



Philanthropic initiatives report

Q2' 2023



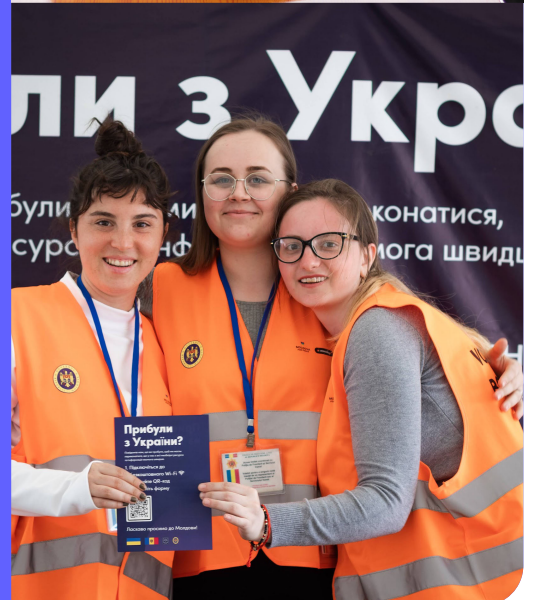
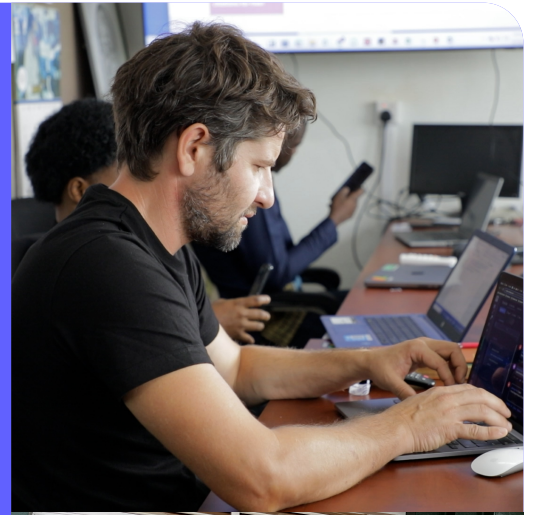
Bridging the digital divide for nonprofits

On May 21, 2021, we established our philanthropic initiative with the aim of bridging the digital divide for nonprofits.

Since founding monday.com, we have been committed to giving back and creating an impact. This commitment has only been strengthened after going public and anchoring our vision as part of our 20F.

Our philanthropic initiative is currently centered around two pillars that enable us to take our expertise and product and bring them to life in the nonprofit world: Digital Lift and Emergency Response Team (ERT).

In this report, we will share the impact of these pillars.



MONDAY.COM
EMERGENCY
RESPONSE
TEAM

DIGITAL
LIFT

MONDAY.COM EMERGENCY RESPONSE TEAM



Emergency Response Team leaders Dana Yaari and Anton Driz on site in Uganda

The Emergency Response Team scales the impact of aid organizations during their response to disasters

The team provides on-the-ground support and complete digital transformation during the disaster stage, as well as in preparedness and recovery. The team is run by two people, and its work is largely executed with the support of monday.com volunteers. These volunteers are ready to travel to crisis areas as emergencies occur and support the digital needs as they arise.

Impact*

75

Volunteers

24

Projects / 20+ Countries

2,275

Hrs Donated

*as of June 30, 2023 from inception

Geographical spread of projects



Key collaborative projects**



Digitizing the management of 94 shelters

Latin America refugee crisis

In this project we worked with Télécoms Sans Frontières (TSF), the world's first NGO focusing on emergency-response technologies.

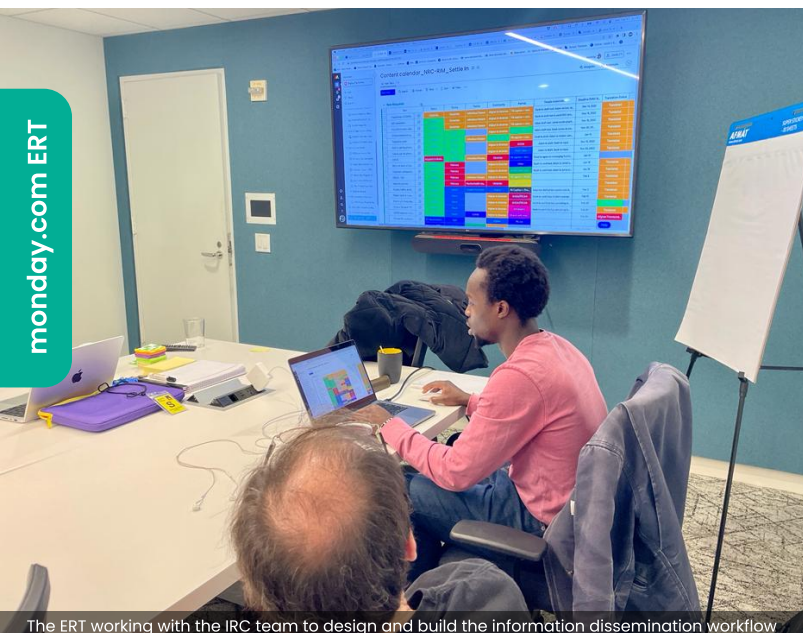
monday.com's Emergency Response Team built a complete digital solution for data collection and management of relief support. This allows TSF to provide tailored aid and information to potentially 360,000 migrants and refugees, enabling them a safer journey.

The impact:

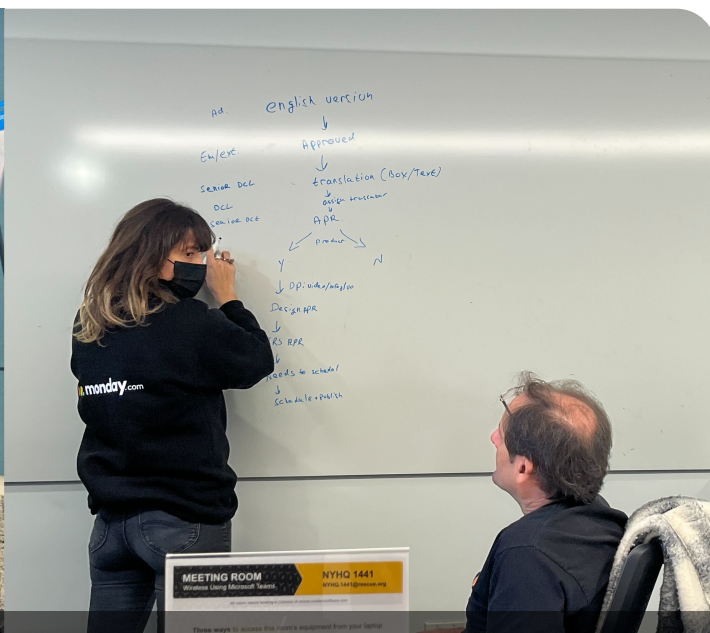
- Digitized the management of 94 migrant shelters
- Possibly enabling safer journeys for up to 360,000 asylum seekers per year
- Trained a team of 6 TSF staff on the monday.com platform



The ERT working with TSF in Mexico to visualize the path of the migrants throughout Mexico



The ERT working with the IRC team to design and build the information dissemination workflow



Dissemination of critical information to newcomers

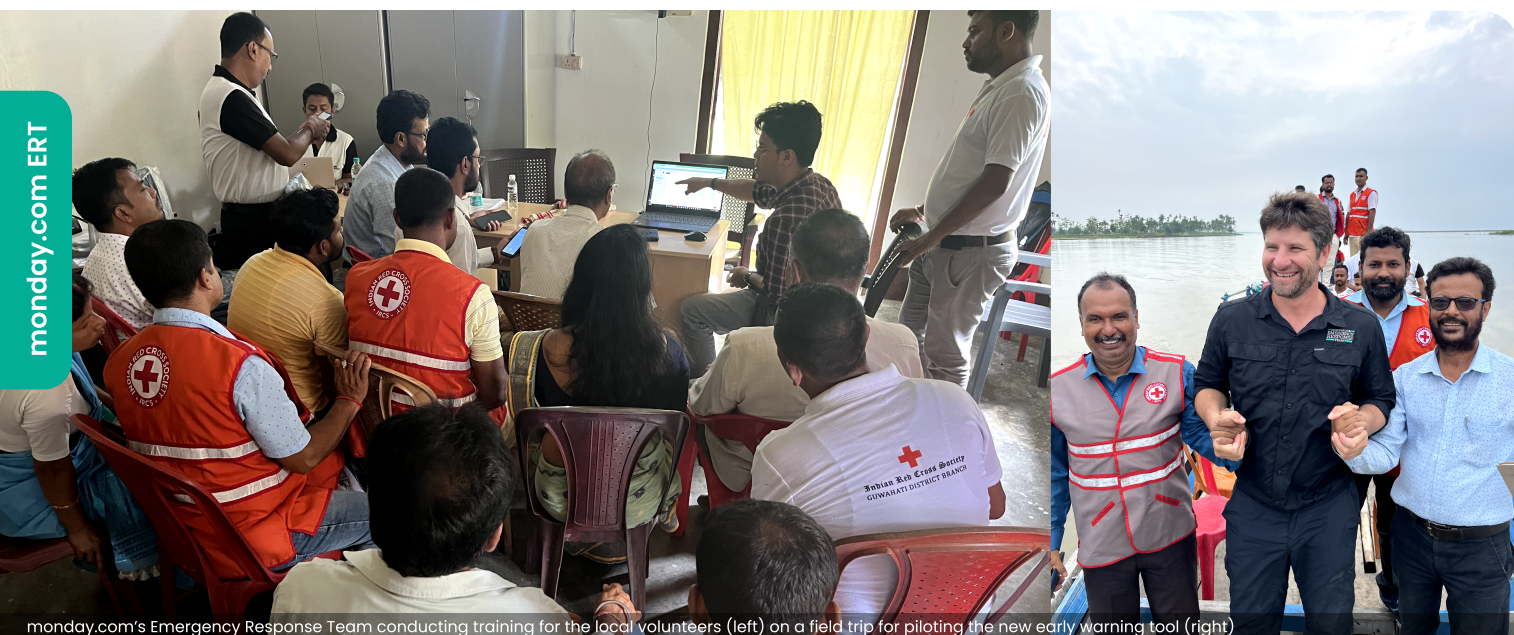
Afghan and Ukrainian refugee crisis

In this project we worked with the International Rescue Committee (IRC), an international NGO that works in over 40 countries to aid people affected by humanitarian crises survive, recover, and rebuild their lives.

monday.com's Emergency Response Team designed a solution that allows the IRC to efficiently create and disseminate time-sensitive information and provide Ukrainian and Afghan displaced people with relevant guidance for their settlement process.

The impact:

- Trained a team of 4 IRC staff
- Since the monday.com training, the IRC Facebook pages for Afghans and Ukrainians reached 425,391 users with timely, accurate, and linguistically appropriate information about resettlement services and life in the U.S.



monday.com's Emergency Response Team conducting training for the local volunteers (left) on a field trip for piloting the new early warning tool (right)



Reducing the impact of floods

Floods in Assam State in India

In this project we worked with The Indian Red Cross Society Assam state, a voluntary emergency humanitarian organization with a network of over 700 branches throughout India.

monday.com's Emergency Response Team partnered with two tech companies to develop and pilot a comprehensive flood early warning system, combining weather monitoring, mass notifications, and centralized communication using monday.com as an aggregator.

The impact:

- Developed a flood early warning system activation tool for a district of one million people
- Trained a team of 4 Red Cross staff

** The data indicated in this section was provided by the organizations

Our ongoing projects

There are 5 ongoing projects in different stages of progress, expected to be completed by the end of the year. These projects are located in Ethiopia, Panama, Caribbean, Paraguay, and other regions, and include:

Designing a comprehensive digital solution **enabling a major UN organization to gather and visualize data from disaster zones**, including needs assessments and situational analysis reports. The information will then be centralized on the monday.com platform, fostering better collaboration and response during emergency activation.

Planning an **early warning system and activation workflow for the management and monitoring of droughts and floods in South America** and creating a cross organizational digital tool for several disaster response organizations operating in the country.

Designing a digital platform for a **major disaster management organization in the Caribbean** for coordination, management, collaboration, and activation in the region.

Designing a digital platform on monday.com to **coordinate flight and cargo operations for a major disaster responding INGO** to service hundreds of other frontline organizations. It will also streamline the deployment of aid workers and essential relief items to those in need.

Partnering with leading foundations, UN agencies, and private businesses worldwide to enable **collaboration between the private sector and disaster response organizations** to coordinate the sending of relevant aid from the private sector to disaster zones.



Digital Lift's mission is to close the digital divide in the nonprofit sector worldwide. We do this by empowering nonprofits to become more efficient in what they do through the adoption of technology

Impact*



800+

Volunteer Hrs



\$970K

Total Grants

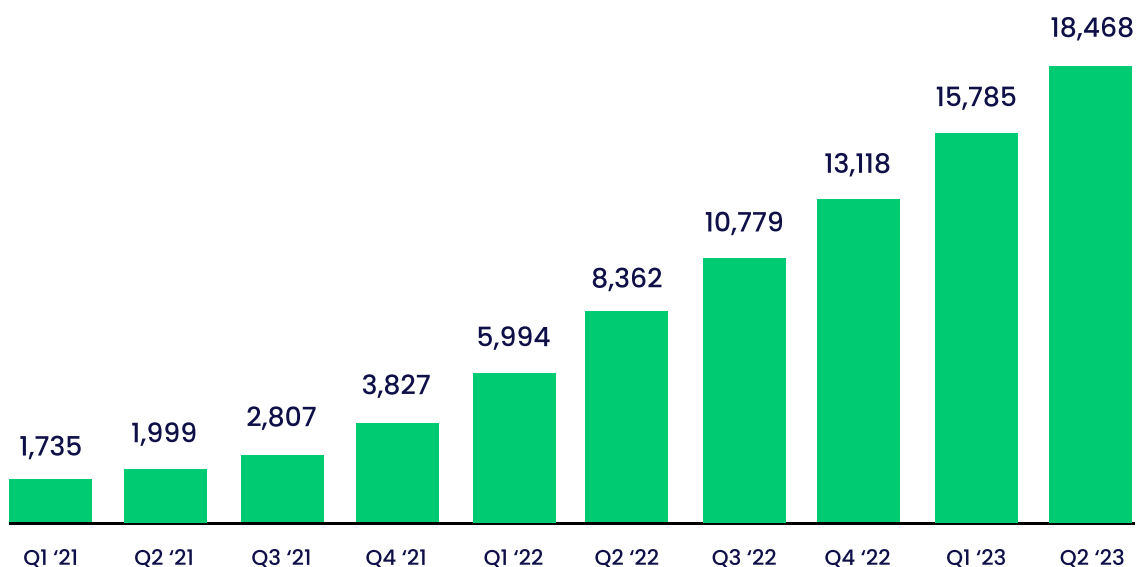


~20K

New Software Accounts

*as of June 30, 2023 from inception

Eligible NPOs scaling their impact with monday.com



Service Catalog

Product

The Digital Lift team created a custom solution for nonprofits to manage their fundraising operations.

Technology grants

Through these grant offerings, NPOs can purchase tools to close additional digitization gaps.

Implementation support

Optimizing how NPOs adopt technology solutions through product webinars, educational programs, volunteering initiatives, and consulting.

Transformation Projects***



Data management of asylum seekers with UNHCR

UNHCR is the United Nations High Commissioner for Refugees working across 135 countries and assisting millions of people who have lost their homes due to conflict and persecution find durable solutions.

Digital Lift's support

Built a system to effectively aid the data and response management of thousands of asylum seekers who are being interviewed for Canadian Sponsorship Programs.



"The efficiency monday.com is providing is extremely impressive."

Karen Hitschke, Chief Operating Officer
WHO foundation



The Digital lift team at monday.com's TLV office

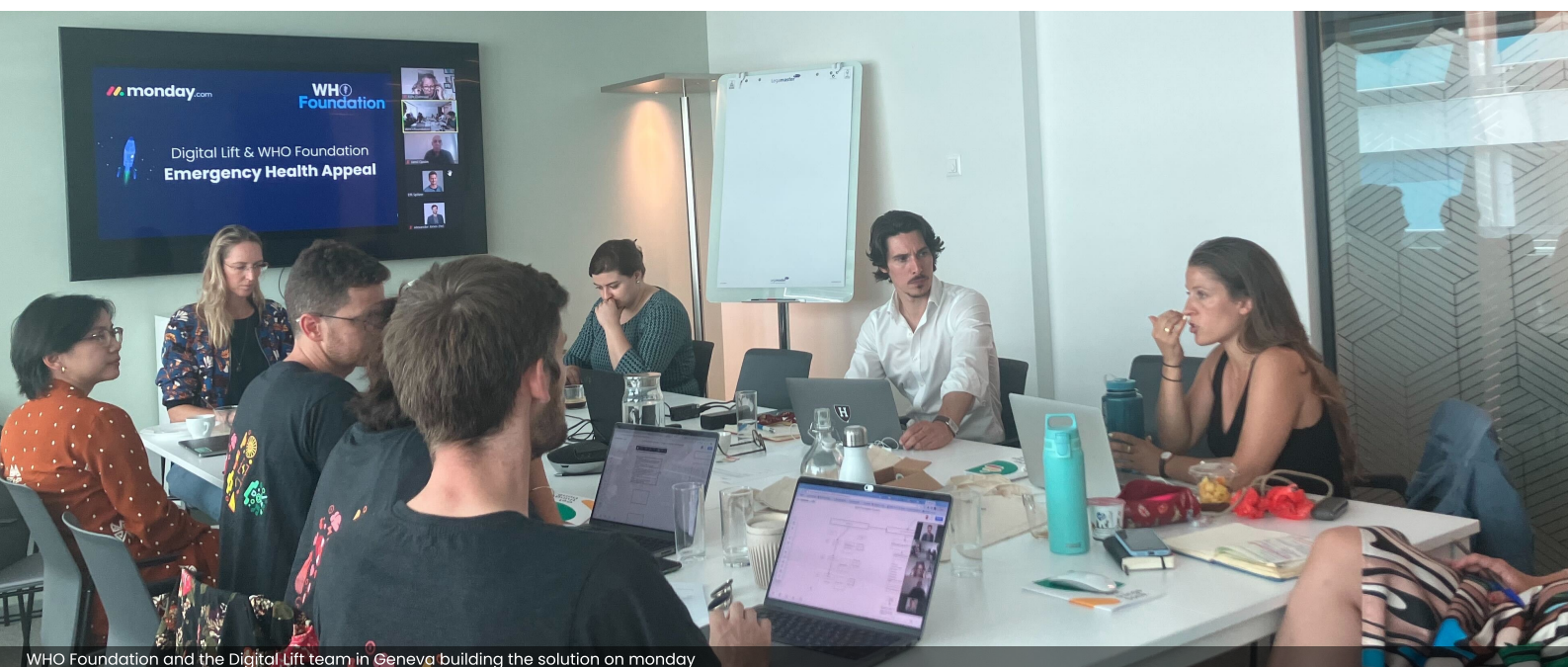


Health Emergency Monitoring with WHO Foundation

The WHO Foundation mobilizes private capital with the goal of achieving health equity for all. Since its inception, the foundation has raised nearly USD 80 million through their campaigns, most of which have supported WHO's response to health emergencies.

Digital Lift supported the WHO foundation in two ways:

- Streamlined the process of monitoring the health impacts of emergencies around the world
- Built a project management system to efficiently support the activation of health emergency fundraising campaigns



WHO Foundation and the Digital Lift team in Geneva building the solution on monday



Consolidating all operations with iamtheCODE

A United Nations backed nonprofit and the first African led movement with the goal of teaching 1 million girls how to code by 2030.

Digital Lift's support

Developed and maintained a donor database for improved communication and tracking, led the management of projects targeting young refugee women and aligning with the UN's SDGs, implemented a robust KPI tracking system on monday.com and more.



Digitizing grant-making with Outright International

Outright International works with partners around the globe in over 110 countries to strengthen the capacity of the LGBTIQ human rights movement.

Digital Lift's support

Built a system for Outright International to efficiently distribute millions in funding to LGBTQ+ communities worldwide.

*** The data indicated in this section was provided by the organizations

Corporate structure

We are in the process of incorporating an independent Israeli public benefit company, which will be responsible for carrying out our social responsibility mission. Costs associated with the equal impact initiatives shall be recognized as revenues of the Israeli public benefit company

One-time grant

We committed to donate 1% of the gross IPO proceeds (excluding the concurrent private placement) to the equal impact initiative, which amounted to \$6.3 million.

Operational cost

As of June 30, 2023, approximately \$5.1 million of the aforementioned \$6.3 million has been utilized.

10% equity pledge

Per our IPO pledge to contribute 10% of our equity to the Equal Impact Initiative, once the Public Benefit Company is established, we will assign 778,500 shares (which constitute 2% of monday.com's Pre-IPO issued and outstanding share capital) to such company. We intend to issue the remaining 8% over a period of approximately 10 years, per monday.com's discretion.