



2024 Mapbox Sustainability Report



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Executive Summary

Mapbox has a long track-record of supporting positive environmental and social impact, from our founding days working with global humanitarian organizations through to today's leadership with electric vehicle manufacturers and innovative development partners. We continue to see how Mapbox customers and partners across virtually every sector use Mapbox location technologies to drive positive impact at scale.

This is our third public Mapbox Sustainability report and represents a continuation of our efforts to share our sustainability metrics transparently. We invite partnerships to further the positive impact that Mapbox aims for as a company.

About Mapbox

Mapbox is the location platform of choice for developers, automakers, and innovators around the world. Millions of developers use Mapbox to build the mapping and navigation features of web, mobile, automotive, and AI applications. The Mapbox customer base spans a wide spectrum, from small nonprofits to multinational corporations. Mapbox Inc. is a privately-held start-up founded in 2010 and headquartered in San Francisco, with offices in Washington D.C., Helsinki, London, Berlin, Minsk, and Tokyo.

Mapbox Sustainability Strategy

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

We monitor to ensure that our company acts in a socially and environmentally responsible manner in our business operations, governance, and with our employees and customers. We report our monitoring to third parties, including CDP and EcoVadis, in addition to our public annual sustainability report. **2024 operational highlights include:**

- 23% decrease in Scope 2 CO2e emissions in 2024 compared to 2023.
- All Scope 2 emissions offset with Renewable Energy Certificates.
- 7.9 hours average employee training.

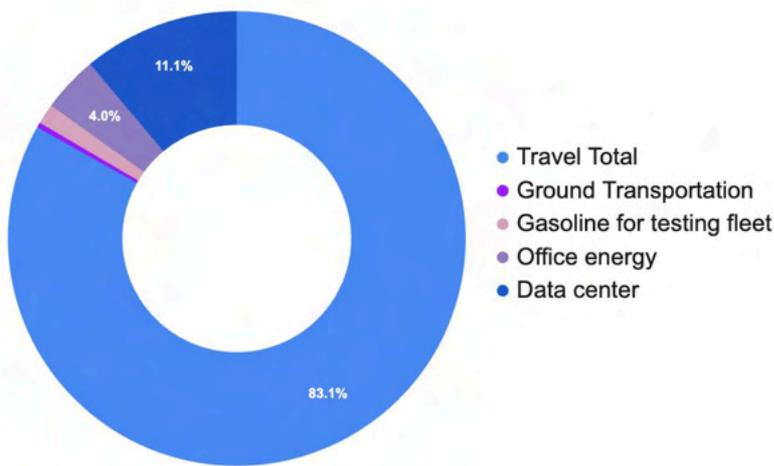
The full potential of Mapbox contributions to sustainability extend beyond our direct operations. To that end, we invest in products and partnerships that have an outsized positive impact across industries and geographies. Mapbox products support solutions to sustainability challenges across sectors from logistics and automotive to disaster response and land management. **2024 impact highlights include:**

- \$1.5 million in donated services and sponsorships to over 200 partner organizations.
- \$39,413 donated to charity by employees and company donation-matching.
- Participation in the World Banks' 2024 Understanding Risk global forum.
- Equipping Octopus Energy to reduce emissions by making urban field service jobs 88% more efficient.

Climate Responsibility

Operational Footprint

Since 2016, Mapbox has measured and tracked our operational emissions each year.¹ In 2023 the Mapbox emissions inventory totaled an estimated 1,002.93 mT CO₂e, accomplishing a slight decrease despite company growth.² We decreased our Scope 2 emissions by approximately 23% by reducing office space in Washington, D.C. We began accounting for estimated Scope 1 emissions resulting from gasoline usage for testing vehicles. See Appendix A for details.



Mapbox offset all the estimated 39.97 mT CO₂e of Scope 2³ emissions from Mapbox offices with Energy Attribute Certificates (EACs) from renewable energy generation sources in the nearest available markets (see Appendix C), reducing our effective emissions total for 2024 to approximately 963 mT CO₂e.

Partnerships & Product Impact

Mapbox supports customers to use location technologies to scale their positive impact on emissions reduction and climate change. With automotive customers like [BMW](#) and logistics customers like [Wolt](#), Mapbox is helping commercial fleets and personal vehicles to reduce their emissions. With utility customers like [Kraken Technologies](#) and [Sunna Group](#), Mapbox is supporting the transition to renewable electricity generation.

FEATURED IMPACT PARTNERSHIP



With Mapbox-powered routing on the field service optimization platform [Kraken Field](#), Octopus Energy reduced driving time by 300 hours per day, allowing field engineers to cut 4 million miles and complete an additional 150,000 service appointments annually, or an 88% increase in urban job efficiency. By reducing unnecessary travel, Octopus Energy avoided 600 tons of annual CO₂ emissions.

¹ For Scope 3 emissions, Mapbox currently accounts for emissions from business travel, ground transportation, and data center usage.

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

³ 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.

Environmental Responsibility

Operational Footprint

Although Mapbox does not operate in a sector typically associated with environmental damage, we continually seek opportunities for environmentally-conscious operations.

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. Our universal Product Terms prohibit the use of Mapbox products in ways that might contribute to significant environmental damage in the event of product failures or outages. Our Responsible Procurement policy guides the evaluation of the environmental responsibility of potential suppliers for purchases such as office supplies, software, and employee and clients gifts.

Also in 2024, Mapbox organized events for Global Volunteering Month in April including local park clean-up events near our offices.



Partnerships & Product Impact

Mapbox customers use maps and location technologies to scale positive environmental impact. Mapbox supports organizations working for conservation, resource management, indigenous and community-led land stewardship, and responsible recreation.

FEATURED IMPACT PARTNERSHIP



Since 2014, Mapbox technologies have powered the work of AI2 conservation tech initiatives [EarthRanger](#) and [Skylight](#). The EarthRanger platform empowers protected area managers, ecologists, and wildlife biologists across the globe to make more informed operational decisions for wildlife conservation. The Skylight platform supports ocean conservation and fisheries management with AI-enhanced tools for monitoring illegal, unreported, and unregulated fishing.

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 with customers that apply our products for societal benefit. Our universal Product Terms prohibit use of Mapbox products in ways that violate basic human rights or civil liberties. Our Responsible Procurement policy further guides evaluation of the social responsibility of potential suppliers for purchases such as office supplies, software, and employee and clients gifts.

Mapbox gives back to local and global communities with time, skills, and donations. **In 2024, we:**

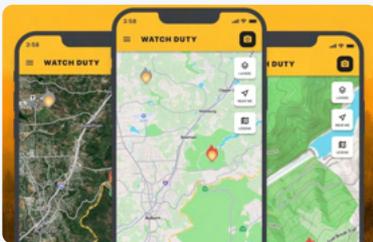
- Donated over \$1.5 million worth of Mapbox products to over 200 impact organizations.
- Matched employee donations for a total of \$39,413 donated to charity.
- Supported employees with up to 4 days of Volunteer Time Off to give back and invest in the communities they live and work in to support local charities, including the Food Lifeline, Hope Ry, and the Humanitarian OpenStreetMap Team.
- Sponsored and participated in the first annual Humanitarian OpenStreetMap Global Tele-mapathon.



Partnerships & Product Impact

Mapbox invests in hundreds of relationships with nonprofits and other impact partners each year with in-kind donations, pro bono technical support, and sponsorships. Partnerships span all themes of societal impact, from disaster response, to public health, education, social justice, and beyond.

FEATURED IMPACT PARTNERSHIP



[Watch Duty](#) provides live wildfire incident updates through a dynamic, map-based app built with Mapbox GL JS, Mapbox map tiles, and custom map styling. Watch Duty makes thousands of updates per day during wildfire season, and Mapbox ensures that this highly dynamic content is delivered with exceptional geospatial context and precision. This ongoing partnership began in 2024, supporting Watch Duty's remarkable growth to the top wildfire awareness app used in the United States.

Customer Responsibility

Data Partnerships

Mapbox gives back to open data communities and partnerships. **In 2024, Mapbox:**

- Donated over \$400,000 worth of Mapbox services to support OpenStreetMap operations.
- Renewed our Gold Corporate Membership with the global OpenStreetMap Foundation.
- Renewed as an Associate Organizational Member of OpenStreetMap US.
- Sponsored the 2024 State of the Map US and State of the Map Europe.
- Continued support of the [Development Data Partnership](#), convened by the World Bank.



**OpenStreetMap
Foundation**



Safety

Safety is an important consideration in Mapbox product development. **In 2024, Mapbox:**

- Introduced [zone avoidance](#) capabilities for routing to enhance fleet safety for micromobility companies, delivery services, and more.
- Expanded a partnership with [Haptic](#) to enhance accessibility and safety of navigation applications for people with visual impairments.

Security and Compliance

Mapbox conducts regular internal security audits and works with external auditors to review software and service security configurations. Mapbox data processing and storage infrastructure for product testing and production are housed in AWS cloud, and business information is stored in Google Drive. See Appendix F for a summary of our security practices. In 2024:

- Mapbox secured SOC 2 Type II compliance.
- Mapbox was TISAX certified.
- All employees completed mandatory annual security training.
- Mapbox identified and [reported](#) 13 service incidents (outages or delays).
- Mapbox experienced no data breaches.

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.⁴ The Mapbox Privacy Policy and additional privacy resources are available at:

<https://www.mapbox.com/legal/privacy>

⁴ 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.

Employer Responsibility

The people of Mapbox are what sustains, inspires, and drives our company. In 2024, Mapbox continued to support employees with flexibility of work spaces, creating opportunities for connection, and delivering tools and technology for new ways of working. Of the total 819 Mapbox employees in December 2024, 26% (264) were based in North America, 61% (503) in Europe, and 7% (52) were based in Asia. 98% (803) of employees were full-time employees and 2% (16) were contractors.

Engagement, diversity, and inclusion

Since our founding, we have maintained company-wide platforms for employees to engage with each other and with leadership. These forums include Q&As, All Hands meetings, open documentation across teams, and Employee Engagement surveys. **In 2024, Mapbox:**

- Saw 79% of employees complete the 2024 'Pulse' survey regarding topics including employee engagement, management, leadership, feedback and recognition, company confidence, communication, inclusion, collaboration, and additional topics.
- Continued our internal employee recognition program called 'Mapbox Awards' to recognize accomplishments across the company.

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 workplace free from discrimination and harassment. **In 2024:**

- 100% of eligible employees received bi-annual performance and career development reviews, including manager reviews and peer-feedback.
- Percent of women employed was 32% (261).⁵
- Percent of employees from minority and/or vulnerable groups was 17% (135).⁶
- Of top executive positions, 44% (4/9) were held by women and 33% (3/9) were held by members of minority and/or vulnerable groups.⁷

Mapbox employees come from a range of cultural, ethnic, social, economic, and educational backgrounds. Across the company, 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. All Mapbox employees complete Anti-Harassment training every two years and must sign our internal Diversity & Inclusion Policy.

In 2024, Mapbox:

- Invested and supported 4 Employee Resource Groups.
- Celebrated recognition months including Women's History, Black History, Asian Pacific Islander, and Pride.

⁵ Note: Not all employees fill out the "Gender" field in HR systems.

⁶ Note: Employees that entered "Decline to Answer" or "Two or More Races" in HR systems are not included in the count.

⁷ Note: Based on volunteered information; excludes Board of Directors.

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 remain competitive. Performance evaluations for merit raises occur annually, while potential promotions are reviewed twice annually. 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, and supportive of the overall well-being of our employees.

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. A 401(k) with an immediately vested annual match of 4% is 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 2024:

- Mapbox continued enhanced leave of absence benefits for employees in North America (18 weeks of parental leave for birth parents and 8 weeks for non-birth parents, at 100% pay).
- Mapbox continued to offer a flexible paid time off (PTO) policy for all new employees in North America, providing unlimited vacation and sick time.
- Mapbox continued to provide a benefit concierge service for employees in the US to help employees and their families navigate healthcare decisions.
- Mapbox continued our remote-first policy as well as support for office spaces in Washington D.C., Helsinki, Minsk, London, Berlin, and Tokyo, allowing flexibility for where employees choose to work.

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.

Mapbox provides employees with an annual Lifestyle Spending Account (or equivalent local program) to cover expenses such as work-from-home costs, wellness, and student loan repayment. Employees and their families have access to coaching, counseling, and wellness tools through Lyra, as well as Calm app memberships. Mapbox encourages employees to utilize their paid time off to support their mental health. In addition to local holidays, Mapbox observes a yearly winter break in most regions to allow employees to rest and spend time with their loved ones.

In 2024, Mapbox:

- Had zero reportable incidents (US) or notable occupational health issues (globally).
- Continued offering a company-wide Well-being Day, offering employees paid time to disconnect and spend time recharging however they choose.
- Provided all employees with Business Travel Accident insurance in the event of any travel inconveniences, security issues, or medical emergencies while on business travel.
- Continued the onsite Health and Safety Committee in Helsinki; held regular, ongoing Committee meetings; and offered first aid training sessions.

Training

Mapbox invests in a culture of learning and professional growth for employees every day. In 2024 Mapbox offered 8 different training programs for employees. In addition, Mapbox employees completed 3,753 hours of training coursework on the Udemy Business learning platform in 2024. Udemy courses are available to all Mapbox employees and span multiple subject areas from business operations, to highly technical and specialized offerings, to personal development areas such as language skills.⁸ In 2024, the average hours of training per year per employee was 7.9 hours (see Appendix D).

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.

Governance

Mapbox leadership upholds our commitment to conducting business in a manner that promotes good corporate 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 whistleblower procedure and all managers are required to report any concerns raised to them or observed either to HR or to their manager promptly and appropriately. All employees receive training on these procedures. Internal policies are available for all employees to reference.

In 2024 the Mapbox Board of Directors consisted of:

- Peter Sirota, CEO, Mapbox
- Laurel Finch, General Counsel & Secretary of the Board
- Greg Moon, Board Member
- Ira Ehrenpreis, Board Member
- Randy Glein, Board Member
- Vikas Parekh, Board Member
- Brad Feld, Board Member

⁸ A full list of the courses offered can be viewed at <https://info.udemy.com/rs/273-CKQ-053/images/UdemyforBusinessCourseList.pdf>

At the end of 2024 the Mapbox Executive Leadership consisted of:

- Peter Sirota, CEO
- Young Hahn, CTO
- Scott Hill, CFO
- Laurel Finch, General Counsel
- Cherie Wong, SVP of Location Services
- Garrett Miller, GM, Navigation & Search
- Holly Nicola, Head of Marketing & Communications
- Alex Barth, VP of Automotive
- Ali Anthes, Head of Talent Acquisition and People Operations

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 procedures 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. **In 2024, the Compliance Committee:**

- Received no reports of concerns.
- Collaborated with teams at Mapbox to proactively 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 2024 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 2020-2024

Emissions source	Scope	Data source	2020 (mT CO2e)	2021 (mT CO2e)	2022 (mT CO2e)	2023 (mT CO2e)	2024 (mT CO2e)
Travel Total	3		207.46	85.95	558.90	806.16	833.84
<i>Air travel team</i>		TripActions / Navan	147.87	71.14	393.18	518.80	589.24
<i>Air travel exec</i>		United	59.59	14.81	165.72	260.36	193.84
<i>Other airfare data</i>		Expense reports	n/a	n/a	n/a	27.00	50.76
Ground Transportation	3	Expense reports	17.81	7.6471	8.1812	12.68	3.66
Gasoline for testing fleet	1	Expense reports	n/a	n/a	n/a	n/a	14.44
Office energy	2	Building management	57	94.07	93.36	51.98⁹	39.965¹⁰
<i>Washington DC</i>			(164,583 KWh)	84.77 (265,267 kWh)	85.87 (268,724 kWh)	43.68 (139,020 kWh)	28.25 (99,954 kWh)
<i>Minsk</i>			n/a	8.02 (19,978.54 KWh)	6.77 (16,863.62 kWh)	7.29 (17,895.26 kWh)	7.47 (18,341 kWh)
<i>Helsinki</i>			n/a	1.28 (17,340 KWh)	0.71 (9,562.36 kWh)	0.96 (12,985.82 kWh)	3.09 (41,821 kWh)
<i>Tokyo</i>			n/a	not available	0.01 (734 kWh)	0.05 (3,572.60 kWh)	0.08 (6,004 kWh)
<i>London</i>			n/a	n/a	n/a	n/a	0.26 (4,986 kWh)
<i>Berlin</i>			n/a	n/a	n/a	n/a	0.80 (2,265 kWh)
Data center	3	AWS ¹¹	530	761.70	354.50	153.20	111.03
TOTAL			812.27	949.37	1,014.94	1,024.03	1,002.93

See Appendix B for methodology notes. Scope 3 emissions not currently tracked: Employee commuting; Waste generation; Shipping; Other purchased goods and services.

⁹ Offset with renewable energy EACs (see 2023 Sustainability Report)

¹⁰ Offset with renewable energy EACs (see Appendix C)

¹¹ With guidance from AWS Sustainability on data interpretation and conversions. 2023 onwards reported as Market-Based Emissions.

Appendix B: GHG emissions inventory methodology

Responsibility

The Mapbox Marketing team completes the annual emissions inventory and offset purchases, with assistance from Finance and Procurement.

Frequency

Mapbox collects data on GHG emissions annually, starting in January for the previous year.

Scope

For Scope 1 emissions, we estimate emissions based on expense reports for gasoline used for a small number of vehicles used for occasional product testing. Conversion from \$-value of expense reports is done using an estimated cost of gasoline, sourced from the U.S. EIA: average retail price of gasoline (all grades) in the United States was \$3.424 per gallon in 2024

(https://www.eia.gov/dnav/pet/pet_pri_gnd_dcus_nus_a.htm). 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 of 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 from the Tokyo Electric Power Company (<https://www.tepco.co.jp/en/hd/about/esg/highlights/index-e.html>).

For Scope 3 emissions, Mapbox currently accounts for emissions from business travel, ground transportation (rideshare rides, 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. For a small number of flights booked outside of Navan, we apply an approximation based on the flight costs in expense reports.
- 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)¹²
 - Assume average ride distance of 4.21 miles based on:
 - According to Sherpashare, the average Uber ride was 5.41 miles in 2015.¹³
 - According to 2017 research, the average ridehailing trip in the US was 6.6 miles.¹⁴
 - According to 2022 research, the mean of ridehail trips in San Francisco and New York City was only 0.61 miles.¹⁵
 - Mileage: Conversion based on 21.3 average MPG in the US (2023)¹⁶
- 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.

¹² Source: https://uber.app.box.com/s/ofabbnbmfanmyv3tdo45a7yvk7obcqy?uclid_id=9d135077-c3f2-4de6-9387-087da63389e3

¹³ Source: <https://www.forbes.com/sites/harrycampbell/2015/03/24/just-how-far-is-your-uber-driver-willing-to-take-you/?sh=5251ddc4597c>

¹⁴ Source: <https://www.nber.org/papers/w22776>

¹⁵ Source: https://www.researchgate.net/publication/361251568_Where_ridehail_drivers_go_between_trips

¹⁶ Source: <https://www.bts.gov/content/average-fuel-efficiency-us-light-duty-vehicles>

Appendix C: Scope 2 Emissions - Energy Attribute Certificates (EACs)

Certificate Project Type	Certificate Project Location	Vintage	Protocol Used to Estimate Emissions Reductions or Removals
Renewable Energy Certificate (REC)	United States	RY2024	100 MWh of electricity generated
Guarantees of Origin (GoO)	Poland	RY2024	19 MWh of electricity generated
Non-Fossil Certificates (NFC)	Japan	RY2025	7 MWh of electricity generated
Guarantees of Origin (GoO)	Europe (AIB)	RY2024	45 MWh of electricity generated
Renewable Energy Guarantees of Origin (REGO)	United Kingdom	RY2024	5 MWh of electricity generated

Appendix D: Employee Training in 2024

Training Programs - 2024	# of sessions	Avg. length of session	# of employees that completed training	Total # of hours
Global New Hire Onboarding Program	76 sessions offered	5.5 hours total per employee	283	1556
Manager Workshops: Preparing for Calibrations	2 sessions offered	1 hour	34	34
Manager Workshops: Writing and Discussing Performance Review Narratives	3 sessions offered	1 hour	24	24
Manager Workshops: Performance Management	5 sessions offered	1 hour	61	61
Manager Workshops: New 5 Point Review Rating Scale	3 sessions offered (in addition, a virtual session was available)	1 hour	55 (counting only attendees for the live sessions)	55
Development Check-In Workshop for Managers: Career Frameworks and IDPs	4 sessions offered; (in addition, a virtual session was available for managers and one for ICs)	1 hour	35 (counting only attendees for the live sessions)	35
Compliance, Anti-Harassment and Discrimination ¹⁷	1 session offered per employee	1 hour (Non-Supervisors) 2 hours (Supervisors)	43 (Non-Supervisors) 3 (Supervisors)	49
Security & Compliance Training	1 online session	0.5 hours	883	442
Udemy Business training courses including Security Awareness Training (asynchronous)	1103 unique courses	various	950**	3753
			Total	6009
			Average	7.9

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

**Number is greater than total headcount in December 2024 because former employees had access to Udemy while they were at Mapbox and all new hires are given access.

¹⁷ Anti-Harassment and Discrimination training is administered to all Mapbox employees in the US and Canada every two years. In 2024, this training was assigned to only new employees and will be assigned to all eligible employees in 2025 to follow the two year cadence.

Appendix E: 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 2024 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 2024 to 31 December 2024 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	2024 Sustainability Report - p. 2, p. 9
		2-2	Entities included in the organization's sustainability reporting	Mapbox Inc.
		2-3	Reporting period	January 1, 2024 - December 31, 2024
		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	2024 Sustainability Report - p. 2

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; Development Data Partnership
		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	2024 Sustainability Report - p. 9
		2-10	Nomination and selection of the highest governance body	Not disclosed at this time.
		2-11	Chair of the highest governance body	None
		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	2024 Sustainability Report - p. 9
		2-26	Mechanisms for seeking advice and raising concerns	2024 Sustainability Report - p. 9
		2-27	Compliance with laws and regulations	2024 Sustainability Report - p. 9
		205-1	Operations assessed for risks related to corruption	2024 Sustainability Report - p. 9
		205-2	Communication and training about anti-corruption policies and procedures	2024 Sustainability Report - p. 9
		205-3	Confirmed incidents of corruption and actions taken	2024 Sustainability Report - p. 9

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	2024 Sustainability Report - p. 9
		408-1	Operations and suppliers at significant risk for incidents of child labor	2024 Sustainability Report - p. 9
		409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 Sustainability Report - p. 9
		415-1	Political contributions	2024 Sustainability Report - p. 9
Employees				
		2-7	Employees	2024 Sustainability Report - p. 6-7
		2-8	Workers who are not employees	2024 Sustainability Report - p. 6-7
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore			2024 Sustainability Report - p. 6-7
		2-19	Remuneration policies	2024 Sustainability Report - p. 6-7
		2-20	Process to determine remuneration	2024 Sustainability Report - p. 6-7
		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	2024 Sustainability Report - p. 7
		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	2024 Sustainability Report - p. 7
		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	2024 Sustainability Report - p. 8

SASB code	SASB Description	GRI code	GRI Description	Response, link or additional information
		403-2	Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report - p. 8
		403-3	Occupational health services	2024 Sustainability Report - p. 8
		403-4	Worker participation, consultation, and communication on occupational health and safety	2024 Sustainability Report - p. 8
		403-5	Worker training on occupational health and safety	2024 Sustainability Report - Appendix D
		403-6	Promotion of worker health	2024 Sustainability Report - p. 8
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Report - p. 8
		403-8	Workers covered by an occupational health and safety management system	2024 Sustainability Report - p. 8
		403-9	Work-related injuries	2024 Sustainability Report - p. 8
		403-10	Work-related ill health	2024 Sustainability Report - p. 8
		404-1	Average hours of training per year per employee	2024 Sustainability Report - Appendix D
		404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report - p. 8
		404-3	Percentage of employees receiving regular performance and career development reviews	2024 Sustainability Report - p. 6
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	2024 Sustainability Report - p. 6
		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			2024 Sustainability Report - p. 6
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	2024 Sustainability Report - Appendix A
		302-2	Energy consumption outside of the organization	2024 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	2024 Sustainability Report - Appendix A
		302-5	Reductions in energy requirements of products and services	2024 Sustainability Report - Appendix A
		305-1	Direct (Scope 1) GHG emissions	2024 Sustainability Report - Appendix A
		305-2	Energy indirect (Scope 2) GHG emissions	2024 Sustainability Report - Appendix A
		305-3	Other indirect (Scope 3) GHG emissions	2024 Sustainability Report - Appendix A
		305-4	GHG emissions intensity	Not disclosed at this time.
		305-5	Reduction of GHG emissions	2024 Sustainability Report - 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	2024 Sustainability Report - p.3-4
		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	2024 Sustainability Report - p.4
Customer Safety and Privacy				
		416-1	Assessment of the health and safety impacts of product and service categories	2024 Sustainability Report - p.5-6
		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	<p>Description of policies and practices relating to behavioral advertising and user privacy</p> <p>Number of users whose information is used for secondary purposes</p> <p>Total amount of monetary losses as a result of legal proceedings associated with user privacy</p> <p>(1)Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure</p> <p>List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring</p> <p>(1)Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected</p> <p>Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards</p>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None to report. Protections and policies describe in 2024 Sustainability Report - p. 6, Appendix F
Managing Systemic Risks from Technology Disruptions				
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime			2024 Sustainability Report - p. 6
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations			2024 Sustainability Report - p. 6
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			Not disclosed at this time.
TC-SI-000.C	Amount of data storage, (2) percentage outsourced1			Not disclosed at this time.

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	Minimal impact on biodiversity or habitat from office locations and operations. No manufacturing activity.
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 F: Mapbox Security Practices

- **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.