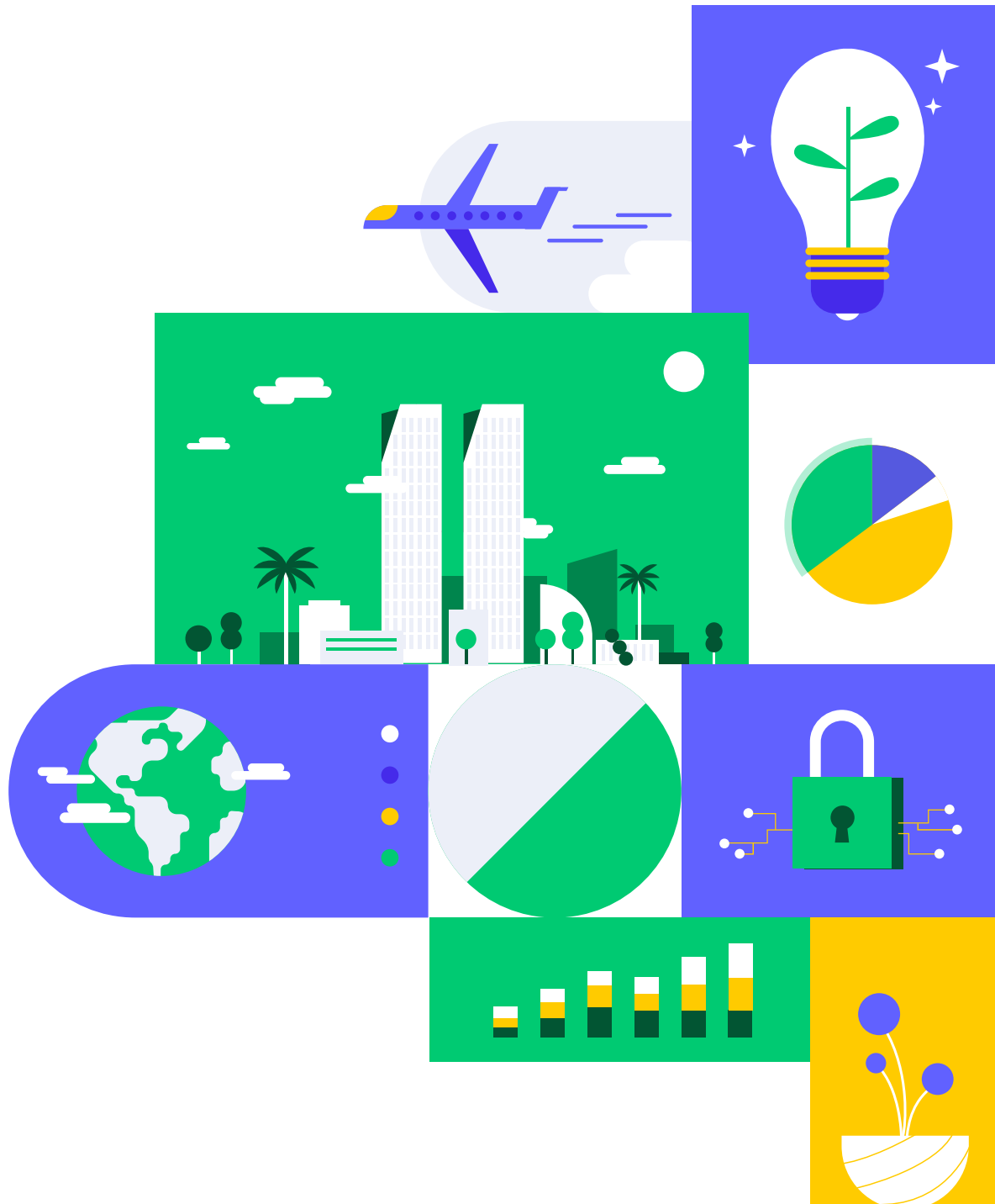


FISCAL YEAR 2022

ESG Report

Environmental, Social, and Governance



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A Message from Our CEOs

Since founding monday.com, we have been committed to giving back and helping others, seeing it as a fundamental part of our future. This commitment has only been strengthened after going public, and extends to every community we are part of: our employees and their families, our customers, our shareholders, our NGO partners, our environment, and society at large.

To ensure we stay true to our mission, we have pledged 10% of our equity to finance projects that support our initiative of bridging the digital divide for nonprofits. This initiative is currently focused on our core capabilities, which include:

Digital Lift

Working to close the digital divide, this initiative empowers nonprofits to become more efficient and effective in what they do through the adoption of technology. In 2022, we provided 690+ volunteer hours and \$820,000 worth of total grants, worked with 20,000 nonprofits, and opened 1,710 new software accounts for nonprofits.

Emergency Response Team

Our team is always ready to travel to crisis areas as emergencies occur. The ERT connects on the ground teams and improves time-sensitive decisions with data, all by comprehensively digitizing emergency situations in real-time. Our team was deployed in 11 disaster areas and helped over 800,000 people globally in 2022 alone.

In the last year, we have also doubled down on our sustainability efforts and employee wellness initiatives.

When it comes to sustainability, we took on an immense reforestation initiative, planting over 47,000 trees across 206 acres of land in four locations across Southeast Asia. We also appointed a sustainability specialist to implement smart emission reduction measures across of global offices. In the coming year, we plan to continue planting upwards of 218,00 trees in depleted areas, as well as set measurable emissions reduction targets.

With extensive employee wellness and community programs already in place, including medical checkups, in-office therapy sessions, professional growth plans, volunteer career coaching, and equitable talent management, this year we continued ramping up. Our initiatives included formalizing our employee resource groups (ERGs), empowering them with funding, and setting up an anonymous Employee Speak-up Program. We are committed to continue providing the best environment for our employees and their personal development.

We have taken significant steps to ensure our ESG efforts are quantifiable and data-driven. We are proud to share our progress in our second annual ESG report and hold ourselves accountable going forward.

This report has been structured around four focus areas: our customers, our people, our planet, and our community.

We remain steadfast in our commitment to tangibly support our communities, and thank you for your support and partnership as we strive to create a better world for us all.



Roy Mann & Eran Zinman

Co-Founders and Co-CEOs of monday.com

2022 ESG Highlights

2022 was the year of making quantifiable progress on our ESG efforts and setting ourselves up for real impact. Highlights of our ESG efforts include:

Our customers

We promise our customers to constantly look for new ways to improve our security and privacy standards. This year, we tripled our Security Team and created five specialized security groups: application security, IT security, GRC (governance, risk and compliance), field CISO, and data security. We also take pride in our continued implementation of governance and board level practices.

Our people

This year, we formalized and engaged with our seven Employee Resource Groups (ERGs). This included helping them establish structure, goals, and funding for approved initiatives. We have doubled the funding available to our ERGs from 2022 for 2023. In our Tel Aviv headquarters, we prioritized Arab inclusion initiatives to enhance the candidacy and employee experience of individuals belonging to the Arab community. These initiatives are part of our broader efforts to strategically support individuals from underrepresented backgrounds across all of our office. In addition, we emphasized wellness with programs in place to address both mental and physical well-being.

Our planet

As committed last year, a main goal for 2022 was to formalize our efforts to address climate change and explore how we can reduce CO2 emissions across our offices by setting an emission reduction target based on science. This included appointing a sustainability specialist and pairing up with South Pole, a leading climate consultancy and project developer, for an objective assessment of our greenhouse gas emissions to see where we are at, and in which areas of our business we should consider implementing emission reduction measures. On top of our significant data and progress collection efforts, our proactive sustainability initiatives included: increasing our recycling infrastructure, testing and iterating smart electricity office features, actively monitoring our travel, and our climate app challenge.

Our community

Through monday.com's philanthropic arm, Digital Lift, in 2022 we provided 690+ volunteer hours and \$820k worth of total grants, worked with 20k nonprofits, and opened 1,710 new software accounts for nonprofits. Our dedicated Emergency Response Team was deployed in 11 disaster areas, enabling governments and organizations to react in the fastest, most efficient way possible and helping over 800,000 people globally. Our Startup for Startup initiative has grown to a community of over 25,000 with over 750,000 podcast listens thus far to strengthen Israel's tech ecosystem.

The monday.com way

The six core monday.com values are guiding principles in everything we do. Since our inception, it is our principles and our unique culture that keeps us together, holds us accountable, and charters our company forward. This ESG report is dictated by these values:



Transparency and trust

Radical transparency, data accessibility, and trust enable us to work towards our unified goal, increases accountability, and encourages ownership. Transparency is a tool that helps us harness our collective intelligence and eliminates politics and bureaucracy.



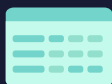
Inclusivity

Diversity, belonging, and inclusion are rooted in the core of our company. We have embedded inclusivity not only within the company's values, but also within the platform, providing a user experience that is open and built with everyone in mind. We prioritize inclusion and diversity not only because it is right, but because we believe it creates better teams and ultimately a better product.



Customer-centricity

Our customers' satisfaction and success is at the heart of everything we do. We prioritize customer satisfaction over our potential short-term gains, and we believe that when our customers win, we win.



Product first

We believe that a product should work for the customer and not the other way around. Every feature is designed to be intuitive and accessible, as evidenced by the fact that more than 70% of our customers work in traditionally non-tech industries.



Ownership and impact

We empower our employees to make their own decisions so that they can maximize their impact. We believe autonomy allows our employees to move faster, cultivate work-pride, increase efficiency, and learn from their own mistakes.



Speed and execution

We believe the faster you execute, the faster you learn, iterate, and improve. We constantly push ourselves to learn fast, gain first-mover advantage, and deliver quickly. As we continue to scale, we believe our ability to execute and adapt quickly will continue to give us a competitive edge.

Our approach to ESG

For us at monday.com, sustainability and social impact efforts are never just a side project. We want the whole company to function around doing good.

As a software as a service (SaaS) business, our risks are distinct and positive societal impact opportunities are vast. While our resources are limited, we have tried to focus our energy on the areas where we can be most impactful.

Upon our Initial Public Offering in June 2021, we established a dedicated committee of our board of directors, underpinned by the [ESG Committee Charter](#). To help implement the vision of our ESG committee, an ESG Task Force was created, led by on-the-ground operational employees, which has allowed us to better plan, execute, and quantify our ESG efforts. The following report reflects the progress we have made, and sets our goals for the next year as we strive to improve our ESG efforts and impact.



Our governance structure

The Board has appointed audit, compensation, nominating committee, and ESG committees, all guided by committee charters delegating key responsibilities. The roles of each committee are set forth in our governing documents and further described within our annual report on Form 20-F. The way we operate is guided by our Corporate Governance Guidelines and our key policies, our Code of Ethics and Conduct, Modern Slavery Policy, Vendor Code of Conduct, Anti-Corruption policy, and Whistleblower Policy.

We pride ourselves on maintaining a majority independent board of directors as well as having two directors who qualify as 'External Directors' under the Israeli Companies Law. Our majority independent board of directors and our External Directors help ensure that proper decisions are being made with the best interests of the company always at the forefront.



Roy Mann
Co-Founder &
Co-CEO



Eran Zinman
Co-Founder &
Co-CEO



Jeff Horing
Board Chair



Avishai Abrahami
Independent Director



Avi Eyal
Independent Director



Ronen Faier
Independent & External
Director



Gili Iohan
Independent & External
Director

	Audit Committee	Compensation Committee	ESG Committee	Nominating Committee
Roy Mann				
Eran Zinman				
Gili Iohan				
Ronen Faier				
Avi Eyal				

Chairman Member

Our customers

Ingrained in our core values is our customer-centricity. When all is said and done, everything goes back to how we are empowering and delighting our customers while maintaining their trust and their loyalty.

We are committed to providing our customers with a highly secure and reliable environment and giving them peace of mind while they manage their data on the Work OS and products. By using the top-of-the-line security tools and aligning with comprehensive and advanced security and data protection regulations, we meet the needs of all industry verticals.



186K+

Customers

14

Languages

200+

Countries & Territories

200+

Industries

70%

Non-tech industries

Initiatives

Protecting data privacy

Our privacy principles at monday.com are simple and straightforward: **Customer data belongs to the customer. Your personal data is yours. We're here to secure that. We honor your trust in us and help protect the privacy of information you provide.**

This is not something we simply say for mere legal compliance. We genuinely care about your privacy.

We have a dedicated privacy team that builds and executes our privacy program, which includes working with our legal teams to conduct product and feature reviews, privacy and impact assessments, and support for data protection and privacy-related requests. We monitor guidance from industry and regulatory bodies and enhance our product features and update contractual commitments accordingly.

Our global privacy program is generally based on the most comprehensive and advanced data protection regulations in the world, with the EU GDPR serving as our “north star” for doing privacy the right way. Interested in how we’re addressing [privacy laws](#) or regulations around the world? Read more below:

[monday.com & the GDPR](#)

[monday.com & the CCPA](#)

[monday.com & Brazil’s LGPD](#)

[monday.com & the Australian Privacy Act and Principles](#)

[HIPAA Business Associate Agreement](#)

[monday.com & Canada’s PIPEDA](#)

Cybersecurity

Our security efforts are guided and monitored by our Chief Information Security Officer and our dedicated Security Team.

Within the past year, we have nearly tripled the Security Team with the creation of five specialized security groups: Application Security, IT security, GRC (Governance, Risk and Compliance), Field CISO and Data Security.

We conduct ongoing and periodic assessments on our defensive posture that include internal and external penetration tests, Red Team drills, infrastructure attacks, and assume breach simulations. The assessments and drills are performed by leading offensive and defensive independent third-party security consulting companies, which use high-end sophisticated attack techniques to provide unique visibility into our potential security risks and vulnerabilities and increase our resilience posture.

Our security posture and controls are based on international standards and industry best practices, such as ISO 27001, ISO 27017, ISO 27018, ISO 27032 and ISO 27701; OWASP Top 10; and are subject to third-party independent annual SOC2 Type II and SOC1 Type II audits. Additionally, our security model and controls include privacy aspects, such as GDPR and HIPAA.



2023 goals

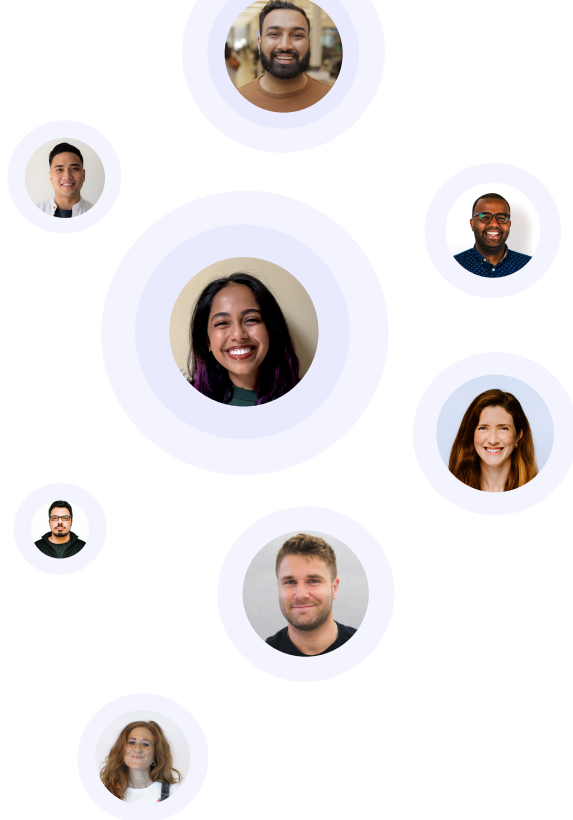
Our commitment to customer security and data privacy is unwavering. We are dedicated to improving our data privacy practices, and driving for excellence in this area. Our trajectory in 2023 includes:

- ✓ Proactively increasing **early detection of anomalies and vulnerabilities** within our Service.
- ✓ Conducting assume **breach simulations** to improve and strengthen early detection, incident response and containment procedures.
- ✓ Performing an internal audit to review and enhance our data privacy practices.
- ✓ Continuing our long-standing commitment to raise awareness through quarterly campaigns addressed to our employees.
- ✓ Releasing advanced guidelines for various internal activities.

Our people

At monday.com, we are committed to fostering a workplace culture of equity and inclusion. We value all backgrounds and beliefs and recognize that diversity is essential to our innovation, creativity, and continuous success.

Furthermore, we believe that if organizations wish to invest in the resilience of their company, they must invest in the resilience of their people. This means addressing critical matters that impact the health, education and social identity of our people and the stability of the communities in which our people live.



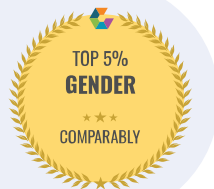
Annual growth in 2022

+46% Growth from 1,059 to 1,549

monday.com ranks in the

Top 5%

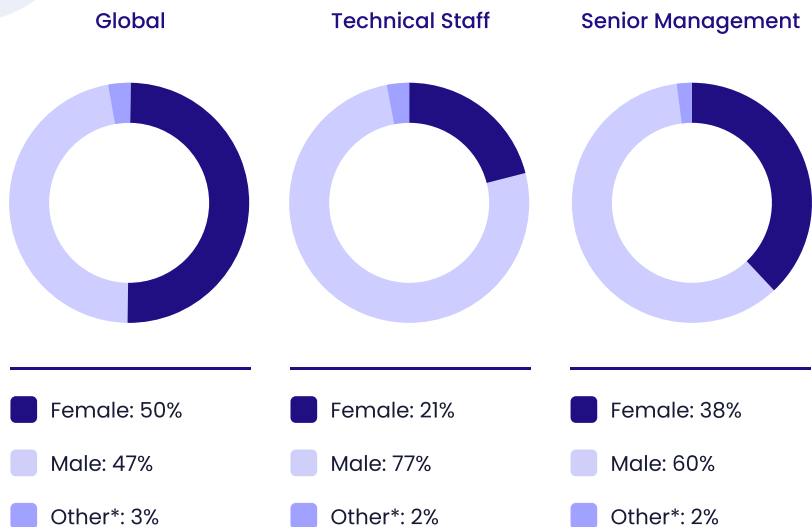
for Gender Score**



Gender breakdown

Promoted in 2022

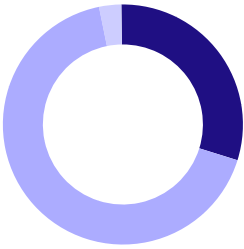
55% Women
45% Men



*Other - may include non-binary, third gender, two-spirit, transgender, gender-fluid, and other gender identities.

**Comparably tracks how positively women rate their experience in their workplace

Age breakdown



- Under 30: 30%
- 30-50: 67%
- 50+: 3%

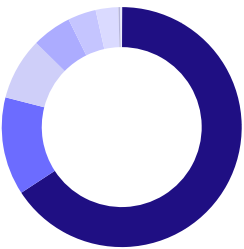
Great Place To Work®

Certified as a
Great Place to Work 2022

Inc. Best Workplaces
2022

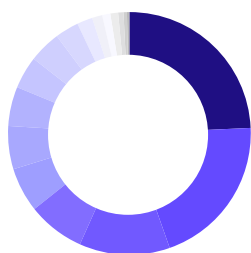
Inc. awarded us as one of the
Best Workplaces of 2022

Race & ethnicity breakdown (U.S. only)

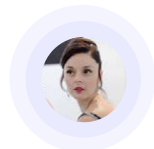
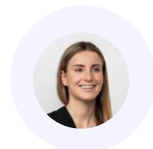
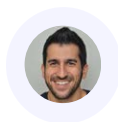


- White: 65.74%
- Hispanic/Latino: 13.20%
- Asian: 8.38%
- Black/African American: 5.33%
- Did not wish to disclose: 3.81%
- Two or more races: 3.05%
- American Indian/Alaska Native: 0.25%
- Native Hawaiian/other Pacific Islander: 0.25%

Department breakdown



■ Consulting: 376	■ Partnership: 81	■ Programs: 17
■ CSG: 315	■ People: 67	■ Social responsibility: 16
■ R&D: 187	■ Information: 66	■ Management: 11
■ Marketing: 118	■ Finance: 49	■ Startup for Startup: 7
■ Operations: 92	■ Product: 32	■ Canvas: 5
■ Design: 89	■ Legal: 21	



Initiatives

Equitable talent management

Spearheading our diversity efforts, our sites in the United States continuously work to identify qualified candidates from underrepresented backgrounds in tech by building partnerships with HBCUs (historically Black colleges and universities), HSIs (Hispanic-serving institutions), and women’s colleges. At our headquarters in Tel Aviv, we are taking steps to improve our representation from the Arab-Israeli community, with initiatives in place to help us recruit from a group that we feel is underrepresented in our workforce.

Creation of ERG communities

We launched seven ERG community groups for those underrepresented communities across our global offices. We help these communities establish structure, goals, and funding for approved initiatives. We have doubled the funding available to our ERGs from 2022 for 2023.

Office facilities

Our offices are designed to support our work culture. We promote ownership and transparency with a completely open workspace and glass-walled conference rooms. There are no private offices, without exception. All of our meeting rooms are optimized for both online and face-to-face meetings to facilitate seamless collaboration between employees globally.

We also strategically place hundreds of dashboards throughout the office to encourage transparency and data-driven decision-making. We are also mindful of our environment impact in our office design. Wherever possible in our new offices, we are implementing smart energy and waste management systems.

Employee Speak-up Program

We pride ourselves on maintaining a culture where all employees can feel comfortable speaking freely to their direct managers as well as our company leadership. We also know that sometimes speaking up can be difficult. In order to empower all employees to feel comfortable speaking up, we have an 100% anonymous hotline where employees can directly and anonymously reach out to our General Counsel (or, in specific situations, the Chairman of our Audit Committee). We noticed that, during 2022, there was limited usage of this tool, and while we are glad no material issues arose, we have set a goal to increase awareness of the hotline.

dun's
100
2022

Dun's 2022 acknowledgments

Best HighTech companies to work for

Best HighTech companies to work for as parents

Best companies promoting community service policy





Employee wellness

We work continuously around the globe to ensure that our people's physical and mental wellbeing remains a top priority.

To promote physical health we offer medical checkups throughout the year, physical fitness classes, a full gym, sports groups, nutritionist services, and alternative medicine services.

To promote mental health we offer in-office and confidential therapy sessions, free subscriptions to a meditation service (in use by roughly 50% of our employees), meditation rooms, and a daily mindfulness group.

Talent development

We are committed to the personal and professional development of all our employees. We have several programs in place offering external learning resources tailored to each employee's professional growth path, as well as multiple internal courses available to all employees.

An annual budget is reserved for each business unit within the company to provide profession-specific education and training to their employees. We also have a comprehensive internal mobility program in place to empower employees to follow their interests and seek new career opportunities within monday.com.

Although informal learning is a continuous process within our company, tracking formal learning is also crucial to us. It allows us to verify that employee development is taking place and that a significant portion of our workforce is benefiting from it. To achieve this goal, we have established a KPI of 30% workforce participation in formal learning each quarter, which translates to an average of approximately one learning experience per employee annually.

2023 goals

We strive to set new goals each year to ensure we are constantly working towards the most inclusive and supportive workplace possible for all of our employees. Some of our goals in 2023 include:

- ✓ Engage with external local **diversity consultants** for our largest locations and formalize a D&I policy and strategy for monday.com.
- ✓ Host a minimum of **seven ERG events** per quarter, globally.
- ✓ Provide external coaching for all **ERG leads**.
- ✓ Expand representation of **women in R&D** from 21% to 26%.
- ✓ Provide **D&I trainings** to our People team and our managers.

Our planet

As a SaaS business, we understand that we have a unique opportunity to not only minimize our carbon footprint but also proactively invest in the environment.

This year, we are proud to report that we have made significant strides in this regard.



Greenhouse gas accounting report for monday.com

South Pole calculated the greenhouse gas (GHG) emissions for monday.com's operations in 2022 to be 17,852 tonnes of carbon dioxide equivalent (tCO₂e), based on the data provided to South Pole by monday.com.

Emission scope	Total emission (tCO ₂ e)	% of total
Scope 1: direct emissions from energy and heat generation at company-owned facilities	103	0.6
Scope 2 (market-based): indirect emissions from utility-purchased electricity, steam, heat or cooling	1,428	8.0
Scope 3: indirect emissions from peripheral activities related to the company	16,322	91.4
Total emissions	17,852	100

Key performance indicators			
Number of employees	1,315*	tCO ₂ e/employee	13.58

Our approach to emissions measurement is aligned with the 'GHG Protocol', the internationally recognized standard for corporate emissions accounting. South Pole converts usage data to emissions using globally accepted metrics and proprietary analysis, backed by 12+ years of research.

monday.com's total footprint

Scope	Category	tCO ₂ e	%*
Scope 1	Fugitive emissions	100	0.6%
	Mobile combustion	3	<0.1%
Total scope 1		103	0.5%
Scope 2	Purchased cooling	420	1.9%
	Purchased electricity	1,008	4.5%
Total scope 2		1,428	8.0%
Scope 3	Cat 01- Purchased goods and services	10,510	58.9%
	Cat 02 - Capital goods	1,429	8.0%
	Cat 03 - Fuel-and energy-related activities	292	1.6%
	Cat 04- Upstream transportation and distribution	126	0.7%
	Cat 05 - Waste generated in operations	7	<0.1%
	Cat 06 - Business travel	2,631	14.7%
	Cat 07- Employee commuting	1,230	6.9%
	Cat 08 - Upstream leased assets	64	0.4%
	Cat 11- Use of sold products (optional - currently included)	34	0.2%
Total scope 3		16,322	91.4%
Total		17,852	100%

Key findings in 2022

- The greatest source of emissions in 2022 was **purchased goods and services**.
- **Business travel** was the second highest and capital goods was the third highest.
- The top five scope 3 emission sources make up 99% of the scope 3 emissions or 90% of all emissions.
- **Each of monday.com's 1,315** employees emitted on average approximately 13.58 tCO₂e.**

Initiatives

Recycling

We have a zero waste goal in all of our offices with recycling infrastructure in all relevant areas. We recycle 69% of the recyclable waste in our offices and partnered up with Save It services for a full breakdown of how much organic waste we saved and what we composted. We do not use plastic cutlery in our headquarters, and use compostable dishes and cutlery at all of our events, which are then sent to an industrial composter.

*The total scope percentages may vary slightly from the sub-category percentages due to, e.g., differences in rounding

**Based on an average of 1,315 employees throughout 2022

Smart office

At our smart headquarters, we are committed to reducing our electricity consumption through the implementation of advanced technologies and are constantly checking and iterating to see what works best. This includes switching to LED screens which consume 50–70% less electricity, occupancy sensors that control light and AC, and regular pilots with different smart electricity systems followed by floor versus floor metering to track our progress.

Travel

We are actively monitoring our flights, understanding where we can curb travel, and looking into sustainable hotels. All of these efforts are measured and shared with management and employees.

Climate app challenge

One of our 2022 sustainability initiatives was our Climate App Challenge, where developers from around the world built sustainability-focused monday.com apps to combat climate change in their day-to-day work. These creative and innovative solutions are now available on our App Marketplace, including an app that simplifies ecological data collection and agricultural operations, and more.

Forests planting

At our 2022 annual conference, we made the decision that instead of sending physical gifts to attendees, we would plant one tree in honor of every registrant. We quickly understood this impact could and should extend beyond a conference, so we partnered with our community to plant several acres of trees in several communities in Southeast Asia. Below are the stats regarding our forest planting accomplishments:

+47K

Trees planted in
2022

206

Acres of land

4

Locations

2023 goals

We take pride in the progress we have made in our sustainability efforts, but acknowledge that there is still much work to be done. This year we aim to:

- ✓ Enhance our data collection process. For this we aim to build upon our current data gathering efforts and generate two years' worth of comprehensive data.
- ✓ Set measurable emissions reduction targets and make a commitment under SBTi by the end of the year.

Our community

As a responsible business, we recognize the importance of contributing to the well-being of our communities and society at large.

We are passionate about engaging in our broader communities, ranging from supporting Israel's tech ecosystem to improving the operations of nonprofit organizations worldwide.

Initiatives

Emergency Response Team

Refugee efforts

Following the outbreak of the Russia-Ukraine conflict, monday.com team members built tech-driven refugee processes using our platform to aid smooth and safe war victim resettlement in Moldova and Poland. Our systems helped non-governmental organizations ("NGOs") on the ground to relocate refugees safely, allocate resources and donations efficiently, and work faster.

Natural disaster relief efforts

In the aftermath of natural disasters in Uganda, South Africa, India, Argentina, Brazil, Puerto Rico, Florida, the Philippines, and Mexico, our teams deployed to relief sites to support NGOs operating within those regions. Using monday.com Work OS, we built flood relief coordination processes, dashboards for NGOs to make faster, data-driven decisions, and humanitarian aid systems for those in need.



Argentina

Mexico

DIGITAL LiFT

Digital Lift is our philanthropic initiative that works to help nonprofits become more efficient and effective in what they do through the adoption of technology. Our ultimate goal is to help nonprofits achieve and surpass their goals.

Initiatives



100% product match

For every \$1 of revenue we generate, we offer up to \$1 worth of free or substantially discounted [monday.com](https://www.monday.com) subscriptions to nonprofit organizations, including product support. In 2022, we worked with more than 20,000 nonprofits.



10% equity pledge

Following our pledge to contribute 10% of our equity to the Digital Lift Foundation, we reserved 2% prior to our initial public offering ("IPO") and intend to donate the remaining 8% gradually with a cap of 1% per year.



1% employee time

We provide every employee with the opportunity to volunteer 1% of their paid work time to charitable or community initiatives. In 2022, our employees volunteered over 690 hours to support nonprofit organizations.

1,710

New software accounts opened

690+

Volunteer hours donated

20K

Nonprofits we work with

750+

Grants given

\$820K

Total grants in dollars

Digital Lift 2023 goals

- ✓ Continue building out our **nonprofit-specific tools** and monday.com for nonprofit packages.
- ✓ Expand resources for **implementation and adoption of our tools** including increased live webinars, added training, and building our nonprofit community.
- ✓ Focus on leveraging our capabilities to support digital transformation in **SDG 4 – Quality Education** and **SDG 13 – Climate Action**.



Startup for Startup

We aim to do our part to support professional growth and diversity in the larger tech ecosystem. One effective way we do this is through our Startup for Startup initiative, which is a platform for startups to share knowledge, experience, and insights with one another. This in-person and online community has grown to nearly 25,000 members and the Startup for Startup podcast has over 750,000 listeners globally.

25K

Facebook community members

14.8K

Newsletter readers

750K+

Podcast listens

800K+

Website visits

Initiatives

Volunteer career coaching

In response to the economic downturn, our recruitment team ran over 50 free, one-on-one career coaching sessions for those in the broader tech community who had been laid off. They covered drafting resumes, building a LinkedIn profile, preparing for interviews, negotiating job offers, and more.

Startup for Startup 2023 goals



Establish the **Startup for Startup** initiative as the go-to resource for founders and employees through added community offerings, such as niche sub-communities and professional online networking.



Increase online startup courses available through Startup for Startup and add recognized course certifications.

What's next

This year, we have made significant strides in aligning our ESG efforts with the way we run the rest of our activities at monday.com: a data-centric approach with activities tracked and their impact measured to enable us to make the most effective use of our resources.

As our ESG committee builds momentum, we hope to continue executing our environmental, social, and governance initiatives in the most productive way, holding ourselves accountable, and transparently reporting on our progress against the goals set out in this report.

We are continuously improving our data collection and KPI tracking to promote real impact and progress and strive to be the best in class when it comes to all aspects of ESG.

Notes and disclaimers

In addition to historical facts, this report contains forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. These forward-looking statements are subject to risks and uncertainties and include information about possible or assumed future results of our business, financial condition, results of operations, liquidity, plans and objectives. In some cases, you can identify forward-looking statements by terminology such as “may,” “might,” “will,” “could,” “would,” “should,” “expect,” “plan,” “anticipate,” “intend,” “seek,” “believe,” “estimate,” “predict,” “potential,” “continue,” “contemplate,” “possible” or the negative of these terms or similar expressions. We have based these forward-looking statements largely on our current expectations and projections about future events and financial trends that we believe may affect our business, financial condition and results of operations. Forward-looking statements involve known and unknown risks, uncertainties and other important factors that may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements, including, but not limited to those discussed in the Risk Factors of our Annual Report on Form 20-F. You should not rely upon forward-looking statements as predictions of future events. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee that future results, levels of activity, performance and events and circumstances reflected in the forward-looking statements will be achieved or will occur. The estimates and forward-looking statements contained in this annual report speak only as of the date of this annual report. Except as required by applicable law, we undertake no obligation to publicly update or revise any estimates or forward-looking statements whether as a result of new information, future events or otherwise, or to reflect the occurrence of unanticipated events.

Additionally, this report contains statements based on estimates and assumptions, which may require substantial discretion and forecasts about costs and future circumstances, as well as standards and metrics (including standards for the preparation of any underlying data) that are still developing and internal controls and processes that continue to evolve. We may also rely on certain third-party information in certain of our disclosures, which involves certain important risks. For example, third-party information may change over time as methodologies and data availability and quality continue to evolve.

These factors, as well as any inaccuracies in the third-party information we use, including in our estimates or assumptions, may cause results to differ materially and adversely from estimates and beliefs made by us or third parties, including regarding our ability to achieve any goals.

While we are not aware of any material flaws with the information we have used, except to the extent disclosed, we have not undertaken to independently verify this information or the assumptions or other methodological aspects underlying such information.

While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting under the U.S. federal securities laws and regulations, even if we use the word "material" or "materiality" in this report or related statements. Moreover, given the uncertainties, estimates, and assumptions required to make some of the disclosures in this report, and the timelines involved, materiality is inherently difficult to assess far in advance and we may not be able to anticipate in advance whether or the degree to which we may not be able to meet our plans, targets, goals, or other evolving expectations.

As a final note, website and document references throughout this report are provided for convenience only, and the content on the referenced websites or documents is not incorporated by reference into this document.

Appendix SASB disclosure tables

SASB Code	Accounting Metric	2022
Environmental Footprint of Hardware Infrastructure		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) Please refer to pages 19-20 above. (2) 96.5% grid electricity. (3) 3.5% renewable energy.
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Our total water consumption in 2022 was approximately 44,000 metric tons, 44% of which were withdrawn from water sources. Out of all of our global sites, Israel is the only one that has been ranked by the World Resources Institute as suffering from extremely high baseline water stress. Water consumption in Israel constitutes 67% of our total water consumption in 2022.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	We outsource our data centers to AWS and Google, both represented to monday.com that they have a policy for using renewable energy for their data centers. For monday.com's carbon footprint, please refer to pages 19-20 above.
Data Privacy & Freedom of Expression		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Please refer to our security and privacy white paper, and to our privacy policy, available at our Trust Center .
TC-SI-220a.2	Number of users whose information is used for secondary purposes	We use user personal data only as described in our Privacy Policy .
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	None.
TC-SI-220a.4	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	We currently don't disclose this information.
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	None.
Data Security		
TC-SI-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of users affected by data breach	During 2022, we had no material breaches.
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Please refer to pages 10-11 above and to our Trust Center .

SASB Code	Accounting Metric	2022
Recruiting & Managing a Global, Diverse & Skilled Workforce		
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	(1) Approximately 2% (2) For our employees' breakdown by region as of December 31st 2022, please refer to page 36 of our Annual Report (20-F).
TC-SI-330a.2	Employee engagement as a percentage	Please refer to pages 16-17 above.
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Please refer to pages 13-14 above.
Intellectual Property Protection & Competitive Behavior		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	None.
Managing Systemic Risks from Technology Disruptions		
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Please refer to our status page.
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Please refer to our security and privacy white paper, available at our Trust Center.

SASB Code	Activity Metric	2022
TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloudbased	As of December 31, 2022 we had 186,000 customers, 100% of which were cloud-based.
TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	100% is outsourced.
TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	100% is outsourced.