



2022 Mapbox Sustainability Report

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Executive Summary

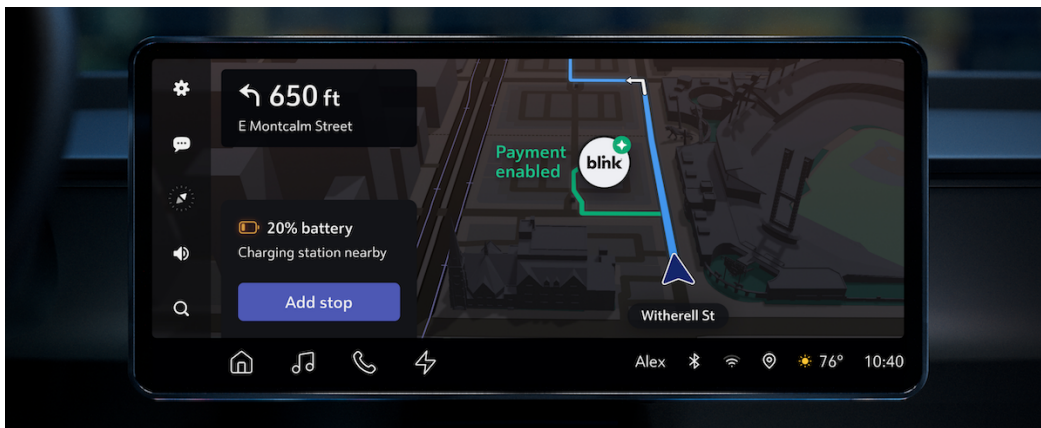
Environmental and social responsibility are at the core of Mapbox and have been since our founding. Customers and partners across virtually every sector leverage Mapbox location technologies to drive positive impact at scale.

This is the very first public Mapbox Sustainability report. We acknowledge that we still have much to develop in regards to our sustainability reporting and strive for continuous improvement in both the setting of sustainability goals and reporting of detailed metrics.

The sections of this report share details about Mapbox sustainability initiatives in 2022, organized in terms of Climate Responsibility, Environmental Responsibility, Social Responsibility, Customer Responsibility, and Employer Responsibility.

“Companies and consumers across all industries use Mapbox to navigate, move, and make decisions. Our social and environmental responsibility extends beyond our immediate operational footprint. We are committed to leveraging the unique potential of our products, and the customers who build with them, to drive outsized positive impact for society.”

- Peter Sirota, CEO, Mapbox



About Mapbox

Mapbox is a global location technology platform that powers navigation for people, packages, and vehicles everywhere. At the end of 2022, over 3.9 million developers held Mapbox accounts, building the mapping and navigation features of web, mobile, and embedded systems applications.

Mapbox Inc. is a privately-held, late-stage start-up headquartered in Washington D.C., with additional offices in Helsinki and Minsk. Mapbox Japan GK is a gōdō gaisha (similar to LLC) headquartered in Tokyo and is included in Mapbox sustainability reporting.

Mapbox was founded in 2010 by a team with years of experience working with international development and government clients to apply data and geospatial technologies to society's toughest challenges. Today the Mapbox customer base spans the full spectrum from small nonprofits to multinational corporations.

Mapbox Sustainability Strategy

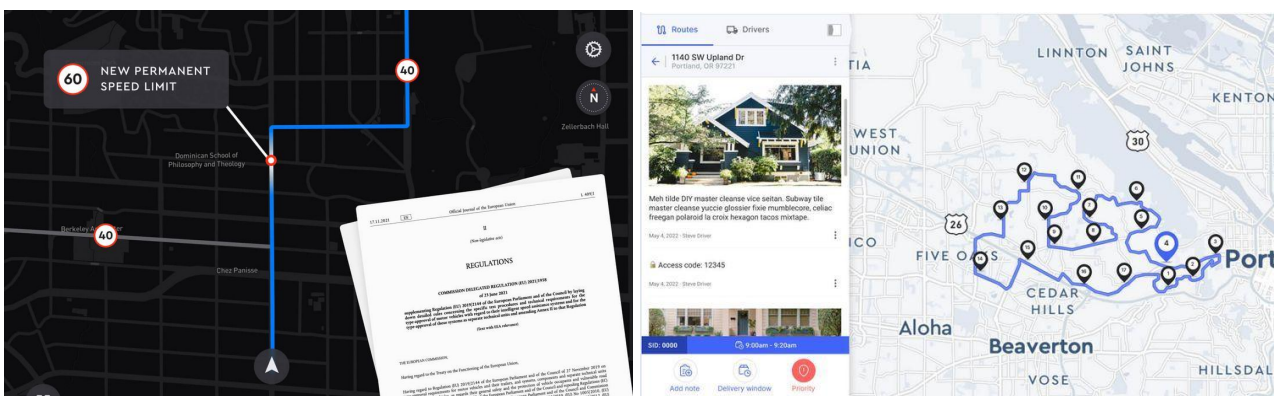
Mapbox contributions to sustainability and positive social and environmental impact are of two types: Operating Responsibly and Innovating for Impact.

To operate responsibly, we monitor to ensure that our company acts in a socially and environmentally responsible manner, both in our business operations, our governance, towards our employees, and towards our customers.

The full potential of Mapbox contributions to sustainability extend beyond our direct operations. To fulfill that potential, we also invest in products and partnerships that have an outsized positive impact across industries and geographies. Our products support solutions to sustainability challenges across sectors from logistics and automotive to disaster response and land management.

The Mapbox approach to sustainability is guided by four core principles:

- **Set the standard:** Across all our operations and products, we aim to be a role model in how we support our team, how we build responsibly, and how we act as thought leaders in society. We diligently serve our customers in a way that does not compromise our integrity.
- **Build for outsized impact:** We leverage the strategic potential of our products and customer relationships to drive positive environmental and social impact. We seek out opportunities to drive change across entire industries.
- **Share responsibility:** Everyone at Mapbox is on the lookout for opportunities for greater positive social and environmental impact. Everyone is also prepared to raise concerns about choices that may go against our policies and values.
- **Balance ambition with humility:** Our products have huge potential for positive impact, but we depend on our customers to translate this potential into meaningful change at scale. We measure and communicate our impact with this nuance in mind.



2022 Sustainability Highlights

The following are high-level impact metrics from Mapbox sustainability initiatives in 2022. Each of these are described in further detail in subsequent sections.

Operating Responsibly

- 39% decrease in GHG emissions for 2021-2022 compared to 2019-2020.
- 100% of tracked emissions offset with responsible climate partners.
- 92% participation in Employee Engagement survey.
- 6.8 hours average employee training.

Innovating for Impact

- \$1.2 million in donated services and sponsorships
- 200 new positive impact projects and partners supported
- \$82,353 donated to charity by employees and company donation-matching.
- Launch of Mapbox for EV product and Mapbox ADAS driver safety product.

External Recognition in 2022

- EcoVadis Bronze Sustainability Rating for 2022
- Fast Company award for [Best Workplaces for Innovators 2022](#)
- AutoTech Breakthrough Award for '[Navigation Technology Solution of the Year' 2022](#)
- Featured in Giving Green's [report](#) on 'How to Think Beyond Net Zero.'

Official Sponsorships and Memberships in 2022

- OpenStreetMap Foundation
- Humanitarian OpenStreetMap Team
- Development Data Partnership
- Recreate Responsibly
- Tread Lightly!
- Rebelle Rally
- Extraordinary Women in Tech



Humanitarian
OpenStreetMap
Team



treadlightly![®]
ON LAND AND WATER



extraordinary
Women
in tech

The next sections of this report share additional details about Mapbox sustainability initiatives in 2022, organized in terms of Climate Responsibility, Environmental Responsibility, Social Responsibility, Customer Responsibility, and Employer Responsibility.

Climate Responsibility



Operational Footprint

Mapbox has committed to carbon neutral operations since 2016. Mapbox assess Scope 1, 2, and 3 operational emissions¹ annually. Mapbox does not currently account for Scope 1 emissions from a small number of company vehicles used for occasional product testing. Mapbox does not own any other machinery, buildings, or manufacturing facilities that would generate Scope 1 emissions. For Scope 3 emissions, Mapbox currently accounts for emissions from business travel, ground transportation, and data center usage.

In 2022 the Mapbox emissions inventory totalled approximately 1,015 mT CO_{2e}. Mapbox combines emissions in two-year batches when processing offset purchases in order to meet the order minimums of selected offset providers. The combined 2021-2022 emissions inventory totalled approximately 1,964 mT CO_{2e}, down 39% from the inventory for 2019-2020.² The decrease is attributed to changes in travel patterns during and after the COVID-19 pandemic as well as improvements in the carbon footprint of AWS services.




To fulfill our carbon neutral commitment, Mapbox invests in a portfolio of organizations advancing responsible carbon forestry, innovative emission removal technologies, and impactful climate policy change. The Mapbox approach to fulfilling our carbon neutral commitment was [featured](#) in Giving Green’s 2022 report on ‘How to Think Beyond Net Zero.’

To offset 2021 and 2022 emissions, Mapbox made investments with the following climate partners:

 <p>[New in 2022] Ubá Institute http://ubainstitute.com</p>	<p>Ubá engages carefully selected local partners to restore degraded land and conserve natural areas, using methodologies and approaches fitting to the local context.</p> <p>The Mapbox 2022 investment supports the Jussara Program, one of Ubá’s programs in Brazil that supports agroecological agroforestry and forest restoration in one of the most threatened ecosystems in Brazil. This program is a catalyst of climate change mitigation, but also adaptation, food security, social justice, socio-biodiversity, and economic development in Bahia.</p> <p>Mapbox identified Uba Institute as a new partner with help from explorer.land by OpenForests, a long-time climate partner and curator of a community of nature-based climate projects that are assessed to be truly impactful and transparent.</p>
 <p>[New in 2022] Ecomatcher https://www.ecomatcher.com</p>	<p>EcoMatcher partners with vetted foundations from around the world specialized in planting trees. Organizations that plant the right trees at the right time in the right place. Through precise tracking technology, EcoMatcher knows everything about every tree, such as location, date of planting, species, etc. for maximum traceability and transparency.</p> <p>Based on evaluation of EcoMatcher’s precise tree tracking, careful management and oversight of local tree planting partnerships, and carbon equivalency methodology, Mapbox partnered with EcoMatcher to plant trees the equivalent of 250 mT of CO_{2e}.</p>

¹ Scope 1 emissions are GHG emissions from sources the company owns or controls, which includes the generation of heat, steam or electricity, physical or chemical processing, etc. Scope 2 emissions are GHG emissions from the generation of purchased electricity consumed by the company. Scope 3 emissions encompass indirect GHG emissions including: purchased goods and services, capital goods, fuel and energy related activities (not included in scope 1 or 2), upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets, downstream transportation and distribution, processing of sold products, use of sold products, end-of-life treatment of sold products, downstream leased assets, franchises and investments.

² See Appendix A for annual data and Appendix B for nventory methodology.

 <p>[Continuing partner] Tradewater https://tradewater.us</p>	<p>Tradewater works to permanently prevent the world’s most potent greenhouse and ozone-depleting gases from releasing into the atmosphere and creates high quality, verified carbon offsets. Their global team works to locate potent greenhouse and ozone-depleting gases like refrigerants, halons, and methane. Tradewater ensures these gases are permanently prevented from entering the atmosphere through safe containment or destruction.</p> <p>Tradewater was selected as a continuing climate investment partner due to the innovative approach they take as well as the high quality, third-party verified carbon offset credits that they produce.</p>
 <p>[Continuing partner] Natural Capital Exchange https://ncx.com</p>	<p>NCX connects corporations to the landowners, habitats, and communities they impact through a carbon marketplace. By drawing on years of precision forest management, NCX enables net-zero leaders to purchase carbon credits with immediate, verifiable impact and landowners to quantify the full value of their forests.</p> <p>Mapbox continues to partner with NCX due to confidence in their high-precision data collection, the rigor with which the team evaluates and measures impact, proximity of operations to Mapbox US operations, and close communication with partners.</p>
 <p>[Continuing partner] Pachama https://pachama.com</p>	<p>Pachama is a well-established provider of high-quality nature-based carbon offset credits from rigorously vetted forest restoration and conservation projects across the globe.</p> <p>Mapbox continues to include Pachama credits in our climate investment portfolio due to their offset quality and affordability, which helps to balance the more expensive credits from permanent carbon removal partners.</p>

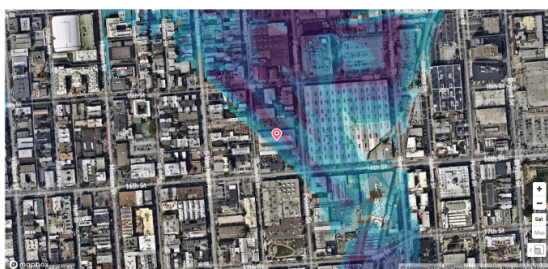
Partnerships & Product Impact

Mapbox supports changemakers at for-profit and non-profit organizations to use location technologies to scale their positive impact on emissions reduction and climate change. Through customer collaborations with the likes of Rivian, BMW, and Toyota, Mapbox is setting a new standard in electric vehicle routing that will enhance consumer confidence to adopt electric drivetrains. With logistics and fleet management customers, such as Instacart and Myle, Mapbox products are supporting fleets to become more efficient.

In 2022 Mapbox:

- Launched Mapbox for EV, an end-to-end automotive navigation solution that supports the adoption and use of electric vehicles.
- Was awarded the [Autotech Breakthrough Award for Navigation Technology Solution](#) in recognition of investments and advancements in EV navigation.

Featured Impact Partnerships



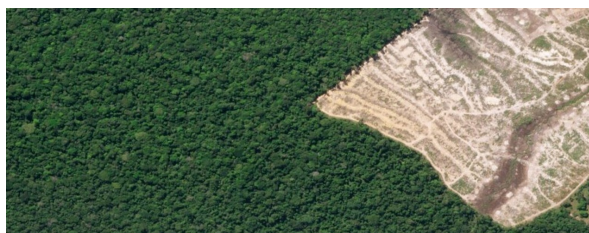
Risk Factor by First Street Foundation translates climate science into relatable, high-precision risk calculations for flooding and wildfires. Risk Factor equips homeowners with data about what a changing climate may mean for them personally – and what they can do about it. Mapbox enables the micro-localization of Risk Factors models, matching addresses to building footprints and enabling compelling map visualizations at the neighborhood, county, and state scale.

In 2022, Risk Factor added data for wildfire risk and heat risk to their models.

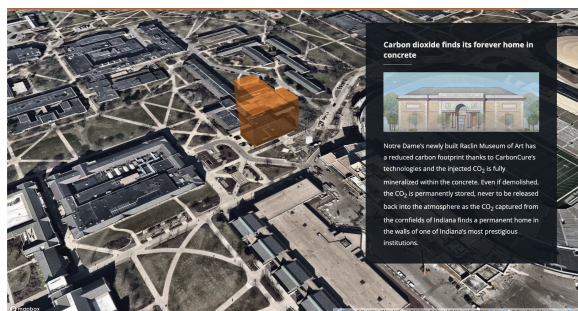
Mapbox collaborated with Planet and Norway's International Climate and Forests Initiative (NICFI) to provide templates and tutorials on how to use NICFI imagery in interactive maps.



NICFI Norway's International Climate and Forest Initiative



In 2022 these resources were promoted on Planet's 'University' [site](#) and in a [webinar](#) with Mongabay, which uses Mapbox and NICFI imagery extensively for climate and forest reporting.



Mapbox supported the innovative carbon sequestration company, CarbonCure, to create [tracking maps](#) that illustrate to suppliers and customers how and where CarbonCure sequesters CO₂ in concrete.

A member organization of the Mapbox Development Network, [Vizonomy](#), provided pro-bono support to CarbonCure to build their impact reporting maps.

[Conceptr](#) (formerly Windyfi), a startup that focuses on wind farms design and analysis, participated in the [2022 NREL TOP sprint](#) and Mapbox supported by coordinating participation by the [Gartrell Group](#), a member of the Mapbox Development Network. The months-long collaboration produced a prototype for a Data Portal to help address energy blackouts in Puerto Rico by showing the relevant datasets of the more distributed wind energy turbines.



Environmental Responsibility

Operational footprint

Mapbox aims to continually lessen our impact on the physical environment through environmentally-conscious operations. Although Mapbox does not conduct business activities typically associated with harmful effects on the environment, such as manufacturing, we nevertheless seek opportunities to reduce our ecological footprint.

Mapbox strives to implement energy-saving and waste-reduction initiatives in our offices and use sustainable materials and energy sources where feasible. We support remote and hybrid work options as a way to reduce the environmental impact of travel, commuting, and office spaces. We work with the owners and managers of the buildings where we have offices in order to advance waste management, water management, and energy use initiatives where possible. We expect use of our products to do no harm and include in our universal Product Terms prohibitions against the use of Mapbox products in ways that might contribute to significant environmental damage in the event of product failures or outages.

In 2022, Mapbox developed a new Responsible Procurement policy (launched in 2023) to further guide the evaluation of the environmental responsibility of potential suppliers for purchases such as office supplies, software, and employee and clients gifts.

Also in 2022, Mapbox introduced group volunteering events for Global Volunteering Month in April that focused on the environment. We organized local clean-up and restoration events near our offices in Helsinki, Tokyo, Minsk, Washington D.C., and San Francisco and encouraged remote-based employees to volunteer with similar initiatives near them.

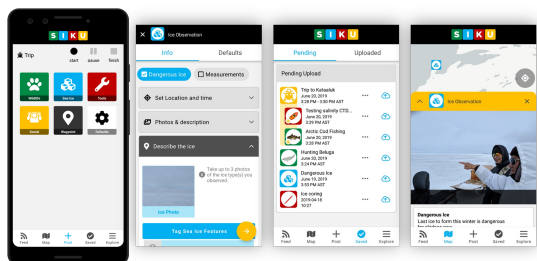


Partnerships & Product Impact

Mapbox supports changemakers at for-profit and non-profit organizations to use mapping services and location technologies to scale positive environmental impact. Mapbox has built long-standing relationships with organizations working for conservation, sustainable natural resource management, indigenous and community-led land stewardship, and responsible recreation.

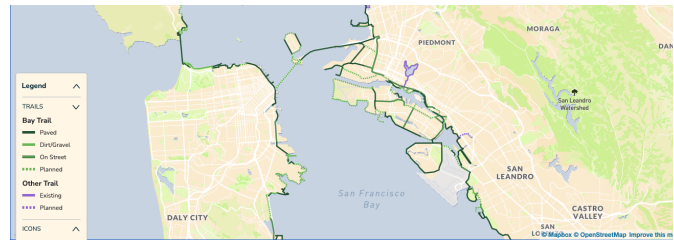
In 2022 we began formal memberships with the Recreate Responsibly Coalition and Tread Lightly! to further engage with and support the responsible recreation and stewardship communities.

Featured Impact Partnerships



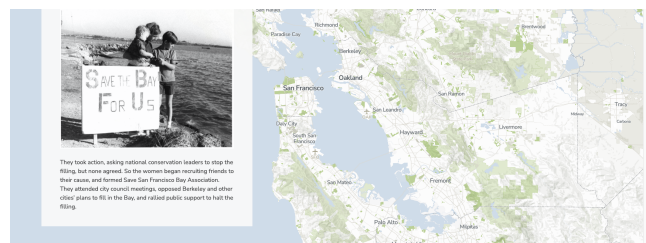
The Arctic Eider Society launched an updated version of their SIKU mobile app, built with Mapbox and supported with product donations and pro-bono technical support. The SIKU app helps Inuit hunters share information about safety and wildlife sightings in the far north.

Mapbox pro-bono volunteer Ricky Reusser and Developer Network member Vizonomy donated time and expertise to rebuild the interactive map for the San Francisco Bay Trail, managed by the Metropolitan Transportation Commission.



Long-time partner the Washington Trails Association launched a new Mapbox storytelling map to support their major ['Lost Trails Found'](#) campaign, focused on saving and restoring trails that are at-risk of disappearing.

New partner Save the Bay launched two new maps, with training support from Mapbox, to tell the [story](#) of the organization's six decades of work to protect and restore the San Francisco Bay and identify their active restoration [sites](#).



As a part of Native American Heritage Month at Mapbox, Kiana Etsate-Gashyew of the Partnership for the National Trails System shared her project 'Native Lands, National Trails' that uses data from long-time Mapbox partner Native Land Digital to amplify the visibility of indigenous cultures and heritage along public trails.

Long-time partner EarthRanger, of the Allen Institute for AI, developed and launched their first public-facing wildlife tracking maps with the Sustainable Oceans Society and a [great white shark tracking application](#).



Social Responsibility

Operational footprint

Mapbox aims to continually improve the positive impact our company has on society, both in our direct operations and through partnerships and customers that apply our products for societal benefit. We expect use of our products to do no harm and include in our universal Product Terms prohibitions against use of Mapbox products in ways that violate basic human rights or civil liberties.

In 2022, Mapbox developed a new Responsible Procurement policy (launched in 2023) to further guide the evaluation of the social responsibility of potential suppliers for purchases such as office supplies, software, and employee and clients gifts.

As a team, Mapbox gives back to our local and global communities by donating our time, skills, and financial support. In 2022, Mapbox:

- Introduced a formal Volunteer Time Off (VTO) policy to encourage employees to engage in local volunteering activities to support causes they care about. Employees are encouraged to use a minimum of 8 hours of work time per quarter to volunteer.
- Launched two campaigns to support and celebrate employee volunteering, in April (for Global Volunteer Month) and in November-December (for the holiday season).
- Employees donated \$38,452 to charity and Mapbox made \$43,900 in matching donations (1:1 standard matching with several special 1:2 double-match campaigns), for a total of \$82,353 donated to charity.
- The Mapbox Minsk team continued their volunteering program to visit remote schools in Belarus to provide guest lectures and youth mentoring. Volunteers present career options, share reading lists and learning resources, teach how to set personal goals and share their own professional experience. In 2022, volunteers supported five different high schools.

Partnerships & Product Impact

Mapbox invests in hundreds of relationships with nonprofits and other partners each year through the Mapbox Social Impact team, which arranges in-kind donations, non-profit discounts, and sponsorships for organizations applying Mapbox services to scale societal benefit. Our support spans all themes for societal impact, from disaster response, to public health, to education, to social justice, to the arts and beyond.

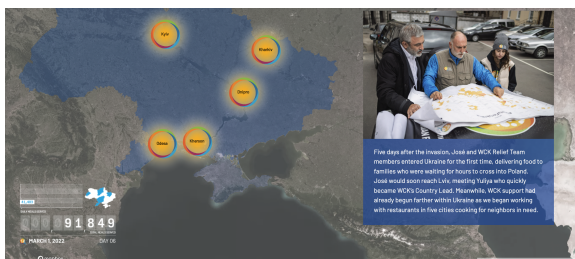
Mapbox is a longstanding corporate member of the global OpenStreetMap community, a global volunteer effort to create open geospatial data for all locations around the world. In 2022 we continued our formal membership with the OpenStreetMap Foundation.

Mapbox is also a founding corporate member of the Development Data Partnership, convened by the World Bank. To date, Mapbox has supported over 30 project proposals and Mapbox data has contributed to various projects, from accessing health facilities in the Philippines and Indonesia to measuring the impact of new urban areas in Colombia.

In 2022, Mapbox:

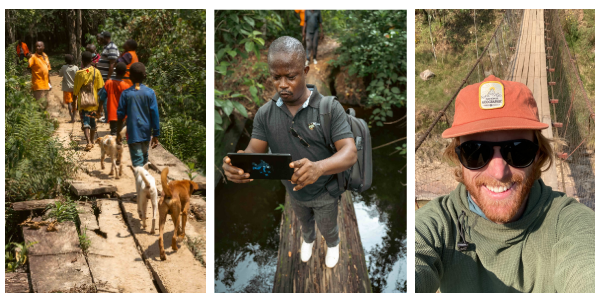
- Donated over \$1.2 million worth of in-kind product sponsorships and services to positive impact organizations.
- Supported relationships with over 200 organizations from around the world.
- Donated \$360k worth of in-kind product to support OpenStreetMap operations.
- Renewed our Gold Corporate Membership with the global OpenStreetMap Foundation.
- Sponsored the 2022 State of the Map US at Silver level.
- Sponsored the regional 2022 State of the Map Belgium, State of the Map Tanzania, and OSM Philippines conferences.
- Sponsored the 2022 Indigenous Mapping Workshop.
- Arranged two internal humanitarian mapathons in partnership with the Humanitarian OpenStreetMap Team.

Featured Impact Partnerships



World Central Kitchen (WCK) is a long-time Mapbox partner that provides meals in response to humanitarian, climate, and community crises. In 2022, Mapbox supported WCK with technical training, pro-bono volunteering hours, and assistance with a map-based 2022 [impact visualization](#). WCK representatives were invited as guest speakers at the Mapbox year-end company All Hands.

The Rebelle Rally is the annual, women-only, longest off-road navigation challenge in North America. In 2022, Mapbox participated as an official Gold sponsor and with pro-bono volunteers onsite to create engaging map visualizations to illustrate the incredible journeys of the women competing in the rally.



Long-time Mapbox partner [Bridges for Prosperity](#) launched a new site selection decision-support tool, built with Mapbox, to help them select locations to build bridges in Africa to improve rural connectivity and access to services. Mapbox pro-bono volunteer Cameron Kruse supported development of the tool, as well as travelling to Côte d'Ivoire with Bridges for Prosperity to support on-site testing and training.

Western Fire Chiefs Association was a new partner in 2022, with Mapbox providing discounted product access for a new [Wildland Fire Map](#) that provides public access to the near real-time wildfire information across the United States, built by Mapbox Development Network member the Gartrell Group.



Two Mapbox pro-bono volunteers, Susana Siman and Luisa Vasquez, supported the Salvadoran American Humanitarian Foundation with technical mentorship and coaching to create their first storytelling map to communicate the impact of their support to beneficiaries across El Salvador.

Footways London launched beautiful print and digital [maps](#) to encourage walkers to explore and enjoy walking routes in London, with pro-bono support from Mapbox map designers William Davis.



	<p>Returning Mapbox partner the American Public Health Association (APHA) launched a new storytelling map to explain progress on local government and agency racism declarations across the United States, built with technical support from Mapbox.</p>
<p>The Southern Poverty Law Center launched their new 'Whose Heritage' map of existing and renamed or removed public symbols of the Confederacy, built with support from a team of Mapbox pro bono volunteers over the course of 2021-2022.</p>	

“Maps are like a north star. They are the DNA of what World Central Kitchen is. They tell a story of who and where you are helping, and give you a sense of what’s really going on, and who needs help, sometimes in very, very big spaces. The support and commitment from our friends at Mapbox make this possible, and also helps us share our work with others.”
- Chef José Andrés, Founder, World Central Kitchen

Customer Responsibility

Mapbox is critical infrastructure for our customers. We go to great lengths to protect the security of all customer accounts, data, and users. The privacy and dignity of our customers and users has been a north star for Mapbox since before we ever collected our first byte of user data, and we continue to design for privacy across our platform and products.

Safety

Safety is an important consideration in features that inform how people and vehicles navigate. In 2022, Mapbox:

- Invested in the development of a new ‘Route Notifications’ feature to assist navigation and route-planning applications add driver-safety features (product was [launched](#) in 2023).
- Launched an [Advanced Driver Assistance System](#) (ADAS) to improve driver safety and enhance safe navigation.

Security and reliability of service

We conduct regular internal security audits and work with external auditors to review our hardware, software, and physical security configurations.

- **Cybersecurity:** Mapbox conducts external penetration tests using a third party and runs a bug bounty program for finding vulnerabilities. Mapbox uses static application security testing (SAST) and dynamic application security testing (DAST) tools to discover code vulnerabilities. Any vulnerability is addressed via a formal vulnerability and patch management process to ensure timely mitigation.

- **Data security:** Mapbox maintains appropriate technical and organizational safeguards designed to protect the security, confidentiality, and integrity of our customers' personal data, including safeguards that conform to the ISO/IEC 27002 control framework. All customer data is stored with at least dual redundancy and storage is designed for 99.999999999% long term durability.
- **Account security:** We use HTTPS by default. We offer two-factor authentication to protect accounts. Users can create multiple customizable access tokens for granular control over access. All Mapbox accounts come with built-in encryption-at-rest. Employee access to customer data is carefully controlled as we adhere to the principle of least privilege.
- **Physical security:** Mapbox infrastructure runs in the AWS cloud which has state of the art environmental security controls, highly restricted access, and professional security monitoring. Mapbox offices are equipped with access control, intrusion detection, and surveillance systems.
- **Software security:** Mapbox systems run the latest stable versions. We actively monitor documented threats from public security research databases and run automated vulnerability scans. We follow principles of Privacy by Design and Security by Design and employ secure software development life cycle (SDLC) processes.
- **DDoS mitigation:** Maps and location can be politically charged subjects. We use AWS CloudFront to protect Mapbox against DDoS attacks such as bandwidth and protocol-based attacks, and take appropriate action to block such attacks in AWS.

In 2022:

- Mapbox secured SOC 2 Type II compliance.
- Mapbox was TISAX certified (a derivative of ISO 27001).
- The Mapbox Head of Security and Compliance was responsible for data security oversight and reporting.
- All employees completed mandatory annual security training.
- Mapbox identified and reported 20 service incidents (outages or delays), as detailed on <https://status.mapbox.com/>.
- Mapbox experienced no data breaches.
- Mapbox data processing and storage infrastructure for product testing and production are housed in AWS cloud, and business information is stored in Google Drive.

Data privacy

Mapbox runs a global data protection program, based on privacy by design, which includes monitoring for upcoming privacy laws and regulations to assess whether its practices may need to be adjusted to maintain compliance; product/service privacy reviews; data breach response processes; and operationalized technical and organizational measures designed to ensure the security of the personal data it receives.

For example, Mapbox applies the principle of data minimization to product development and operations in an effort to ensure the least amount of personal data is collected from the outset. Regarding the limited personal dataset that Mapbox processes, it has implemented a number of technical and organization measures designed to ensure data protection, including prompt deletion of raw log files that contain IP addresses and billing IDs. For billing IDs, which need to be retained for accounting and billing purposes, Mapbox deploys regular ID rotation and 1-way hashing to minimize the ability to track user requests over time. In addition, Mapbox operates strict de-identification procedures, such as clipping traces, for telemetry events that send location data.

The Mapbox Privacy Policy and additional privacy resources are available at: <https://www.mapbox.com/legal/privacy>

Employer Responsibility

The people of Mapbox are what sustains, inspires, and drives our company. Caring for and listening to each other is deeply ingrained in Mapbox culture.

A commitment to flexibility is core to our hybrid work model at Mapbox. We believe that flexibility allows employees to choose the environment and work style that puts them in the best position to succeed. In 2022, Mapbox focused on providing employees with flexibility of work spaces, creating opportunities for connection, and delivering tools and technology for new ways of working. Of the total 760 Mapbox and Mapbox Japan employees in December 2022, 39% were based in the United States, 9% in Finland, 25% in Belarus, 13% in Japan, and 14% were based remotely across 13 other countries.³ 91.45% of employees were full-time employees, 3.29% were contractors, and 5.26% were contributors.

Employee engagement, diversity, and inclusion

Since our founding, we have maintained company-wide platforms for employees to engage with each other, and with Company leadership, to express their views on all issues facing the Company. These forums include Q&As, All Hands meetings, fireside chats, open documentation across teams, and twice a year Employee Engagement surveys. In 2022:

- Mapbox hosted quarterly company All Hands meetings and published weekly internal newsletters for all employees.
- Began migration of internal systems to Jira and Confluence to consolidate and provide employees with a single source of information.
- 92% of our global Mapbox team completed our most recent employee engagement survey which showed an improvement in learning and development year over year.
- Mapbox launched a new company employee recognition program called ‘Mapbox Awards’ to recognize accomplishments across the company.
- Mapbox hosted in-person employee events called “Mapbox Meetups” in our key locations to create opportunities for employees to connect and socialize in person.

Principles of equal opportunity, diversity, equity, and inclusion shape all aspects of hiring, promotion and retention. We recruit, employ, train, develop, and promote our team members on the basis of their individual qualifications, competence, and merit and without regard to race, color, religion, sexual orientation, age, sex, gender identity, national origin or ancestry, marital status, veteran’s status, status as a qualified individual with a disability, union affiliation, or activity or other status protected by law. We maintain a respectful workplace free from discrimination and harassment. Decisions on all employment matters are made without regard to affiliations with any legally protected category. In 2022:

- 100% of employees received bi-annual performance and career development reviews, including manager reviews and peer-feedback.
- Percentage of women employed was 32% (216/676 reporting).⁴

³ Countries where Mapbox had in-office or remote-based employees at some point during 2022: United States, Finland, Japan, Belarus, Canada, United Kingdom, Poland, Russia, Bulgaria, China, Georgia, Germany, Israel, Lithuania, Singapore, Spain, and Sri Lanka.

⁴ Note: Not all employees fill out the “Gender” field in HR systems.

- Percentage of employees from minority and/or vulnerable groups was 20% (140/708 reporting).⁵
- Of top executive positions, 18% (2/11) were held by women and 9% (1/11) were held by members of minority and/or vulnerable groups (based on available information; excludes boards of directors).

Mapbox employees come from a range of cultural, ethnic, social, economic, and educational backgrounds. At every level, in every department, Mapbox is committed to representing the demographics of the world we live in. We believe that performant teams are ones where members complement and challenge each other’s perspectives and everyone feels a sense of inclusion and belonging. All Mapbox employees complete Anti-Harassment training every two years and must sign our internal Diversity & Inclusion Policy. In 2022, Mapbox:

- Was recognized as one of [Fast Company’s 100 Best Workplaces for Innovators](#).
- Hosted inclusive language and allyship workshops for employees.
- Invested and supported 4 Employee Resource Groups.
- Recognized culturally relevant months such as Women’s History, Black History, Asian Pacific Islander, and Pride.
- Supported the 2022 Extraordinary Women in Tech conference in San Francisco and supported employee attendance.
- Partnered with the Rebelle Rally, North America’s longest and women-only off-road navigation rally, as a Gold Sponsor and provided technical support, and encourage participation by employees.



Gender Minority ERG



Rainbow ERG



Asian Pacific Islander ERG



Black Employees at Mapbox ERG

Employee remuneration and benefits

Mapbox provides highly competitive wages to attract the best talent. We review salary and wages against benchmarks and adjust our compensation bands as needed to ensure wages are competitive. Performance evaluations for raises and promotions take place twice annually for all employees. We have a robust process for ensuring pay equity across our teams and propose adjustments when potential disparities are identified. Employees have the right to freely discuss their wages, benefits and terms and conditions of employment.

At Mapbox, benefits are considered an important part of our employees’ Total Rewards package, intended to help us attract, motivate and retain employees. We ensure that all employees have access to benefit programs that are comprehensive, market competitive, valuable, supportive of the overall well-being of our employees, and promoting of diversity, equity and inclusion.

Our robust US benefits package includes medical, dental, and vision insurance for employees and dependents, as well as employer-paid life, disability, travel insurance and additional opt-in benefits so our employees can be at their best. A 401(k) with an immediately vested annual match of 4% is

⁵ Note: 93 employees EEs entered "Decline to Answer" and 26 EEs are "Two or More Races" and were not included in the count of 140.

offered to all employees. Outside of the US we offer competitive supplemental health, life and disability benefits to enhance what is provided through government programs. Supplemental defined contribution/pension retirement programs provide additional financial security.

Our generous paid time off and leave policies provide for flexibility and peace of mind when time off (expected or unexpected) is needed. We provide paid time off policies globally for personal medical leave, parental leave, family care leave, and military leave as well as personal leave of absence options. In countries or jurisdictions where statutory leave benefit programs exist, Mapbox often supplements the statutory benefit in order to more fully make up for any lost income.

In 2022:

- Mapbox implemented Pave, a total rewards management system, that automates key compensation processes and creates the opportunity for more efficient compensation analysis which better empowers Mapbox to make timely and informed decisions based on up-to-date data. Pave enables managers to have point-in-time compensation views of their whole teams. All employees have access to a Total Rewards portal in Pave where they can view all elements of their rewards in one central location.
- Mapbox enhanced our leave of absence policies for employees in North America to increase parental leave for birth parents to 18 weeks, and non-birth parents 8 weeks of paid time off at 100% pay.
- Mapbox moved to a flexible paid time off (PTO) policy for all newly hired employees in North America, providing unlimited vacation and sick time.
- Mapbox introduced a benefit concierge service for employees in the US to help employees and their families navigate healthcare and receive the right care at the right place and time.
- Mapbox added market competitive supplemental health and welfare and retirement benefit programs for our employees in the UK and Germany.
- Mapbox continued our remote-first policy as well as support for office spaces in Washington D.C., Helsinki, Minsk, and Tokyo, allowing flexibility for where employees choose to work.

Employee health, safety, and well-being

At Mapbox, we offer programs and resources to support employee safety at work and promote employee health and well-being. Mapbox has established rules and procedures instructing employees on how to safely conduct themselves in all of our physical worksites. We comply with all local, state, and federal occupational safety and health regulations.

Beyond Mapbox physical offices, our culture supports flexible work arrangements including in-office, hybrid, and remote work options for all employees. We provide commuter benefits, where available, for those who prefer the office, as well as an annual home office set-up and maintenance stipend to support a safe and effective ergonomic environment for their home workspace.

Our country-specific benefit programs provide support for physical well-being, including various incentives and reimbursements for gym memberships and fitness equipment/programs and other activities that support personal well-being. We promote the use of time off to support mental health. In addition to country-specific recognized holidays, Mapbox observes a winter break annually during winter holidays to allow employees to focus on themselves and their families.

In 2022:

- Mapbox experienced zero reportable incidents (U.S.) or notable occupational health issues (globally).

- Mapbox began designating company-wide Well-being Days multiple times per year. Well-being days are paid days where employees are encouraged to disconnect and spend time recharging however they choose.
- Mapbox offered a company-wide virtual Health & Wellness Fair, which promoted our well-being benefits and provided employee education materials on living a healthy lifestyle and avoiding work-related injuries including ergonomic desk set-up and strategies for taking breaks and stretching.
- Mapbox provided all employees with Business Travel Accident insurance in the event of any travel inconveniences, security issues, or medical emergencies while traveling anywhere in the world on Mapbox business.
- Mapbox provided employees with Employee Assistance Programming (EAP) in most countries and a company paid subscription to the Calm app.
- Mapbox began exploring a global EAP/Mental Health Benefit offering through Lyra which was implemented for all employees and family members in January of 2023.

Employee training

Mapbox invests in a culture of learning and professional growth for employees every day. In 2022 Mapbox delivered 9 training workshops for employees in 2022. In addition, we launched with the Udeemy Business learning platform, company-wide, in October of 2022 to meet the diverse upskilling and learning needs of our global employees. From October through December alone, Mapboxers completed 1,364 hours of training coursework. These courses span multiple subject areas from business operations, to highly technical and specialized offerings, and even some personal development areas such as language learning. A full list of the courses offered can be viewed [here](#).

All employees are required to complete the Mapbox Global New Hire Onboarding training with an orientation to all core Mapbox policies, including our Code of Conduct and ethics policies and reporting procedures, Harassment & Discrimination Policy, and Diversity, Equity, & Inclusion Policy.

Additionally, the Mapbox Learning and Talent Development team created and launched company-wide development courses such as “Feedback is Fuel” and workshops for managers, as well as accompanying resources and tools such as learner guides and how-to guides. In 2022, the average hours of training per year per employee was 6.8 hours⁶ (see Appendix C for details).

Governance

Mapbox leadership upholds our commitment to conducting business in a manner that promotes good corporate, social, and environmental policies and practices and ensures compliance with laws and regulations. We enforce this commitment across our Code of Business Conduct and internal policies. Mapbox maintains a whistle-blower procedure and all managers are required to report any concerns raised to them or observed either to HR or to their manager, so that any issues are surfaced and addressed promptly and appropriately. All employees receive training on these procedures and internal policies are available for all employees to reference.

In 2022 the Mapbox Board of Directors consisted of:

- Peter Sirota, Chief Executive Officer, Mapbox
- Eric Gundersen, Chair of the Board of Directors
- Brad Feld, Board Member
- Ira Ehrenpreis, Board Member

⁶ Uses December total headcount of 760 to calculate estimate.

- Randy Glein, Board Member
- Vikas Parekh, Board Member

In 2022 Mapbox Executive Leadership consisted of:

- Peter Sirota, CEO
- Young Hahn, CTO
- Scott Hill, CFO
- Laurel Finch, General Counsel and Secretary
- Garrett Miller, GM, Navigation
- Lukas Martinelli, GM, Search
- Jerome Grateau, VP of Customer Engagement
- Melissa Nixon, VP of People
- Mike Banic, VP of Marketing
- Alex Barth, VP of Automotive
- Toru Takata, VP of Japan

Our managers and executives have a responsibility to create an open and supportive environment where employees feel comfortable raising questions or concerns. Any employee who is subjected to, a witness of, or has knowledge of any conduct that violates Mapbox policies, is asked to immediately report the conduct to their supervisor, any member of management or HR, or our anonymous internal reporting hotline. In the event of a reported issue, Mapbox has established a procedure to ensure that a fair, complete, timely, and impartial investigation is conducted by qualified team members. We do not retaliate against anyone for reporting or opposing harassment or discrimination, participating in an investigation, or filing a complaint or participating in a proceeding with a federal or state enforcement agency.

We do not allow our products to be used to violate basic human rights or civil liberties. Any such abuse of our platform by a customer or a customer's end users is a material breach of our Terms of Service, leading to account shut down. All employees are encouraged to report any concerns about customers to our internal Compliance Committee. Where we have reason to believe inappropriate use by a customer we actively investigate. In 2022, the Compliance Committee:

- Received one reported concern and after an investigation, the committee determined that no action was necessary.
- Collaborated with teams at Mapbox to identify and deactivate accounts due to inappropriate use and/or legal compliance.

Mapbox holds to the highest standards when it comes to how we conduct business and who we do business with as either customers or suppliers. Mapbox maintains strict internal policies concerning procurement, anti-bribery, conflicts of interest, child or forced labor and human trafficking, money laundering, terrorist financing, violation of economic or financial sanctions, trade embargoes, export controls, and anti-boycott laws and regulations. All employees have access to internal policies and receive training on them during their new hire orientation. In 2022 there were:

- No confirmed incidents of corruption or reported conflicts of interest at Mapbox.
- No incidents or legal actions for anti-competitive behavior, antitrust, or monopoly practices
- No operations or suppliers identified as being at significant risk for incidents of child labor.
- No operations or suppliers identified as being at significant risk for incidents of forced or compulsory labor.
- No political contributions made by Mapbox.

Appendix A: Annual emissions inventory 2018-2022

Emissions source	Scope	Data source	2018 (mT CO2e)	2019 (mT CO2e)	2020 (mT CO2e)	2021 (mT CO2e)	2022 (mT CO2e)
Travel Total	3	TripActions / Navan	1,088	1,717.21	207.46	85.95	558.90
<i>Air travel team</i>			<i>not available</i>	<i>1,268.00</i>	<i>147.87</i>	<i>71.14</i>	<i>393.18</i>
<i>Air travel exec</i>			<i>not available</i>	<i>449.21</i>	<i>59.59</i>	<i>14.81</i>	<i>165.72</i>
Ground Transportation	3	Expense reports; Uber / Lyft	118.56	149.61⁷	17.81⁸	7.6471	8.1812
Office energy	2	Building management.	57	57⁹	57¹⁰	94.07	93.36
<i>Washington DC</i>			<i>(164,583 KWh)</i>	<i>(164,583 KWh)</i>	<i>(164,583 KWh)</i>	<i>84.77 (265,267 kWh)¹¹</i>	<i>85.87 (268,724 kWh)</i>
<i>San Francisco</i>			<i>not available</i>	<i>not available</i>	<i>not available</i>	<i>n/a</i>	<i>n/a</i>
<i>Minsk</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>8.02 (19,978.54 KWh)</i>	<i>6.77 (16,863.62 kWh)</i>
<i>Helsinki</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>1.28 (17,340 KWh)</i>	<i>0.71 (9,562.36 kWh)</i>
<i>Tokyo</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>not available</i>	<i>0.01 (734 kWh)</i>
Data center	3	AWS ¹²	705	465.26¹³	530	761.70	354.5¹⁴
TOTAL			1,263.56	2,389.08	812.27	949.37	1,014.94

See Appendix B for methodology notes. Mapbox does not currently track Scope 1 emissions from a small number of company-owned vehicles. Scope 3 emissions not currently tracked: Employee commuting; Waste generation; Shipping; Other purchased goods and services.

⁷ Due to data limitations, estimate was based on 2018 data with growth equivalent to the growth in flights.

⁸ Due to data limitations, estimate was based on 2018 data with decline from 2019 equivalent to the decline in flights.

⁹ Due to data limitations, estimate based on 2018 data, assuming similar level of office energy usage.

¹⁰ Due to data limitations, estimate based on 2018 data, assuming similar level of office energy usage.

¹¹ Increase due to addition of new office suite on a second floor.

¹² With guidance from AWS Sustainability on data interpretation and conversions.

¹³ Calculated based on ratio of usage compared to 2020's data, because of changes to AWS measurement methodology.

¹⁴ Decrease attributed to increased use of renewable energy by AWS as well as Mapbox-implemented efficiencies to streamline AWS usage.

Appendix B: GHG emissions inventory methodology

Responsibility

The Mapbox Social Impact team completes the annual emissions inventory and offset purchases, with assistance from Finance and HR teams.

Frequency

Mapbox collects data on GHG emissions annually, starting in January for the previous year. Mapbox currently purchases offsets for emissions every two years, so as to combine emissions inventory in order to meet the minimum purchase thresholds of several preferred offset suppliers.

Scope

Mapbox does not currently account for Scope 1 emissions from a small number of company vehicles used for occasional product testing due to lack of consistent data collection. Mapbox does not own machinery, buildings, or manufacturing facilities that would generate other Scope 1 emissions.

For Scope 2 emissions, Mapbox requests energy consumption data (electricity and heat) from the building managers where Mapbox offices are located. Conversion from KWh to mT CO_{2e} is done based on research into the energy mix of the office location:

- Washington DC: Data provided by building management is prorated based on the number of floors rented by Mapbox. The KWh to mT conversion was made using the conversion tool at <https://www.epa.gov/egrid/power-profiler#/RFCE>.
- Minsk, Belarus: Reported that natural gas makes up 97% of energy sources in Belarus. Due to limited data availability on emissions from power plants in Belarus, we use guidance from the EPA on emissions from the average US natural gas power plant.
- Helsinki, Finland: Heating is provided through recycled heat (<https://www.helen.fi/en/companies/heating-for-companies/district-heating-for-companies/recycled-heat>). Electricity is primarily renewables (<https://www.helen.fi/en/companies/electricity-for-companies/electricity-products-for-smes-and-associations/spot-electricity>). Conversion from KWh to mT is based on data in <https://www.helen.fi/en/company/energy/energy-production/specific-emissions-of-energy-production>.
- Tokyo, Japan: Data provided by WeWork is prorated based on the size of the space rented by Mapbox. The KWh to mT conversion was made based on data available from the Tokyo Electric Power Company (<https://www.tepco.co.jp/en/hd/about/esg/highlights/index-e.html> - 2021 data).

For Scope 3 emissions, Mapbox currently accounts for emissions from business travel, ground transportation (rideshare rides, gasoline / mileage, and occasionally shipping of vehicles), and data center usage. A small number of ground transportation expenses for transit or train

travel are not currently included in the company emissions inventory due to lack of data and the complexity of calculating emissions based on limited data and highly variable locations.

- Employee business travel: Data on annual total mT CO₂e from flight bookings is delivered directly from Navan (formerly TripActions), with documentation concerning their assumptions for calculating estimated emissions.
- Executive business travel: Data from Navan is supplemented with additional details from executive flight bookings made outside of the Navan system. Depending on the airline, this data may be provided as an emissions total or as miles traveled, in which case miles are converted to mT using the methodology provided by Navan, but doubled to account for increased emissions of premium cabin seats.
- Ground transportation: Several assumptions are made to convert expense reports of ground transportation into emissions estimates.
 - Ridehailing: Convert number of ridehail trips to mT using the following assumptions:
 - 320 grams of CO₂ per passenger mile (Uber, 2021)¹⁵
 - Assume average ride distance of 4.21 miles based on:
 - According to Sherpashare, the average Uber ride was 5.41 miles in 2015.¹⁶
 - According to 2017 research, the average ridehailing trip in the US was 6.6 miles.¹⁷
 - According to 2022 research, the mean of ridehail trips in San Francisco and New York City was only 0.61 miles.¹⁸
 - Gasoline: Convert \$ amount of expense claimed for gasoline into gallons of gasoline using data available from the U.S. Energy Information Administration (EIA) on the average retail price of regular gasoline in the United States for the year in question. Then convert gallons of gasoline to mT CO₂ using guidance from the EPA.¹⁹
 - Shipping of a vehicle: To estimate the carbon emissions from shipping a vehicle by truck, we followed these steps:
 - Determine the distance of the shipment by road from origin to destination (miles).
 - Estimate the weight (tons) of the car based on make and model.
 - Convert miles and tons to CO₂ using guidance from the EPA's SmartWay program: A Class 8 truck (which is commonly used for long-haul shipping) emits approximately 161 grams of CO₂ per mile per ton of freight.
 - Convert grams CO₂ to mT CO₂.
- Data center usage: mT CO₂e data is provided directly by AWS Sustainability based on their own emissions accounting.

Other identified sources of potential Scope 3 emissions for Mapbox (upstream and downstream) that are not currently tracked due to lack of consistent data collection are: Employee commuting; Employee and contractor driver testing; Waste generation; Shipping; Other purchased goods and services.

¹⁵ Source: https://uber.app.box.com/s/ofabbnbmfanmyv3tdo45a7yvk7obcqy?uclid_id=9d135077-c3f2-4de6-9387-087da63389e3

¹⁶ Source: <https://www.forbes.com/sites/harrycampbell/2015/03/24/just-how-far-is-your-uber-driver-willing-to-take-you/?sh=5251ddc4597c>

¹⁷ Source: <https://www.nber.org/papers/w22776>

¹⁸ Source: https://www.researchgate.net/publication/361251568_Where_ridehail_drivers_go_between_tripS

¹⁹ Source: <https://www.epa.gov/energy/greenhouse-gases-equivalencies-calculator-calculations-and-references>

Appendix C: Employee Training in 2022

Training - 2022	# of sessions	Avg. length of session	# of employees	Total # of hours
Global New Hire Onboarding	38 offered total	8 hours total per employee	259	2,072
Feedback is Fuel	20	2 hours	154	308
Social Styles	3	1 hour	17	17
Manager+ Workshops	4	1 hour	50	50
Performance Review Cycle Training	22 options (single session)	1 hour	200* (ICs) 40* (Mgrs)	240*
Compliance, Anti-Harrassment and Discrimination (Everfi) ²⁰	1	1 hour (ICs) 2 hours (Mgrs)	108 (ICs) 26 (Mgrs)	160
Inclusive Language Workshop (6/14/22)	1	1 hour	146	146
Atlassian Training (6/27/22)	1	1 hour	760**	760
Emotional Wellness (7/28/22)	1	1 hour	32	32
Udemy Business training courses	544 courses	various	715	1,364
			<i>Total</i>	<i>5,149</i>

*Estimates due to repeat / incomplete attendance. Training is offered regularly for all employees.

**Assigned to all employees.

²⁰ The Everfi training is administered to all US Mapbox employees every two years. In 2022, it was assigned to those who did not complete it in 2021 as well as new hires. As of today, all active, employed, US Mapbox employees (230) have completed this training. The Everfi platform does not offer training (Anti-Harassment and Discrimination) applicable to other countries, which is why it is only administered to US employees (or managers who have direct reports in the US) at this time.

Appendix D: GRI and SASB disclosure index

This annual report has been prepared with reference to:

1. The Universal Standards of the Global Reporting Initiative (GRI) with additional use of the relevant GRI Topic Standards. There is no GRI Sector standard relevant for the Information Technology sector at this time. This index describes:
 - which GRI Standards and material topics have been covered in this report
 - where to find additional information in this report or other public disclosures
2. The Sustainability Accounting Standards Board (SASB) relevant for the software industry. We evaluate additional SASB metrics for potential disclosure annually.

The disclosure index below contains a page directory to reference specific content within the Mapbox 2022 Sustainability Report according to the GRI and SASB standards.

Statement of use	Mapbox Inc. has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Sector standards for the Software industry have not yet been publicly released, as per https://www.globalreporting.org/standards/sector-program/

SASB code	SASB Description	GRI code	GRI Description	Response, link or additional information
General				
		2-1	Organizational details	2022 Sustainability Report - p. 2, p. 14
		2-2	Entities included in the organization's sustainability reporting	Mapbox Inc.; Mapbox Japan GK
		2-3	Reporting period	January 1, 2022 - December 31, 2022
		2-4	Restatements of information	Not disclosed at this time.
		2-5	External assurance	Not disclosed at this time.

		2-6	Activities	Not disclosed at this time.
		2-22	Statement on sustainable development strategy	2022 Sustainability Report - p. 3
SASB code	SASB Description	GRI code	GRI Description	Response, link or additional information
		2-23	Policy commitments	Not disclosed at this time.
		2-24	Embedding policy commitments	Not disclosed at this time.
		2-25	Processes to remediate negative impacts	Not disclosed at this time.
		2-28	Membership associations	OpenStreetMap Foundation; OpenStreetMap US; Recreate Responsibly; Tread Lightly!
		2-29	Approach to stakeholder engagement	Not disclosed at this time.
		3-1	Process to determine material topics	Materiality assessment not yet completed.
		3-2	List of material topics	Materiality assessment not yet completed.
		3-3	Management of material topics	Materiality assessment not yet completed.
Governance and Compliance with Law				
		2-9	Governance structure and composition	2022 Sustainability Report - p. 18
		2-10	Nomination and selection of the highest governance body	Not disclosed at this time.
		2-11	Chair of the highest governance body	2022 Sustainability Report - p. 18
		2-12	Role of the highest governance body in overseeing the management of impacts	Not disclosed at this time.
		2-13	Delegation of responsibility for managing impacts	Not disclosed at this time.
		2-14	Role of the highest governance body in sustainability reporting	Not disclosed at this time.
		2-15	Conflicts of interest	2022 Sustainability Report - p. 17-18
		2-26	Mechanisms for seeking advice and raising concerns	2022 Sustainability Report - p. 17-18
		2-27	Compliance with laws and regulations	2022 Sustainability Report - p. 17-18
		205-1	Operations assessed for risks related to corruption	2022 Sustainability Report - p. 17-18

		205-2	Communication and training about anti-corruption policies and procedures	2022 Sustainability Report - p. 17-18
		205-3	Confirmed incidents of corruption and actions taken	2022 Sustainability Report - p. 17-18
SASB code	SASB Description	GRI code	GRI Description	Response, link or additional information
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2022 Sustainability Report - p. 17-18
		408-1	Operations and suppliers at significant risk for incidents of child labor	2022 Sustainability Report - p. 17-18
		409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2022 Sustainability Report - p. 17-18
		415-1	Political contributions	2022 Sustainability Report - p. 17-18
Employees				
		2-7	Employees	2022 Sustainability Report - p. 14
		2-8	Workers who are not employees	2022 Sustainability Report - p. 14
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore			2022 Sustainability Report - p. 14
		2-19	Remuneration policies	2022 Sustainability Report - p. 15-16
		2-20	Process to determine remuneration	2022 Sustainability Report - p. 15-16
		2-21	Annual total compensation ratio	Not disclosed at this time.
		2-30	Collective bargaining agreements	None applicable.
		201-3	Defined benefit plan obligations and other retirement plans	2022 Sustainability Report - p. 15-16
		401-1	New employee hires and employee turnover	Not disclosed at this time.
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not disclosed at this time.
		401-3	Parental leave	2022 Sustainability Report - p. 16

		402-1	Minimum notice periods regarding operational changes	Not disclosed at this time.
		407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None identified.
		403-1	Occupational health and safety management system	2022 Sustainability Report - p. 16-17
SASB code	SASB Description	GRI code	GRI Description	Response, link or additional information
		403-2	Hazard identification, risk assessment, and incident investigation	2022 Sustainability Report - p. 16-17
		403-3	Occupational health services	2022 Sustainability Report - p. 16-17
		403-4	Worker participation, consultation, and communication on occupational health and safety	2022 Sustainability Report - p. 16-17
		403-5	Worker training on occupational health and safety	2022 Sustainability Report - Appendix C
		403-6	Promotion of worker health	2022 Sustainability Report - p. 16-17
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 Sustainability Report - p. 16-17
		403-8	Workers covered by an occupational health and safety management system	2022 Sustainability Report - p. 16-17
		403-9	Work-related injuries	2022 Sustainability Report - p. 16-17
		403-10	Work-related ill health	2022 Sustainability Report - p. 16-17
		404-1	Average hours of training per year per employee	2022 Sustainability Report - p. 17
		404-2	Programs for upgrading employee skills and transition assistance programs	2022 Sustainability Report - p. 17
		404-3	Percentage of employees receiving regular performance and career development reviews	2022 Sustainability Report - p. 15
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	405-1	Diversity of governance bodies and employees	2022 Sustainability Report - p. 14-15
		405-2	Ratio of basic salary and remuneration of women to men	Not disclosed at this time.

		406-1	Incidents of discrimination and corrective actions taken	Not disclosed at this time.
TC-SI-330a.2	Employee engagement as a percentage			2022 Sustainability Report - p. 14
Energy & GHG Emissions				
TC-SI-130a.1	(1)Total energy consumed, (2) percentage grid electricity, (3) percentage renewable. Gigajoules (GJ), Percentage (%)	302-1	Energy consumption within the organization	2022 Sustainability Report - Appendix A
		302-2	Energy consumption outside of the organization	2022 Sustainability Report - Appendix A
SASB code	SASB Description	GRI code	GRI Description	Response, link or additional information
		302-3	Energy intensity	Not disclosed at this time.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	302-4	Reduction of energy consumption	2022 Sustainability Report - p.5, Appendix A
		302-5	Reductions in energy requirements of products and services	2022 Sustainability Report - Appendix A
		305-1	Direct (Scope 1) GHG emissions	2022 Sustainability Report - p.5, Appendix A
		305-2	Energy indirect (Scope 2) GHG emissions	2022 Sustainability Report - p.5, Appendix A
		305-3	Other indirect (Scope 3) GHG emissions	2022 Sustainability Report - p.5, Appendix A
		305-4	GHG emissions intensity	2022 Sustainability Report - Appendix A
		305-5	Reduction of GHG emissions	2022 Sustainability Report - p.5, Appendix A
Water and Waste				
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. Thousand cubic meters (m³), Percentage (%)	303-3, 303-5	Water withdrawal, Water consumption	Not disclosed at this time.
		306-3	306-3 Waste generated	Not disclosed at this time.
Procurement				
		308-1	New suppliers that were screened using environmental criteria	Not disclosed at this time.
		308-2	Negative environmental impacts in the supply chain and actions taken	2022 Sustainability Report - p.8

		414-1	New suppliers that were screened using social criteria	Not disclosed at this time.
		414-2	Negative social impacts in the supply chain and actions taken	2022 Sustainability Report - p.10
Customer Safety and Privacy				
		416-1	Assessment of the health and safety impacts of product and service categories	2022 Sustainability Report - p.12
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None to report.
SASB code	SASB Description	GRI code	GRI Description	Response, link or additional information
TC-SI-220a.1, TC-SI-220a.2, TC-SI-220a.3, TC-SI-220a.4, TC-SI-220a.5, TC-SI-230a.1, TC-SI-230a.2	Description of policies and practices relating to behavioral advertising and user privacy Number of users whose information is used for secondary purposes Total amount of monetary losses as a result of legal proceedings associated with user privacy (1)Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring (1)Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None to report. Protections and policies describe in 2022 Sustainability Report - p. 13-14
Managing Systemic Risks from Technology Disruptions				
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime			2022 Sustainability Report - p. 13
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations			2022 Sustainability Report - p. 13

TC-SI-000.A	Number of licenses or subscriptions, (2) percentage cloudbased			Not disclosed at this time.
TC-SI-000.B	Data processing capacity, (2) percentage outsourced			2022 Sustainability Report - p. 13
TC-SI-000.C	Amount of data storage, (2) percentage outsourced1			2022 Sustainability Report - p. 13

Topics in the applicable Standards determined as not material for reporting at this time:

GRI Code	TOPIC	EXPLANATION
2-16	Communication of critical concerns	Limited public ESG disclosures at this time.
2-17	Collective knowledge of the highest governance body	Limited public ESG disclosures at this time.
2-18	Evaluation of the performance of the highest governance body	Limited public ESG disclosures at this time.
201-1	Direct economic value generated and distributed	Not yet determined how to assess materiality and measure impact of indirect economic impacts.
201-2	Financial implications and other risks and opportunities due to climate change	Not yet assessed.
201-4	Financial assistance received from government	Not applicable.
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	As a global remote-first company, 'local' minimum wage varies significantly across the Mapbox workforce.
202-2	Proportion of senior management hired from the local community	Senior management is not based in one location, therefore 'local community' does not appear relevant.
203-1	Infrastructure investments and services supported	Not applicable.
203-2	Significant indirect economic impacts	Not yet determined how to assess materiality and measure impact of indirect economic impacts.
207-1	Approach to tax	Mapbox follows standard accounting and taxation practices. Materiality of additional tax information for ESG reporting not yet assessed.
207-2	Tax governance, control, and risk management	
207-3	Stakeholder engagement and management of concerns related to tax	
207-4	Country-by-country reporting	
301-1	Materials used by weight or volume	Minimal impact of materials used in office locations. No manufacturing activity.
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	

303-1	Interactions with water as a shared resource	
303-2	Management of water discharge-related impacts	
303-4	Water discharge	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Minimal impact on biodiversity or habitat from office locations and operations. No manufacturing activity.
304-2	Significant impacts of activities, products and services on biodiversity	
304-3	Habitats protected or restored	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
305-6	Emissions of ozone-depleting substances (ODS)	Minimal impact of pollution or waste generated in office locations. No manufacturing activity.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
306-1	Waste generation and significant waste-related impacts	
306-2	Management of significant waste-related impacts	
306-4	Waste diverted from disposal	
306-5	Waste directed to disposal	
410-1	Security personnel trained in human rights policies or procedures	No security personnel on staff, provided by building management for office locations.
411-1	Incidents of violations involving rights of indigenous peoples	Minimal potential for negative impact on human rights or local communities from office locations. No manufacturing or land development activity.
413-1	Operations with local community engagement, impact assessments, and development programs	
413-2	Operations with significant actual and potential negative impacts on local communities	
417-1	Requirements for product and service information and labeling	Software products for developers and enterprises only, no direct-to-consumer products. Terms of Service and Product Terms detail specific requirements of product use.
417-2	Incidents of non-compliance concerning product and service information and labeling	
417-3	Incidents of non-compliance concerning marketing communications	Not assessed at this time.
204-1	Proportion of spending on local suppliers	As a global remote-first company, 'local' is challenging to define in procurement decisions.

Appendix E: Sustainable Development Goals framework

With reference to the UN Sustainable Development Goals (SDGs) as described at <https://sdgs.un.org/goals>, the following table summaries Mapbox contributions to the SDGs in 2022.

SDG	Objective	Description	
Goal 1	No Poverty	By 2030, eradicate extreme poverty for all people everywhere.	2022 Sustainability Report - p.10-12 Partnerships of note: Unicef GIGA; Development Data Partnership; UNHCR; Bridges to Prosperity
Goal 2	Zero Hunger	End hunger, achieve food security and improved nutrition by 2030.	2022 Sustainability Report - p.10-12 Partnerships of note: World Central Kitchen; World Food Programme; UNHCR
Goal 3	Good Health and Well-being	Ensure healthy lives and promote well-being for all at all ages by 2030.	2022 Sustainability Report - p.10-12 Partnerships of note: World Health Organization; Center for Disease Control; American Public Health Association; Arctic Eider Society Operations of note: Provision of health benefits to all employees.
Goal 4	Quality Education	Ensure that all girls and boys complete free, equitable and quality primary and secondary education by 2030.	2022 Sustainability Report - p.10-12 Partnerships of note: Unicef GIGA; Bridges to Prosperity

			Operations of note: Volunteering with remote schools in Belarus.
Goal 5	Gender Equality	To achieve gender equality and empower all women and girls.	<p>2022 Sustainability Report - p.10-12, 14-17</p> <p>Partnerships of note: Rebelle Rally; Extraordinary Women in Tech</p> <p>Operations of note: Robust process for ensuring pay equity across Mapbox and mechanisms to make adjustments when potential disparities are identified.</p>
Goal 6	Clean Water and Sanitation	Ensure availability and sustainable management of water and sanitation for all by 2030.	No new or ongoing partnerships in 2022.
Goal 7	Affordable and Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all by 2030.	<p>2022 Sustainability Report - p.5-7</p> <p>Partnerships of note: Conceptor; Electric vehicle charge point operators</p>
Goal 8	Decent Work and Economic Growth	Promote sustained, inclusive and sustainable economic growth.	<p>2022 Sustainability Report - p.10-12</p> <p>Partnerships of note: Development Data Partnership; Bridges to Prosperity</p>
Goal 9	Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation by 2030.	<p>2022 Sustainability Report - p. 6-7, 10-12</p> <p>Partnerships of note: Development Data Partnership; Bridges to Prosperity; Electric vehicle charge point operators</p>

			Operations of note: Development of Electric Vehicles navigation and routing technology and products for developers to innovate for Electric Vehicles.
Goal 10	Reduced Inequality	Reduce inequality within and among countries by 2030.	2022 Sustainability Report - p.10-12 Partnerships of note: Development Data Partnership; American Public Health Association; Southern Poverty Law Center
Goal 11	Sustainable Cities and Communities	Make cities and human settlements inclusive, safe, resilient and sustainable.	2022 Sustainability Report - p.6-12 Partnerships of note: Development Data Partnership; Footways London; Bridges to Prosperity; Risk Factor; NICFI & Planet; Conceptr Operations of note: Development of vehicle ADAS products and route notification features to improve vehicle driver awareness and safety. Development of Electric Vehicles products.
Goal 12	Responsible Consumption and Production	Ensure sustainable consumption and production patterns.	2022 Sustainability Report - p.6-12 Partnerships of note: Electric vehicle charge point operators; Commercial fleet operators; Flexport.org Operations of note: Development of Electric Vehicles products. Adoption of new Responsible Procurement Policy.
Goal 13	Climate Action	Take urgent action to combat climate change and its impacts.	2022 Sustainability Report - p.5-7 Partnerships of note: Development Data Partnership; CarbonCure; NCX

			<p>Operations of note: Offset company emissions for carbon neutrality. Development of Electric Vehicles products.</p>
Goal 14	Life Below Water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development.	<p>2022 Sustainability Report - p.9</p> <p>Partnerships of note: Save the Bay; EarthRanger; The Ocean Cleanup; ReefCloud; HUB Ocean</p>
Goal 15	Life on Land	Protect, restore and promote sustainable use of terrestrial ecosystems, combat desertification and halt biodiversity loss.	<p>2022 Sustainability Report - p.7-9</p> <p>Partnerships of note: Responsible Recreation Coalition; Tread Lightly!; UNEP; Marxan; EarthRanger; Washington Trails Association; Partnership for the National Trails System</p> <p>Operations of note: Employee volunteering activities for environmental clean-ups and restoration.</p>
Goal 16	Peace and Justice Strong Institutions	Promote peaceful and inclusive societies for sustainable development; provide access to justice for all.	<p>2022 Sustainability Report - p.10-12, 14-15</p> <p>Partnerships of note: Southern Poverty Law Center; American Public Health Association</p> <p>Operations of note: Company support for ERGs.</p>
Goal 17	Partnerships to achieve the Goal	Strengthen the means of implementation and revitalize the global partnership for sustainable development.	<p>2022 Sustainability Report - p.5-12</p>

			<p>Partnerships of note: Mapbox is a corporate data partner in the Development Data Partnership, hosted by the World Bank and with multiple UN agencies participating.</p> <p>Operations of note: Company support for non-profits, community organizations, research institutions, and international organizations.</p>
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