operations is designed to prevent, identify, and mitigate threats in real time, continuously monitoring for anomalous activity and responding rapidly when issues arise.
Application Security	Our Application Security function protects our products and platform throughout the software development lifecycle. This includes secure development practices enforced through our Software Development Lifecycle (SDLC) process, static and dynamic code analysis, vulnerability management, penetration testing, and a public Vulnerability Disclosure Program that enables responsible reporting of potential security issues by external researchers. Independent penetration test reports are available to customers and prospects through our Trust Center.

Trust at EDB

The foundation of our security model is the principle of trusting nothing by default. Our zero-trust security model — built enterprise-wide on a SIEM and security detection response function, is designed to prevent cyberattacks by assuming every request inside or outside the company to access a system, network, or application could potentially be a threat.

We require continuous verification of every user's identity, device, and access privileges before granting them access to resources. These identity-based security measures more robustly thwart potential threats, limit the impact of security breaches, and strengthen identity and access management centralized controls.

Our trust safeguards extend to protecting our customers. Our Trust Center presents clear, concise security information that enables organizations to make informed decisions about EDB products and services, providing up-front assurance that their security needs are addressed. Customers can easily access security policies, compliance certifications, and other relevant documents.

Looking Forward

A new online responsible AI and trust center

Supplier Engagement and Supply Chain Sustainability

Supplier collaboration is an essential component of advancing our sustainability goals as we evolve our ESG and procurement strategies. While we now approach each potential supplier with a sustainability procurement questionnaire, we have started the process for building a more structured supplier sustainability approach — one that recognizes the importance of fostering dialogue on environmental and social responsibility.

We aim to integrate sustainability discussions into our supplier engagement efforts, which might include:

- Establishing clear environmental and social responsibility expectations for suppliers
- Encouraging best practices in sustainability among our suppliers, such as emissions reduction and resource conservation
- Exploring opportunities to align with environmental and social responsibility standards
- Collecting data from top-tier suppliers to better understand their sustainability commitments and performance
- Developing a supplier assessment scorecard based on the data we collect
- Developing a formal supplier screening process for new suppliers based on social and environmental criteria

We will be assessing our suppliers and screening potential suppliers on the sustainability-related criteria and standards to which we adhere, including:

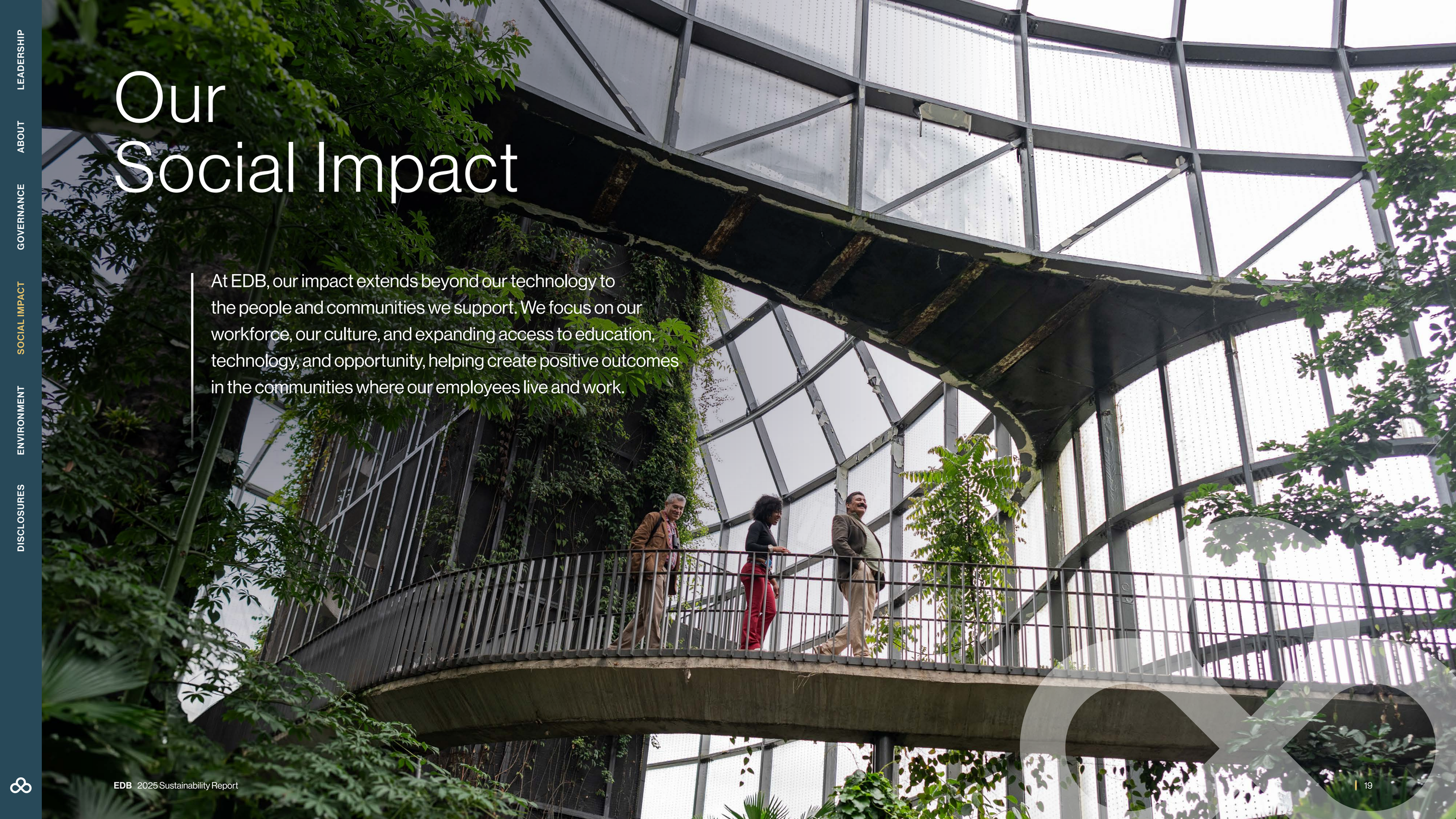
- Environmental commitment and climate impact
- Publication of annual Sustainability Report
- Greenhouse gas (GHG) emissions accountability, including Scope 1, 2, and 3 performance
- GHG emissions verification by a third party
- Commitment to GHG reduction targets
- Alignment with Science Based Targets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

While we are still in the early stages, we are committed to strengthening our supplier engagement strategy and ensuring that environmental responsibility remains a key consideration in our business relationships.



Our Social Impact

At EDB, our impact extends beyond our technology to the people and communities we support. We focus on our workforce, our culture, and expanding access to education, technology, and opportunity, helping create positive outcomes in the communities where our employees live and work.



Investing in Our People and Future Workforce

Our people are fundamental to our success. We invest in development, learning, and well-being to support growth across our workforce. As demand for data and AI skills continues to evolve, we are focused on preparing our employees with the capabilities needed to adapt, contribute, and succeed.

Talent Recruitment, Development, and Retention

At EDB, attracting, developing, and retaining talent is key to our ability to support customers and adapt as technology evolves. As a remote-first company, we draw from a global talent pool to build a workforce that is skilled, collaborative, and aligned with our values.

Our approach to recruitment prioritizes both technical expertise and the ability to grow in a rapidly changing environment. We look for individuals who can contribute to the development and operation of data-driven, AI-infused systems, while continuing to build their capabilities over time. Retention is supported through meaningful work, opportunities for growth, and a culture that encourages ownership and continuous improvement.

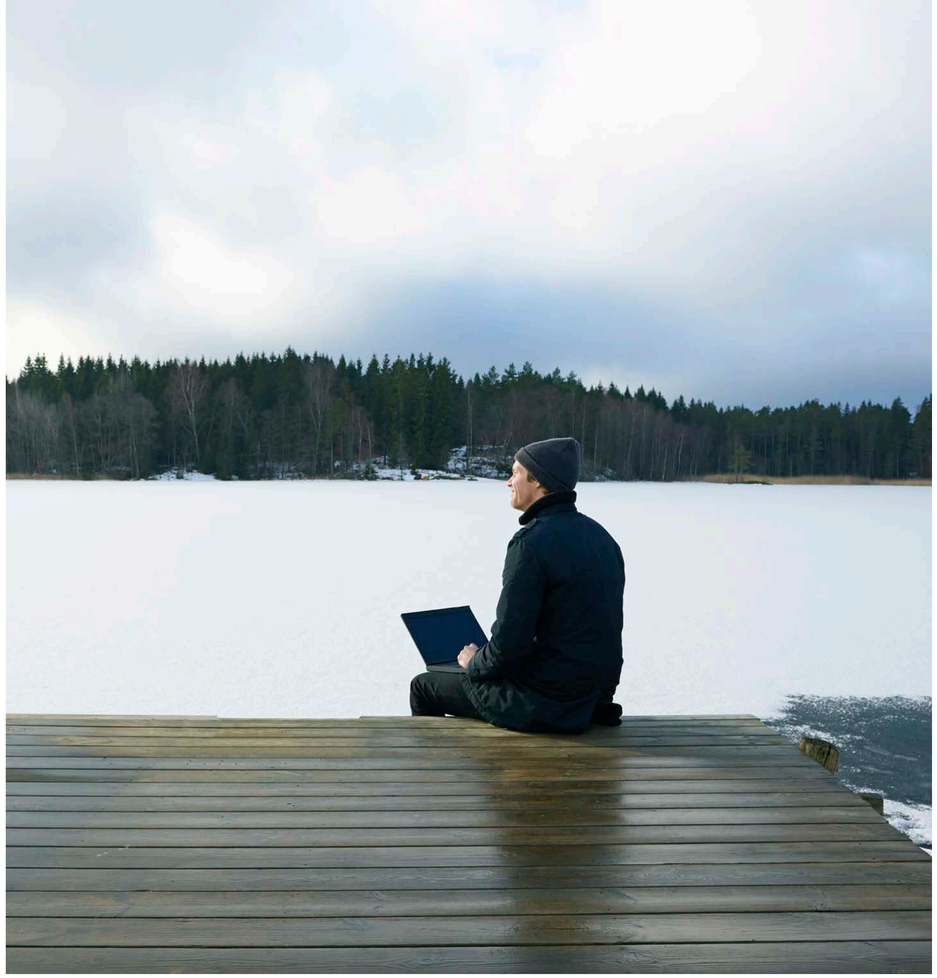
We invest in learning and development to help employees expand their skills and navigate changing demands. This includes both role-specific training and broader capabilities that support long-term career development. We invest in our workforce by offering access to the Udemy Business platform, ensuring our employees have the continuous learning tools needed to stay ahead of industry trends and scale their capabilities.

Employee well-being remains an important focus. We aim to provide an environment that supports flexibility, balance, and connection, recognizing the importance of both performance and overall well-being. We offer a monthly 'Wellness Friday' program, providing employees with one dedicated day off each month to rest, recharge, and prioritize their well-being.

As intelligent systems become more integrated into how work is done, we are focused on preparing our workforce for this shift. This includes supporting employees in understanding how to work effectively with new technologies and reinforcing the importance of responsible and thoughtful use.

Learning, development, and career growth

We support employees in building their skills and advancing their careers through a mix of formal learning, knowledge sharing, and on-the-job development. These opportunities are designed to help employees grow within their roles while building capabilities that support long-term development as the nature of work continues to evolve.



Well-being

We recognize the importance of employee well-being and are creating an environment that supports balance, flexibility, and connection. Our remote-first model allows employees to work in ways that support their individual needs while remaining engaged and productive.

Workforce readiness in the age of AI

As AI becomes more integrated into everyday work, we are helping employees build the skills and understanding needed to adapt. This includes increasing awareness of AI tools, supporting practical applications, and reinforcing the importance of responsible use in line with our EDB Principles for Responsible AI.

EDB provides access to courses on AI fundamentals, practical productivity applications, and responsible use through platforms such as Udemy, Google, and Anthropic's Claude training resources. Employees are guided by our EDB Principles for Responsible AI and practical use guidelines, including a clear Do's and Don'ts, and are supported by an approved tools list that includes enterprise-configured access to tools such as Claude and Gemini, reviewed against our data protection and security standards.

Internal AI applications have been developed to benefit employee productivity and customer engagement. Customer Success Managers use an AI app to surface insights to proactively identify customer pain points. A Sales Enablement Assistant provides sales teams on-demand access to internal business information without requiring time-consuming research.

Responsible use of technology

We encourage employees to use technology in a way that is secure, responsible, and aligned with company policies. Our EDB Principles for Responsible AI and internal guidance help ensure that new tools are used thoughtfully, with appropriate consideration for security, privacy, and broader impact. To support this, EDB has established a governance framework that includes foundational EDB Principles for Responsible AI, practical use guidelines, and an approved tools list — each reviewed against our data protection and security standards. Employees building AI-powered applications internally follow a defined review and vetting process before deployment.

Employee Resource Groups (ERGs)

EDB's ERGs foster connection, learning, and community globally. Open to all employees, they support experience-sharing, relationship-building, diverse perspectives, and dialogue. In 2025, Women and Allies, Pride, Amigos, and NeuroD strengthened our culture and employees' feelings of belonging.

Women and Allies ERG

Founded in 2023, Women and Allies fosters connection, mentorship, growth, and inclusion for women and allies. In 2025, it hosted She-Suite Shuffle, Breast Cancer Awareness employee stories and discussion, and a barriers-focused workshop.

Pride at EDB ERG

Founded in 2024, Pride at EDB promotes LGBTQ+ inclusion, awareness, support, learning, dialogue, and community. In 2025, it built awareness and allyship through Pride as a Safe Space, covering Pride history, self-advocacy, and allyship.

Amigos ERG

Founded in 2025, Amigos celebrates Hispanic and Latin cultures while fostering community, cultural awareness, and global connection. Its inaugural-year events included an EDB leadership panel, cultural sharing session, and activities highlighting Latin American traditions and experiences.

NeuroD at EDB ERG

Founded in 2025, NeuroD supports neurodivergent employees and allies by fostering awareness, connection, and understanding. In its inaugural year, it built a community for sharing experiences and launched Body Doubling to promote focus, accountability, and motivation.



Employee Engagement

A strong workplace culture is built through communication, collaboration, and continuous growth. By investing in employee development, well-being, and opportunities to build new skills, we are creating an environment where employees feel supported, connected, and empowered to contribute. These efforts help strengthen engagement across our global workforce.

Our Inclusive and Community-Minded Workforce

We support employee engagement by fostering open communication, encouraging feedback, and creating opportunities for connection across our remote workforce. Through regular touchpoints and shared initiatives, we aim to maintain a culture where employees feel informed, supported, and able to contribute.

898

Total headcount

2025 Employee Headcount

This table provides an overview of EDB's workforce, including employee headcount and distribution. It is intended to give visibility into the scale and composition of the organization as of December 31, 2025.

	Male	Female	Blank	Total
APJ	275	65	1	341
EMEA	172	40	13	225
Americas	233	97	2	332
Total	**680**	**202**	**16**	**898**





Supporting Our Communities

Promoting science, technology, engineering, and math (STEM) education is just one example of how EDB supports our global communities via charitable giving, local partnerships, and our EDBe Kind initiative. We also encourage individual service, with employees receiving one paid day off annually to volunteer and contribute to the causes of their choice.

Next-Gen STEM

Through our partnership with the Indian education nonprofit Pratham, EDB helps provide hands-on STEM education that prepares students with future-ready skills. In 2025, we partnered with Pratham on its Science Learning Program in West Bengal. In 2026, our partnership will focus on STEM-based Creativity Clubs for students in grades 6–8 in Pune, providing project-based learning that builds problem-solving, critical thinking and creativity.

Pratham
Every Child in School & Learning Well

Employee Volunteerism and Giving

EDB supports employee volunteerism and giving as part of our broader approach to social impact. We recognize that our employees are closely connected to the communities where they live and work, and we support their efforts to make a positive contribution.

Through EDBe Kind, employees may take one paid day each year to volunteer with a nonprofit organization of their choice. This program is designed to support employee-led engagement, giving individuals the flexibility to contribute to causes that are meaningful to them in their local communities.

In addition to employee-driven volunteerism, EDB also supports charitable initiatives aligned with our values. An example is our partnership with Pratham, where we are supporting STEM-based Creativity Clubs for students in grades 6–8. The program focuses on hands-on, project-based learning, helping students build problem-solving skills and apply concepts in real-world contexts.

Through a combination of school- and community-based sessions, teacher and volunteer engagement, and structured learning activities, the program is designed to expand access to experiential STEM education and support the development of future-ready skills.

Through these efforts, we aim to support both employee-led impact and broader community initiatives, contributing to the communities where we operate.

Our Product Impact

We advance innovation by giving our customers trusted and responsible technology within the open-source ecosystem to increase efficiencies, reduce environmental impact, and help them meet their future goals. Our platform, EDB Postgres AI, supports customers' sustainability programs and optimizes organizational performance, facilitating economic growth and social advances. We believe AI must strengthen human decision-making, not replace it. Real governance spans the full AI lifecycle and reaches the data layer, where decisions actually execute.

Postgres and AI for Customer Transformation

We are continually striving to give our customers and potential customers a competitive edge with our evolving EDB solutions. With EDB PG AI, a sovereign data and AI platform, customers can easily manage, observe, and operationalize their data for agentic AI in hybrid and sovereign environments. This allows customers to:

- Operate more efficiently and innovate faster to meet today's demand for personalized and AI-driven experiences
- Grow their businesses with distributed, highly available databases that support always-on global applications
- Streamline data and AI management with visual no-code/low-code tools, simplifying complex tasks handled daily and giving customers the power to build their own AI factories
- Leverage the most adaptable AI infrastructure to run GenAI in private environments, delivering next-gen customer experiences while ensuring full data and AI sovereignty
- Overcome challenges that hinder innovation, such as fragmented workloads, disparate systems, vendor lock-in, and the persistent need for data security and governance
- Optimize innovation, performance, cost, collaboration, governance, and security

As we expand our partnerships, we invite everyone to think of EDB PG AI as the missing link between a company's AI and data. Our unified, secure, and sovereign platform provides full observability, no matter where a customer's data lives, and gives them easy-to-use tools to operationalize it for AI. This helps them build data-driven AI applications and deliver value faster, more simply, and without the help of a coding expert.





Our Approach to Product Innovation

We strive to develop products and solutions that lead to meaningful impacts for our customers.

Product Innovation Impacts

Goal	Description
Empower Businesses and Job Creation	EDB's database solutions enable enterprises across industries to scale efficiently, supporting business growth, job creation, and economic development.
Optimize IT Infrastructure for Energy Efficiency	Our products help organizations modernize and optimize their data management strategies, reducing reliance on legacy systems that require high energy consumption and inefficient resource allocation.
Support Open-Source and Community Engagement	As the leading commercial contributor to PostgreSQL, we actively invest in the open-source community, fostering innovation, skill development, and collaboration within the global developer ecosystem.
Further Explore Measurement Initiatives	We have begun quantifying the impact of our products in areas such as operational efficiency, carbon footprint reduction, and long-term customer sustainability benefits.

One example is our launch of the world's first sovereign AI and data platform, EDB PG AI, which streamlines operations at scale, integrates easily with existing data ecosystems, and centralizes hybrid management and observability in a single AI-ready control plane for the emerging era of agentic AI. This allows companies to reduce their carbon emissions — specifically through minimizing the architectural footprint required to run enterprise applications in data centers.

Optimizing the Core

Recognizing the importance of measuring the broader economic, social, and environmental impact of our products, EDB partnered with Incendium, an independent sustainability consulting firm, to develop the Optimizing the Core report. Using Incendium's data-driven methodology, the report quantified the potential energy and emissions reductions organizations can achieve by modernizing and optimizing their database environments with EDB PG AI.

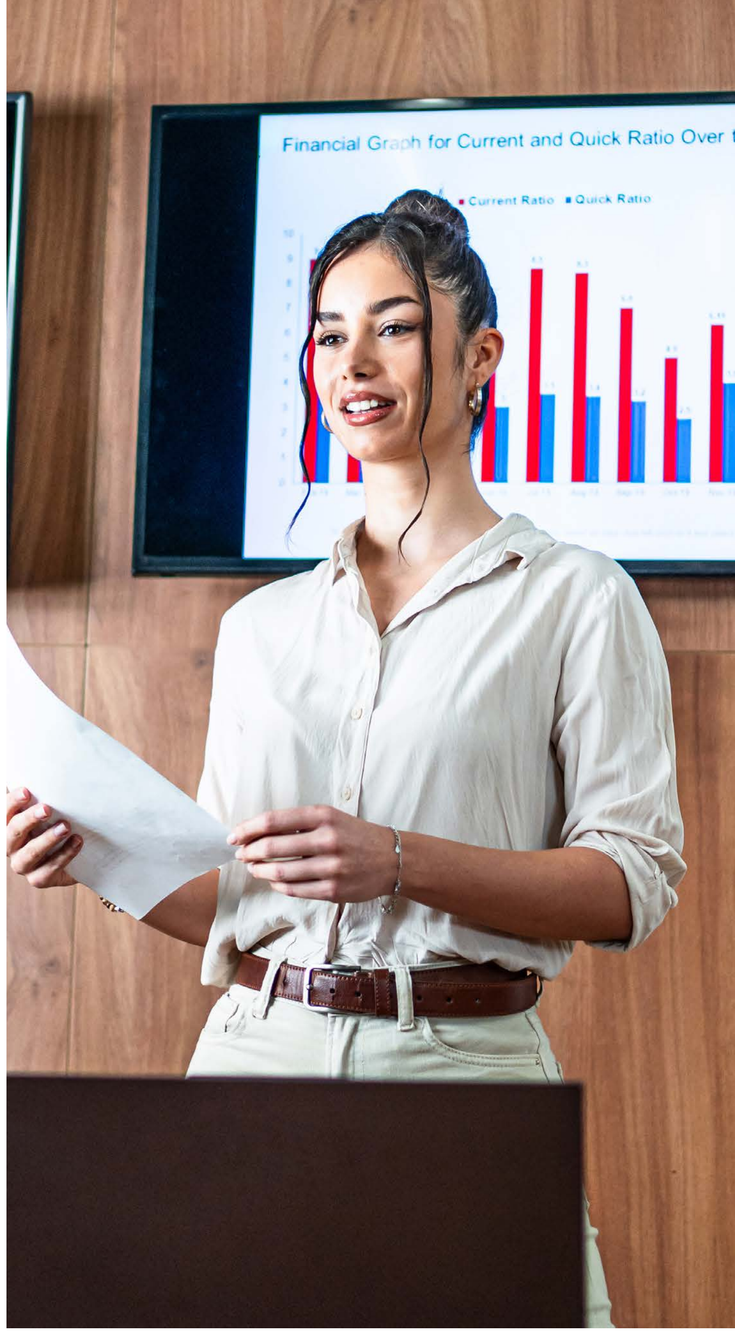
The report found that organizations can reduce the carbon footprint of applications running on EDB software by an estimated 53%–87%, while also reducing energy consumption and operating costs.

Building on this work, EDB is developing an Avoided Emissions Calculator that will apply the same methodology to help customers estimate their potential energy and emissions reductions based on their unique environments.

Ensuring Customer Satisfaction and Trust

We pride ourselves on our ability to deliver reliable, secure, and high-quality products and services that meet customer expectations and maintain trust. Our services include providing the trusted expertise to ensure high availability, reliability, security, round-the-clock global support, and advanced professional services — both on premises and in the cloud — to help our customers control risk, manage costs, and scale efficiently.

Customer Satisfaction Services	
Dedicated Support Services Team	Staffed 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 Achieved SOC 2 Type II certification in 2025 for meeting the highest standards for keeping customer data secure
Support Portal	Available online for resources, documents, downloads, and key features like links to training modules
Escalation Process/Path	Addresses customer grievances and complaints, and deals with complex issues in a timely manner — with added advantage of providing our Support Services leaders' contact information
Solutions for Key Customer Challenges	Included are our online Trust Center, Postgres training, product documentation, sales team knowledge to support customers directly, and EDB Postgres AI Efficiency Calculator to estimate cost, energy, and performance improvements
Feedback to Improve Customer Services	Contact customers after service support sessions to assess their satisfaction with the assistance received Conduct quarterly customer surveys to determine overall subscription/service satisfaction
New AI-Powered Tool for Faster Solutions	AptEdge Knowledge AI tool helps us build our knowledge base 75% faster, resulting in quicker access to self-service solutions and more efficient and accurate support experience
New Customer Advisory Board	Helps ensure that every product release, every feature, and every pitch is grounded in the reality of customer needs



Making Products More Accessible

To set our customers up for winning experiences with our products and solutions, we offer them:

- Access to the latest data warehouse, analytics tools, and AI tools to enhance their businesses
- Enhanced enterprise knowledge graphs or data sets 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

Open Data and Open-Source Stewardship

EDB is proud to be part of the vibrant open-source ecosystem, and as a diligent steward, we are committed to working alongside the Postgres community to continue building Postgres to support the workloads of the future. Our management of our impacts on open data and open-source ecosystems include responsible contributions and long-term ecosystem sustainability. This is consistent with our AI for Good focus, in which we will develop AI to provide benefits — and minimize the potential harm — to protect people, organizations, and communities.

Three Guiding Principles of Customer Experience Team

1 **Collaborate on their success strategies:** We will aim to become indispensable partners in our customers' transformation journeys.

2 **Differentiate with a focus on time-to-market:** We will align with customers' transformation goals to deliver rapid innovation and services to help achieve faster time-to-market. This will be our key differentiator.

3 **Develop a managed services business:** We will play an active role in the planning, deployment, and operations of products by offering a new suite of managed offerings.

Looking Forward

As we set, maintain, and monitor our social targets and goals, in the upcoming years, we plan to take the following initiatives.

Our People

- Pursue additional activities focused on diversifying the company's candidate and leadership pipelines
- Grow our onboarding and talent development offerings
- Implement initiatives to foster a growth mindset
- Build out our benefit programs to prioritize inclusivity, relevance, flexibility, and choice
- Expand our Diversity, Inclusion, and Belonging initiatives, including setting goals across the executive leadership team
- Organize more on-site community events

Our Customers

- Use the potential of AI to enhance customer engagement
- Increase our focus on the customer journey
- Expand the requirement of ESG metrics in contractual agreements
- Create a more formalized approach to customer success
- Invest in products' subject matter expertise to benefit our customers

Our Environmental Impact

As an ever-expanding IT company, we have an obligation to be accountable for our own operational emissions as well as the wider digital infrastructure impacts our platforms have on the environment. Our commitment to document and reduce Scope 1, 2, and 3 greenhouse gas (GHG) emissions to meet reduction targets has led us to consider our customers' carbon footprints, resulting in greater product innovations that avoid emissions. In 2025, we set Science Based Targets initiative (SBTi)-validated near-term and net-zero targets. EDB has committed to reduce absolute Scope 1 and 2 GHG emissions by 42% by 2030 from a 2024 base year and to reduce absolute Scope 3 GHG emissions by 55% per USD value added within the same timeframe. By 2050, EDB has committed to reduce absolute Scope 1 and 2 and Scope 3 emissions by at least 90% from our 2024 baseline.



Our Emissions

Our commitment to reduce our GHG emissions is comprehensive and starts by aligning with GHG Protocol standards to accurately account for our emissions. Our 2025 GHG inventory reflects continued progress in our emissions reduction journey.

- **Data Sources:** We prioritize actual utility usage data (e.g., kWh for electricity, therms for natural gas) and use estimates based on building characteristics (e.g., square footage) when available.
- **Emissions Factors:** These include electricity with location-based factors from reputable sources, and transmission and distribution losses; fuel combustion with consistent factors across geographies; refrigerants with uniform factors globally; natural gas leakage; and clean power purchases and credits.
- **Scope Coverage:** We contract with Watershed, a carbon accounting platform, to calculate our GHG inventory including Scope 1 (direct sources), Scope 2 (indirect sources), and Scope 3 (value chain).

Accounting for our annual GHG emissions is complete when we receive an assurance letter from KPMG. We also submit our emissions to the CDP, the world's leading climate disclosure framework.

2025 Emissions by Scope (MT CO_2e)

Scope	2023[1]	2024[2,3,4,5]	2025	% Change YoY
Scope 1 (Direct)	39	31	22	29% reduction
Scope 2 – Location-Based (Energy indirect)	236	126	118	6% reduction
Scope 2 – Market-Based	255	168	192	14% reduction
Scope 3 (Other indirect)	3,195	9,414	11,483	22% 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 CO_2 factored into calculations.

[4] Sources of emissions factors: Scope 1 Emission Factor databases are from EPA 2025, IPCC and DEFRA 2025; Scope 2, European Residual Mixes 2025, Green-e Residual Mixes and IEA Electricity Emissions Factors 2025; Scope 3, cloud usage and expenses, CEDA v10, DEFRA 2025, Supplier Specific emission factors where available reported through CDP, eGRID, IEA Electricity Emissions Factors 2025.

[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.

2025 Emissions Intensity by Scope (MT CO_2e/mUSD)

Scope	2023	2024[1]	2025	% Change YoY
Scope 1 (Direct)	N/A	0.17	0.097	43% reduction
Scope 2 – Location-Based (Energy indirect)	N/A	0.72	0.52	28% reduction
Scope 2 – Market-Based	N/A	0.96	0.84	13% reduction
Scope 3 (Other indirect)	N/A	54	20.91	61% reduction

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

Explanation of YoY fluctuations and analysis of data:

The year-over-year increase in Scope 3 emissions is driven primarily by growth in purchased goods and services and in business travel. Within our supply chain, our ten largest suppliers account for 31% of our total emissions, and 17.2% of our Scope 3 emissions data comes from suppliers that have adopted science-based targets. Going forward, we aim to increase this percentage by incentivizing our suppliers to adopt their own carbon reduction targets.

In 2024, EDB consumed a total of 403 MWh of energy, all of it sourced from the grid, with none coming from renewable sources.



Carbon Footprint Measurement and Reduction Goals

Reducing our carbon footprint is central to our sustainability strategy. Our carbon reduction plan lays out the GHG emission reduction targets we have committed to, which have been validated by the Science Based Targets initiative (SBTi), and guides the actions we take each year to track our progress toward them.

Addressing Our Impact

Guiding us as we strive to reduce our GHG emissions and overall environmental impact are our Environmental & Climate Policy and Environmental Management System (EMS), along with the EMS Policy.

Environmental & Climate Policy: Predicated on our commitment to AI and its potential to revolutionize sustainability efforts by boosting efficiency in energy usage and supply chains, monitor resource management with unprecedented speed and accuracy, and even help predict increasingly volatile weather patterns and events.

The policy states our commitments designed to increase EDB's dedication to sustainable growth, including embracing a culture of climate competence, measuring the success of climate protection initiatives via our EMS, and achieving substantive improvement in carbon performance.

Environmental Management System: Designed to help EDB formalize how environmental information is collected, managed, and externally reported, and is used to:

- Encourage consistent tracking of standardized metrics
- Identify opportunities for improvement and program implementation
- Unite cross-functional teams in common goals
- Provide analysis of EDB's overall environmental impact
- Align environmental objectives across the business

Employee Awareness, Education, and Engagement

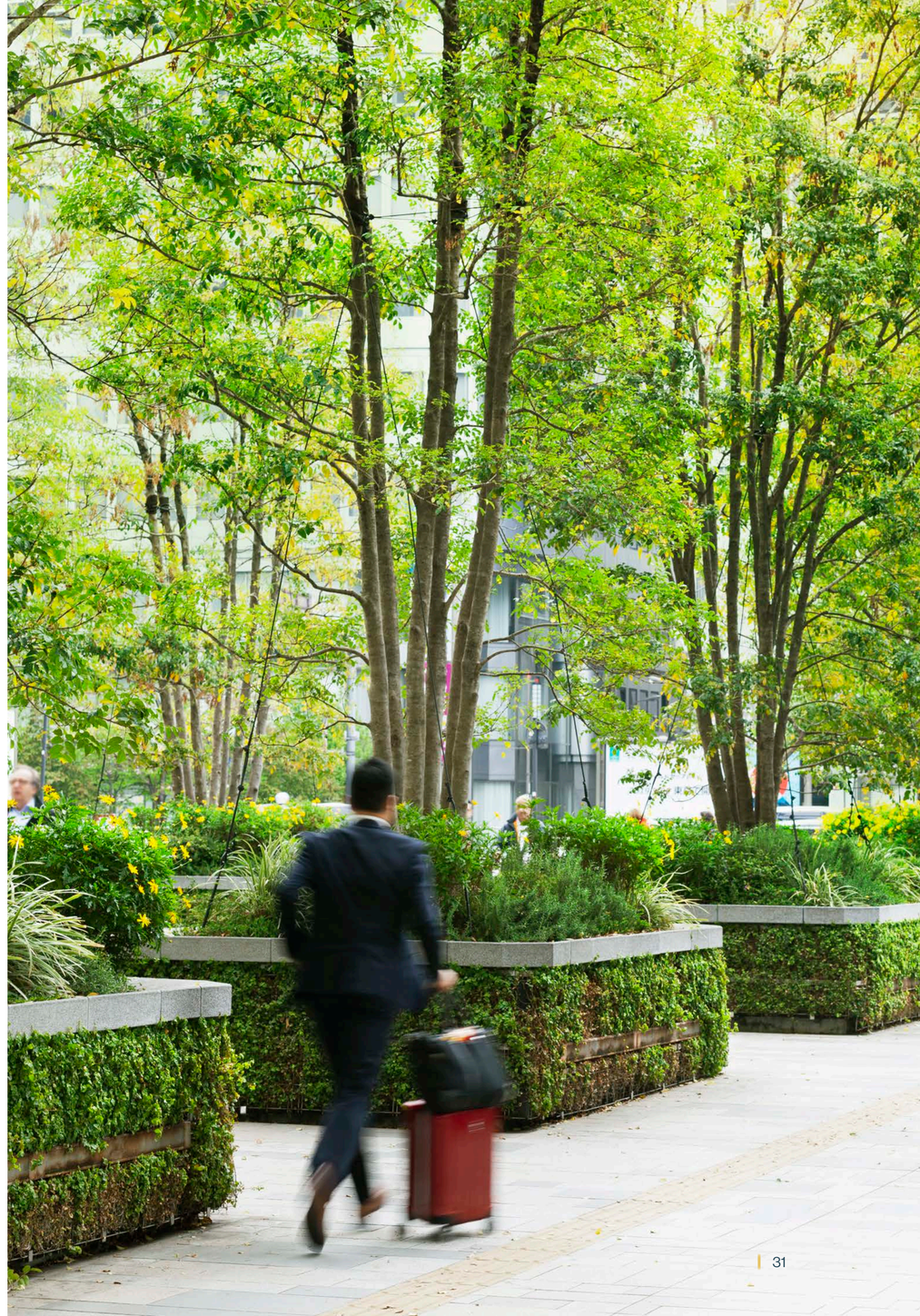
To promote sustainability as an integral part of our corporate culture, we strive to make our employees aware of our environmental goals and initiatives. Our Environmental & Climate Policy and EMS Policy are available to all employees through our internal employee website, a primary resource for information about our sustainability efforts.

We are also exploring opportunities to further integrate these policies into employee engagement initiatives, which may include:

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

Also on our employee website are our employee newsletters, leadership updates, and company-wide announcements to reinforce the principles outlined in our policies.



Integrating Environmental Considerations into Business Planning

At EDB, we recognize the critical role that data centers play in our business operations and the environmental impact associated with their energy consumption and resource use. Because sustainability remains an important factor in our decision-making process, we integrate environmental considerations into data center strategic planning.



Key Areas of Focus

Cloud-Based Optimization

EDB increasingly leverages cloud-based infrastructure, which allows for 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.

Energy Efficiency Metrics Evaluation

As part of our ongoing environmental initiatives, we explore ways to assess data center energy usage to better understand our environmental footprint. In 2025, we released the EDB Postgres AI Efficiency Calculator to estimate cost, energy, and performance improvements with EDB PG AI.

Building on demonstrated efficiency gains, EDB PG AI delivers an "intelligence per watt" standard for global enterprises to measure, improve, and operationalize AI efficiency at scale, as autonomous systems create more databases, pipelines, and queries over time.

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.



Avoided Emissions: Helping Our Customers Reduce Their Carbon Footprint

With our advanced data and AI management solutions, we can significantly reduce the energy footprint of customer data centers, while improving efficiency and cutting costs. By using EDB PG AI to decrease the computational resources of data centers needed to run applications, customers can avoid emissions.

As we reported in our 2025 white paper Optimizing the Core, we partnered with Incendium Consulting, a global advisory firm specializing in sustainability strategy and GHG accounting, to quantify savings realized when customers use EDB PG AI. Incendium provided this calculation:

Avoided Emissions = Old Emissions (without EDB PG AI) — New Emissions (with EDB PG AI)

We tracked three large global customers in the banking, financial services, and insurance (BFSI) sector — an industry with demanding infrastructure and sovereignty requirements — that collectively operate more than 120 data centers. The data shows clear, measurable benefits of using EDB PG AI, providing real-world validation that EDB PG AI delivers measurable financial and operational benefits.

The following reduction percentages highlight how our technology doesn't just make databases faster and more secure. It helps customers shrink data center energy demand and save money at scale.



94%

Reduction
in core usage needed to run applications for one customer

50%

Potential
reductions for GHG emissions across customers studied

45%

Avoided
data center emissions for one customer

80%+

Expected
reductions in core usage and emissions other customers might see, translating into massive energy savings and lower costs alongside improved performance



Spotlight on Sustainability Opportunities with EDB Postgres AI

At the current trajectory, the world's AI ambitions risk outpacing both the power infrastructure and economic capacity needed to sustain them. As we noted in our 2025 white paper Optimizing the Core, EDB PG AI has demonstrated it can decrease this risk significantly. The platform uses an elastic infrastructure that dynamically scales with the demands of complex AI workloads, minimizing idle energy waste. This includes:

Intelligent workload optimization

AI-driven recommendations to proactively optimize core Postgres configurations and reduce the raw compute needed to support critical workloads in minutes without manual effort or database expertise

Automated AI-readiness

Eliminates inefficient, manual vector index rebuilds for live data, saving substantial compute power and disk I/O

On-demand AI model serving

Dynamically spins up and down nodes to serve AI models, eliminating energy drain of underutilized infrastructure

Separation of compute and storage

Independently scales compute resources for analytical workloads and offloads cold data from transactional systems to more cost-effective object storage, reducing overall energy consumption and enhancing efficiency

> "The future of AI infrastructure isn't one size fits all. It's modular, power-aware, and built for choice. As energy and performance requirements evolve, enterprises need flexible systems that scale without compromise. That's what we're delivering with EDB Postgres AI."
>
> **Kevin Dallas**, EDB CEO

Optimizing for Efficiency with EDB PG AI

In today's climate-conscious world, minimizing a company's environmental impact is a business imperative. Today's rapidly growing data volume and AI demands are requiring ever more energy, putting increasing pressure on both businesses and the planet.

To meet these needs and ensure a sustainable future, enterprises need to optimize energy efficiency without sacrificing cost, performance, agility, or scale. We innovate to empower customers to significantly reduce data center energy consumption, and also work with organizations harnessing the power of data and AI to manage the planet's resources. Our EDB PG AI lets companies reduce their carbon emissions even as they scale their business by minimizing the infrastructure required to run data center applications.

Looking Forward

As we set, maintain, and monitor our environmental goals, in the upcoming years, we plan to:

- Continue innovating to further reduce or avoid emissions — notably data center emissions — with EDB PG AI
- Consider the environmental impact of AI infrastructure, promoting energy-efficient practices, and minimizing the carbon footprint associated with AI development and deployment
- Scale AI without scaling its environmental consequences
- Embed climate criteria into procurement and product design to reduce emissions
- Develop a supplier engagement program by collecting environmental and social responsibility data from our top-tier suppliers
- Initiate employee environmental training
- Develop a renewable energy strategy

Closing Remarks

We hope that you have found our third Sustainability Report informative and insightful regarding our practices and plans as we progress on our sustainability journey. We will report on our progress on an annual basis.

Forward-Looking Statements

This report includes estimates, projections, and other forward-looking statements. 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 undertake no obligation to update or revise publicly any forward-looking statements, whether because of new information, future events, or otherwise.

Appendix and Indices

Read our climate commitments to PPN006 via a Carbon Reduction Plan.



Appendix and Indices

GRI Index		
GRI Indicator	**Category**	**Response**
2-1	Organizational details	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. EDB 2025 Sustainability Report, "About EDB" pg. 3
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, 2025, 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 from KPMG.
2-6	Activities, value chain and other business relationships	EDB 2025 Sustainability Report, "About EDB" pg. 3
2-7	Employees	EDB 2025 Sustainability Report, "EDB at a Glance" pg. 4
2-9	Governance structure and composition	EDB 2025 Sustainability Report, "Sustainability, Trust, and ESG Governance" pg. 6
2-10	Nomination and selection of the highest governance body	EDB 2025 Sustainability Report, "Sustainability, Trust, and ESG Governance" pg. 6
2-11	Chair of the highest governance body	EDB 2025 Sustainability Report, "Sustainability, Trust, and ESG Governance" pg. 6
2-12	Role of the highest governance body in overseeing the management of impacts	EDB 2025 Sustainability Report, "Sustainability, Trust, and ESG Governance" pg. 6
2-13	Delegation of responsibility for managing impacts	EDB 2025 Sustainability Report, "Sustainability, Trust, and ESG Governance" pg. 6
2-14	Role of the highest governance body in sustainability reporting	EDB 2025 Sustainability Report, "Sustainability, Trust, and ESG Governance" pg. 6

GRI Index		
GRI Indicator	**Category**	**Response**
2-15	Conflicts of interest	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: • 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 — acceptable only if indirect, such as 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; immediate family can only be hired if approved by the 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	EDB maintains an anonymous third-party EthicsPoint reporting hotline available 24/7 for employees as part of its Speak Up culture; EDB reviews and addresses all issues raised in good faith.
2-17	Collective knowledge of the highest governance body	EDB 2025 Sustainability Report, “Sustainability, Trust, and ESG Governance” pg. 6
2-18	Evaluation of the performance of the highest governance body	EDB 2025 Sustainability Report, “Sustainability, Trust, and ESG Governance” 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	EDB 2025 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	Mandatory annual compliance training on ethics and code of conduct, workplace harassment, and global data privacy is administered through Navex and KnowBe4. All employees are required to acknowledge EDB’s Code of Conduct at hire and on an annual basis thereafter.
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.

GRI Index		
GRI Indicator	**Category**	**Response**
2-26	Mechanisms for seeking advice and raising concerns	EDB maintains an anonymous third-party EthicsPoint reporting hotline available 24/7 for employees as part of its Speak Up culture; EDB reviews and addresses all issues raised in good faith.
2-27	Compliance with laws and regulations	No fines or monetary sanctions have been identified as of December 31, 2025.
2-28	Membership associations	EDB 2025 Sustainability Report, "Memberships and Industry Associations" pg. 10
2-29	Approach to stakeholder engagement	EDB 2025 Sustainability Report, "Engaging Our Stakeholders" pg. 9
2-30	Collective bargaining agreements	As of December 31, 2025, we did not have collective bargaining agreements in the United States. We did, however, have collective bargaining agreements in the following countries: Austria, Belgium, Brazil, Greece.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	EDB 2025 Sustainability Report, "Our Sustainability Priorities" pg. 7
3-2	List of material topics	EDB 2025 Sustainability Report, "Our Sustainability Priorities" pg. 7
GRI 201: Economic Performance		
3-3	Management of material topics	EDB 2025 Sustainability Report, "Our Product Impact" pg. 24
201-1	Direct economic value generated and distributed	Information is not available.
GRI 202: Market Presence		
3-3	Management of material topics	EDB 2025 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	EDB 2025 Sustainability Report, "Our Product Impact" pg. 24
203-1	Infrastructure investments and services supported	Optimizing the Core white paper (with Incendium Consulting) and the new EDB Postgres AI Efficiency Calculator (launched 2025); Pratham STEM partnership investments (West Bengal Science Learning Program, STEM Creativity Clubs).
203-2	Significant indirect economic impacts	Optimizing the Core / Incendium study of three large BFSI customers (120+ data centers): 94% reduction in core usage for one customer, 45% avoided data center emissions for one customer, 50% potential GHG reduction across customers studied, 80%+ expected reductions for other customers.

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 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 2025.
205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption training is delivered annually to all employees via Navex as part of mandatory compliance training (ethics and code of conduct, workplace harassment, global data privacy).
GRI 305: Emissions		
3-3	Management of material topics	EDB 2025 Sustainability Report, “Our Emissions” pg. 29
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	EDB 2025 Sustainability Report, “Our Emissions” pg. 29 EDB 2025 Sustainability Report, “Addressing Our Impact” pg. 31
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topics	Adherence to our Supplier 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	EDB has begun developing a more structured supplier sustainability approach, including environmental considerations.
308-2	Negative environmental impacts in the supply chain and actions taken	EDB 2025 Sustainability Report, “Supplier Engagement and Supply Chain Sustainability” pg. 18

GRI Index

GRI Indicator	Category	Response
GRI 401: Employment		
3-3	Management of material topics	EDB 2025 Sustainability Report, “Investing in Our People and Future Workforce” pg. 20
401-1	New employee hires and employee turnover	Information is not available.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	EDB 2025 Sustainability Report, “Talent Recruitment, Development, and Retention” pg. 20
401-3	Parental leave	EDB provides paid parental leave, with policies and benefits varying by country.
GRI 404: Training and Education		
3-3	Management of material topics	EDB 2025 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	EDB 2025 Sustainability Report, “Talent Recruitment, Development, and Retention” pg. 20
404-3	Percentage of employees receiving regular performance and career development reviews	Information is not available.
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topics	EDB 2025 Sustainability Report, “Our Inclusive and Community-Minded Workforce” pg. 22
405-1	Diversity of governance bodies and employees	EDB 2025 Sustainability Report, “Our Inclusive and Community-Minded Workforce” pg. 22
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 2025.

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	EDB 2025 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	EDB 2025 Sustainability Report, “Our Inclusive and Community-Minded Workforce” pg. 22
414-1	New suppliers that were screened using social criteria	EDB 2025 Sustainability Report, “Supplier Engagement and Supply Chain Sustainability” pg. 18
GRI 418: Customer Privacy		
3-3	Management of material topics	EDB 2025 Sustainability Report, “Data Privacy at EDB” pg. 16
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2025: There were no instances of breaches of customer or user privacy. There were no instances of breaches involving the personal data of employees or applicants.

SASB Index

SASB Category	SASB Metric	Response
Environmental Footprint of Hardware Infrastructure		
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	EDB integrates environmental considerations into its approach to data center and IT infrastructure planning, including evaluating opportunities to improve energy efficiency, optimize cloud-based infrastructure, reduce electronic waste and responsibly source IT equipment. Building on our prior consolidation of data centers and reduction of on-premises systems, we continue to assess opportunities to reduce the environmental impact of our technology infrastructure, including through renewable energy options and more efficient use of computing resources. In 2025, EDB also advanced work to quantify the energy, cost and emissions benefits associated with database and infrastructure optimization through its EDB Postgres AI Efficiency Calculator.
Data Privacy & Freedom of Expression		
Data Privacy & Freedom of Expression	TC-SI-220a.1	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 ISO security strategy assessments; SOC 2 audits of our Database as a Service (DBaaS) and Remote Database Administrator products — in 2025, EDB additionally achieved SOC 2 Type II certification; and PCI audits for Database as a Service (DBaaS). We also conduct targeted engagements with an independent third party to perform a Building Security in Maturity Model (BSIMM) assessment against industry peers, as well as Static Application Security Testing (SAST) analysis on strategically selected product versions. We adhere to security frameworks and standards including GDPR, Certified Cybersecurity Awareness Professional (CCAP), and PCI DSS, with impending regulations such as Europe's Cyber Resilience Act 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 2025.
Data Privacy & Freedom of Expression	TC-SI-220a.4	N/A
Data Privacy & Freedom of Expression	TC-SI-220a.5	N/A
Data Security		
Data Security	TC-SI-230a.1	There have been no instances of data/security breaches in 2025.
Data Security	TC-SI-230a.2	EDB Trust Center

SASB Index

SASB Category	SASB Metric	Response
Recruiting & Managing a Global, Diverse & Skilled Workforce		
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	N/A
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.2	We actively listen to our people. Our 2025 annual engagement survey saw a 92% participation rate. Our Employee Net Promoter Score (eNPS), which measures how likely employees are to recommend EDB as a great place to work, was 51 in 2025, which places EDB in the top 10% of companies globally.
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.3	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. DIVERSITY, INCLUSION, AND BELONGING 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 2025, we diversified our Executive Leadership Team to include more women and people of color, leading to 40% 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. 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.
Intellectual Property Protection & Competitive Behaviour		
Intellectual Property Protection & Competitive Behaviour	TC-SI-520a.1	No monetary losses have been recorded as a result of legal proceedings in 2025.
Managing Systemic Risks from Technology Disruptions		
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 Metrics		
Activity Metric	TC-SI-000.A	N/A
Activity Metric	TC-SI-000.B	N/A



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