



1H24 social impact report

The Foundation

The monday.com Foundation (“Foundation”) is a philanthropic initiative focused on supporting communities across the world through technology, human capital and financial resources.

The Foundation was incorporated in Israel in 2024 as a Public Benefit Company (a nonprofit organization for public purposes).

Upon its incorporation, various social impact initiatives that were part of monday.com’s philanthropic efforts were transferred into the Foundation, including the Emergency Response Team and Tech School.



The initiatives

Currently, the Foundation provides technology and essential skills to empower emergency response teams and youth from underserved communities, bridging the digital divide. Our teams take a proactive role in our initiatives, continuously measuring impact, scaling our work, and progressing to improve.

In this report, we will share the impact of these initiatives over the first half of 2024. For information about our social initiatives for the year 2023 please refer to monday.com’s [2023 20F report](#) and to monday.com’s [2023 ESG report](#).



The Emergency Response Team (“ERT”) partners with the humanitarian aid sector to enhance and scale its core disaster response operations and impact with the monday.com platform. The initiative is run by a team of humanitarian experts, and volunteers from monday.com and the greater ecosystem.



Tech School is a new program launched in 2023, that empowers youth from underserved communities with tech skills and innovation in order to close the digital gap. The initiative is run by an expert social impact team together with educational professionals, and supported by industry leaders and mentors.

Foundation funding

Prior to its initial public offering (“IPO”), monday.com pledged to contribute 10% of its equity to its philanthropic initiatives, of which 2% was allocated prior to the IPO (amounting to 778,500 shares).

High level figures

2021

Operations began

\$7m+

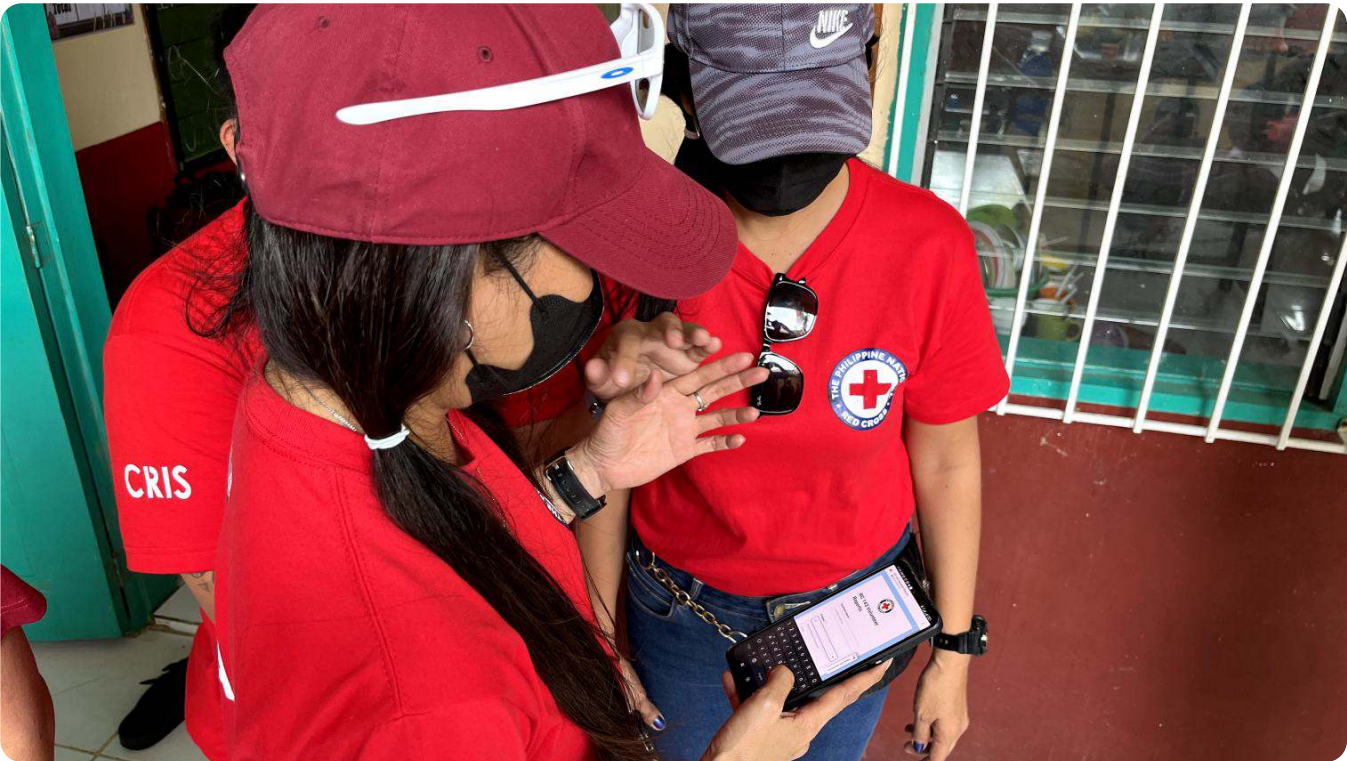
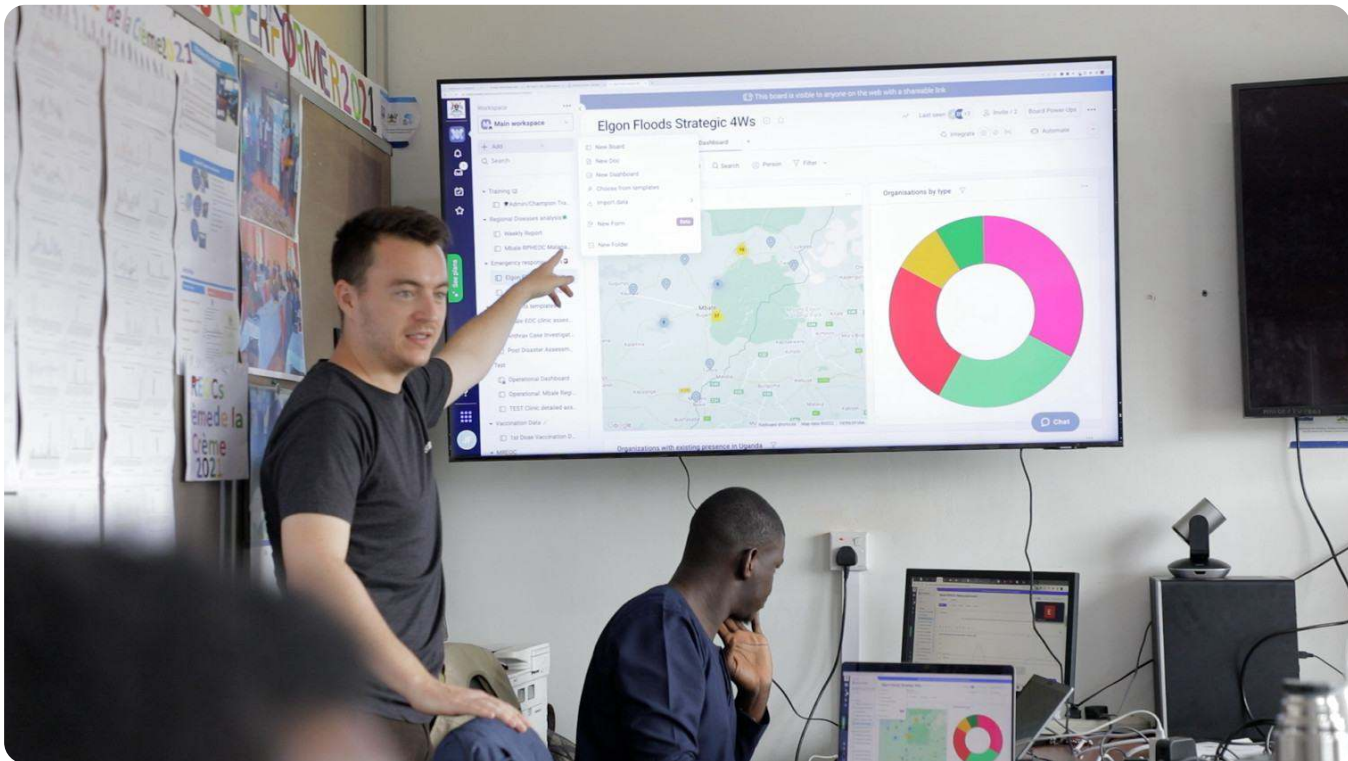
Fund allocation

2024

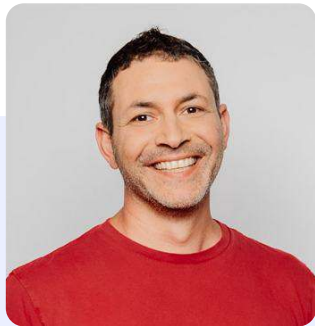
Incorporated

8

Employees



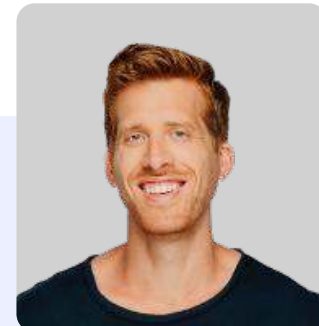
Board members



Roy Mann

Co-Founder & Co-CEO,
monday.com

Roy Mann is monday.com's (NASDAQ: MNDY) Co-Founder and has served as Chief Executive Officer (CEO) and as a member of the Board of Directors since 2012. He previously served as a senior technology leader at Wix.com Ltd. (NASDAQ: WIX). Roy co-founded SaveAnAlien.com, where he led the company's technology vision and operations, as well as ntt.co.il, where he served as CEO. He holds a B.A. in Computer Science from the Interdisciplinary Center Herzliya, Israel.



Eran Zinman

Co-Founder & Co-CEO,
monday.com

Eran Zinman is monday.com's (NASDAQ: MNDY) Co-Founder and has served as Co-Chief Executive Officer since 2020, as well as a member of the Board of Directors since 2018. He previously served as monday.com's Chief Technology Officer between 2012 and 2020. Eran previously served as the Research and Development Manager on the founding team of Conduit Mobile (now Como) at Conduit Ltd., as well as the Co-Founder and CEO of Othersay. He holds a B.Sc. in Computer Science and Electrical Engineering from Tel Aviv University, Israel.



Adi Soffer Teeni

VP & GM Israel, Meta

Adi Soffer Teeni is the VP and GM of Meta (NASDAQ: META) in Israel, joining in 2014 to establish the site. The Israeli Meta office focuses on growing and building the B2C tech ecosystem in Israel, working with companies ranging from early-stage startups to unicorns. Previously Soffer Teeni served as the CEO of Wall Street Israel, Kidum Group and as the GM of [888.com](https://www.888.com). Soffer Teeni is a member of the Board of Directors of Unistream, KamaTech, Yozmot Atid, MEET and other NGOs, aiming to integrate diverse societies into the Israeli Tech community. She has also invested in several Israeli startups. She holds a bachelor's degree in Law from Tel Aviv University and an MBA from the university's Kellogg-Recanati International Executive MBA program.

Board members



Ron Gutler

Former Chairman of
Nice Systems

Ron Gutler serves on the board of directors of WIX Ltd. (NASDAQ: WIX), Cyberark Software (NASDAQ: CYBR) and Fiverr (NYSE: FVRR). Prior to that, Mr. Gutler served as the Chairman of NICE Systems Ltd. (NASDAQ: NICE), and Chairman of G.J.E. 121 Promoting Investment Ltd.. Previously, Mr. Gutler managed the Blue Border Horizon Fund, and was Managing Director and a Partner of Bankers Trust Company. He also established and headed the Israeli office of Bankers Trust. Mr. Gutler holds a Bachelor of Arts in economics and international relations and an MBA, both from the Hebrew University in Jerusalem.



Keren Levy

Former President
of Payoneer

Keren Levy is the former President of Payoneer (NASDAQ: PAYO), joining in 2009 as its first COO, responsible for more than 1,000 people in 10+ locations globally. Since Payoneer's IPO Levy became the company's global President and GM of Merchant Services, its new growth engine. Levy was very much involved in creating the company's DNA and its social responsibility activities. Previously, Levy established a department for global issuing and acquiring in Max, Israel's leading credit card company. Prior to that, Levy established and led a business unit in Cyota, which was acquired by EMC. Levy is a social activist and passionate for empowering SMBs worldwide.



Assaf A. Harlap

Colmobil Owner & Board Member

Assaf Harlap is a serial entrepreneur and impact investor who builds complex, value-driven organizations. He is an active owner and board member of Colmobil, Israel's largest car company, where he drives strategy, culture, and business development. Assaf co-founded MEET, an educational program for outstanding Israeli and Palestinian high school students, in affiliation with MIT University. For 20 years, MEET has identified and developed top young talent, teaching them how to work together and enact change. Assaf is an active impact investor supporting ideas and leaders that drive positive change, minimize suffering, maximize human potential, and improve the well-being of our planet and all its inhabitants.



The ERT partners with the humanitarian aid sector to enhance and scale its core disaster response operations and impact with the monday.com platform and auxiliary services.

27

Countries

68

Disaster projects

132

Volunteers

+3k

Hours of volunteering

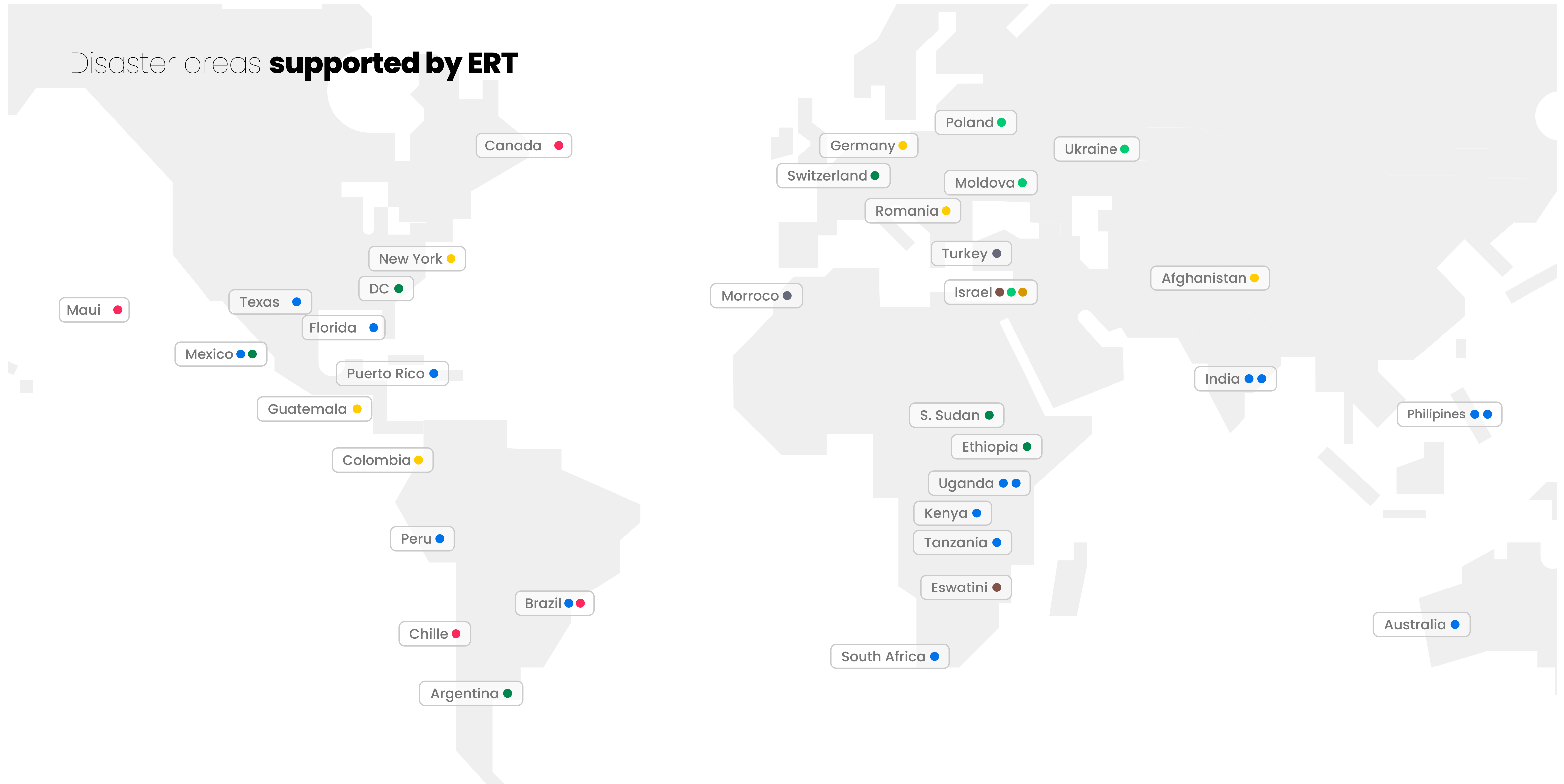
The team provides on-the-ground support and complete digital transformation in the disaster life-cycle, including in the preparedness, response, and recovery stages.

This includes disaster consultation, pro-bono monday.com licenses, tailored implementations, donation of tech equipment and ongoing support.

The ERT's work is executed with the support and participation of monday.com volunteers who are ready to deploy to crisis areas and support digital needs as they arise.

As of June 30, 2024, the ERT reached 27 countries and 68 disaster projects, enabling emergency response organizations to react in the fastest, most efficient way possible.

Disaster areas supported by ERT



- Wildfire
- Environmental
- Earthquake
- Biological
- Armed conflict
- Refugee
- Hurricane/flood
- Multi type

Key selected projects **Wildfire response at scale**



Chile Wildfires

In February 2024 Chile experienced the worst wildfires of the century, with over 10K hectares burnt, 6K houses destroyed and more than 130 lives lost.

The ERT partnered with seven local and international aid organizations that activated responses, and created relevant tools for data collection, needs assessments, aid distributions, inventory management, volunteer registration and much more.

>150K

People reached by our partners with food and relief items

>500

Small business owners registered to get support from our partners

>10

Aid workers trained on the platform

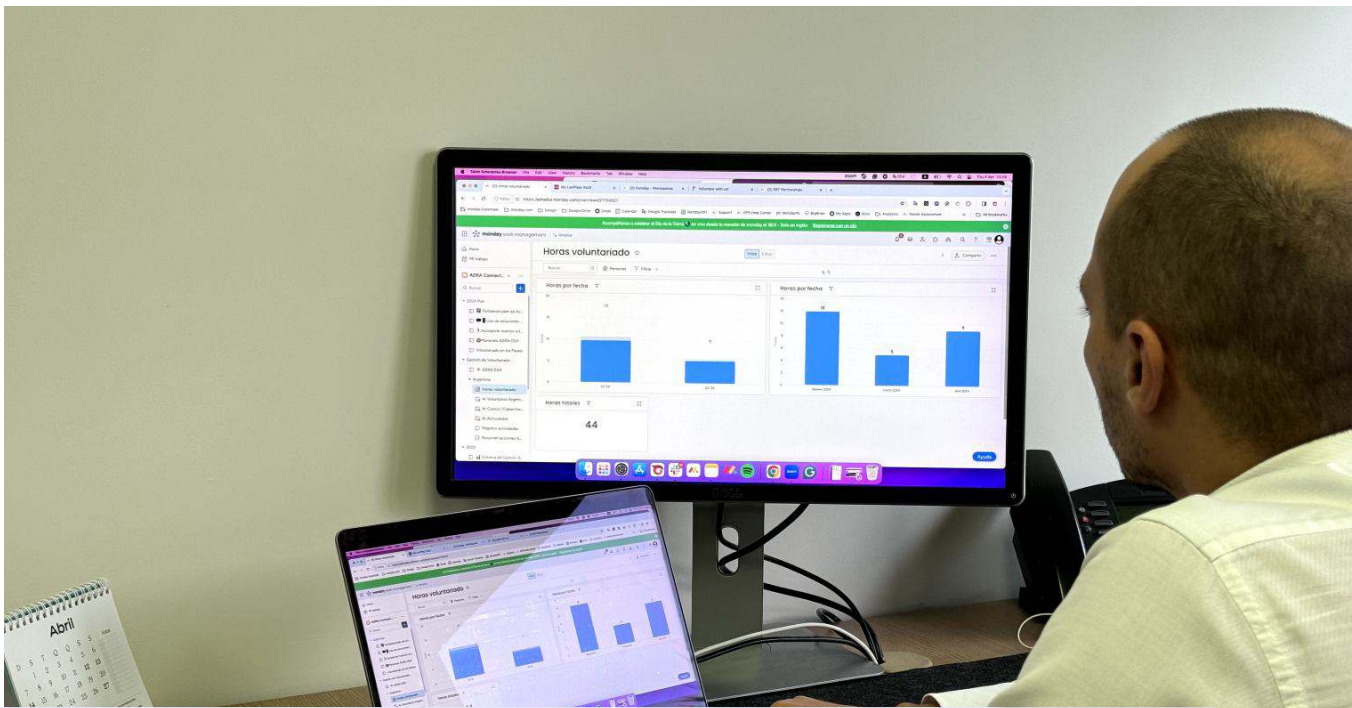
>100

Active users across our partners



*Impact measures are based on our partners records.

Key selected projects **Flood response at scale**



Rio Grande do Sul floods

In April and May 2024, heavy rainfall and flooding in the southern state of Rio Grande do Sul became the state’s worst weather-related emergency, with over two million people affected.

The ERT partnered with eight aid organizations and relief initiatives that activated responses in affected communities, and created tools for management of displaced person shelters, aid distribution coordination, needs assessments and more.

>6k

People were assessed through digital collection of needs

12

monday.com and ecosystem volunteers supporting our partners

30k

People were supported with relief distributions

>170

Active users across our partners



*Impact measures are based on our partners records.



Key selected projects **USA TORNADOS**

Texas storms

In May 2024, deadly tornadoes hit Texas and its surrounding states, with hurricane-force gusts and golf ball sized hail. Over 500k people were impacted, 24 killed, and hundreds of homes were destroyed.

The ERT partnered with Minuteman Disaster Response, which provides assistance in the immediate aftermath of disasters across the US to create a disaster activation and coordination workflow, helping our partner to effectively respond to four affected communities across Texas and Oklahoma, find the right volunteers, and track their impact

*Impact measures are based on our partners records.



3

Emergency response projects were managed in parallel through a collaborative workflow

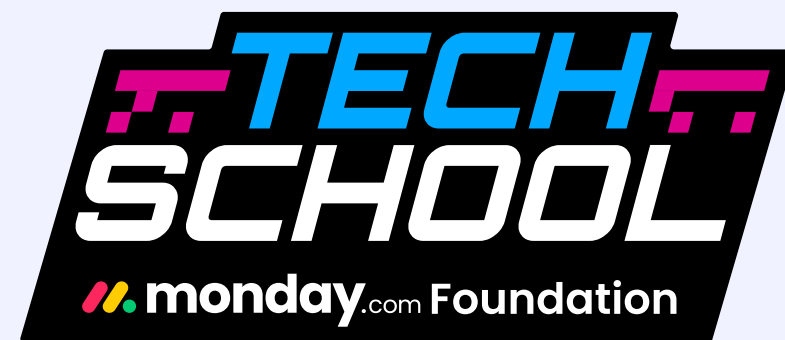
50

Historical projects were analyzed and visualized to measure impact and forecast trends

5

Aid workers directly trained on the platform





Tech School's mission is to close the digital gap by providing teens from underserved communities with access to technological tools and training. Tech School was launched in 2023 with the aim of equipping youth with the necessary skills to expand their career horizons in the tech industry and beyond.

Tech School partners with schools in the United States and Israel to build education programs focusing on 3D modeling, 3D printing and AI, while giving students the skills and confidence they need for their future careers.

The training is led by world-class experts, providing both teachers and students with direct training in these cutting-edge technologies. Each program ends with a Hackathon where students create 3D printed solutions to address challenges in their communities.

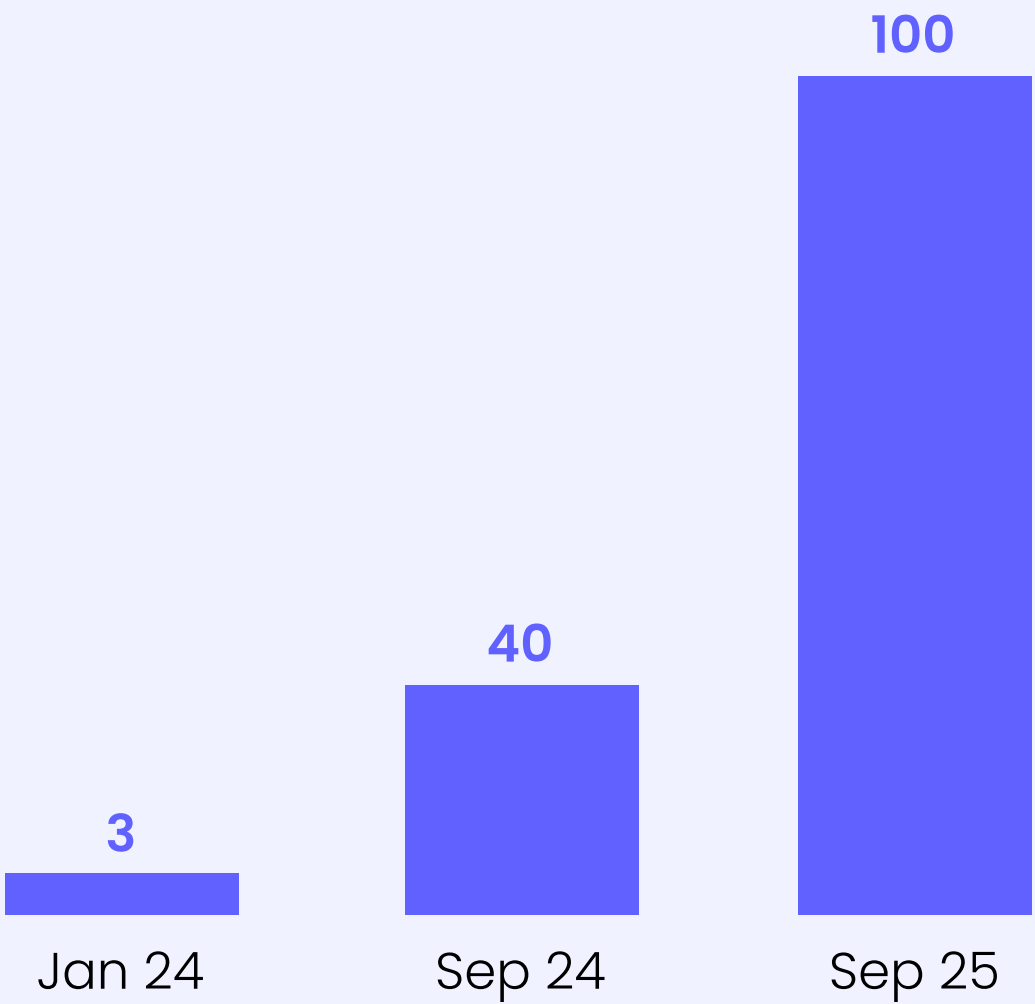
Using these tools, we aim to equip students with valuable tech skills, foster creative thinking and problem-solving, and make the tech industry more accessible to everyone.

The building blocks

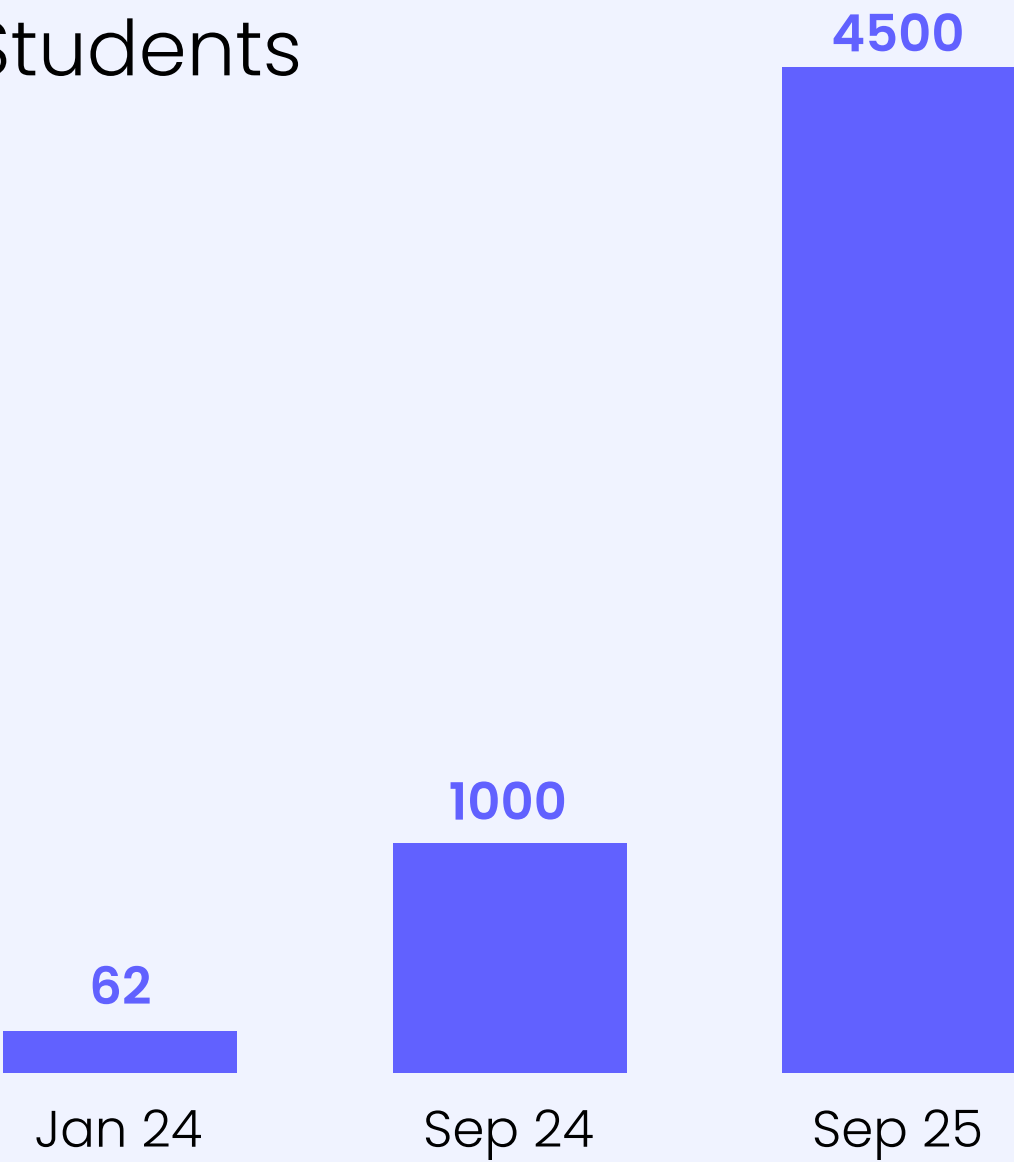


2024/2025 goals

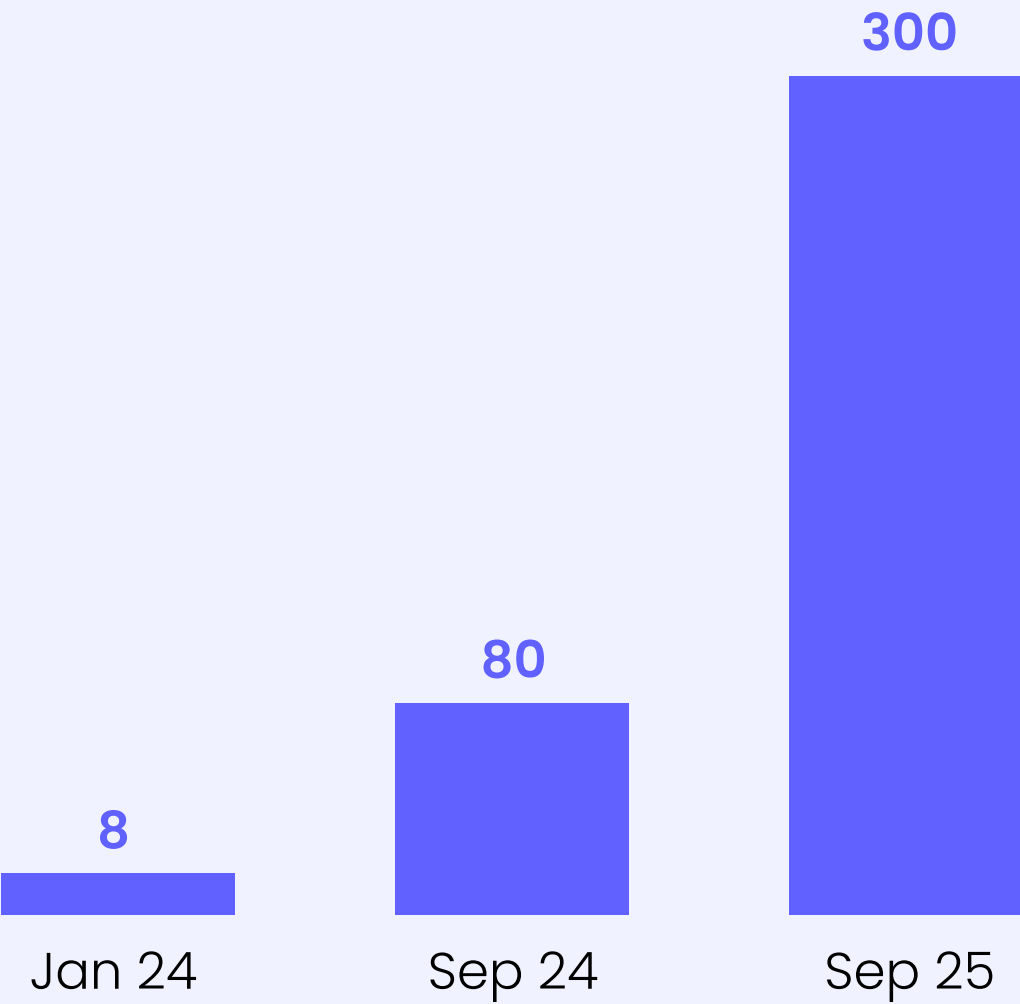
Schools



Students



Teachers



Key selected projects **Project #1**

Nationwide Teacher Training in Israel

Tech School trained 40 teachers from diverse communities across Israel. The comprehensive 3D printing training equipped these educators with the skills to effectively scale the program.

This initiative ensures that teachers are fully prepared to integrate the technology skills into their curricula, enabling scale while enhancing educational outcomes for students in the coming year.

40

Teachers from schools nationwide

5

Mentors working alongside the teachers

4-day

Intensive 3D printing course

80

3D-printed objects created by the teachers

“I wanted to thank you very much for the interesting training we had this week! Everyone that led the training was amazing! You gave me the confidence and now I believe that the sky's the limit and we can get there together, with one another's help!”

Michal Ladkani,
Teacher at Amit Ori School
Ma’ale Adomim



Key selected projects **Project # 2**

Sustainability Hackathon in NYC

We led a youth Hackathon in partnership with tech sector volunteers to generate 3D printed solutions for NYC’s sustainability future.

During our end-of-program Hackathon, students, guided by mentors from several tech companies, designed 3D objects with AI, aimed at improving NYC’s green future.

These projects focused on reducing pollution, solving urban problems, and engaging the community. The solutions included a 3D public art installation on the Empire State Building about climate change, a self-driving bus, and a community kiosk offering safety and health services to New Yorkers.

14

Students

14

Volunteers

5

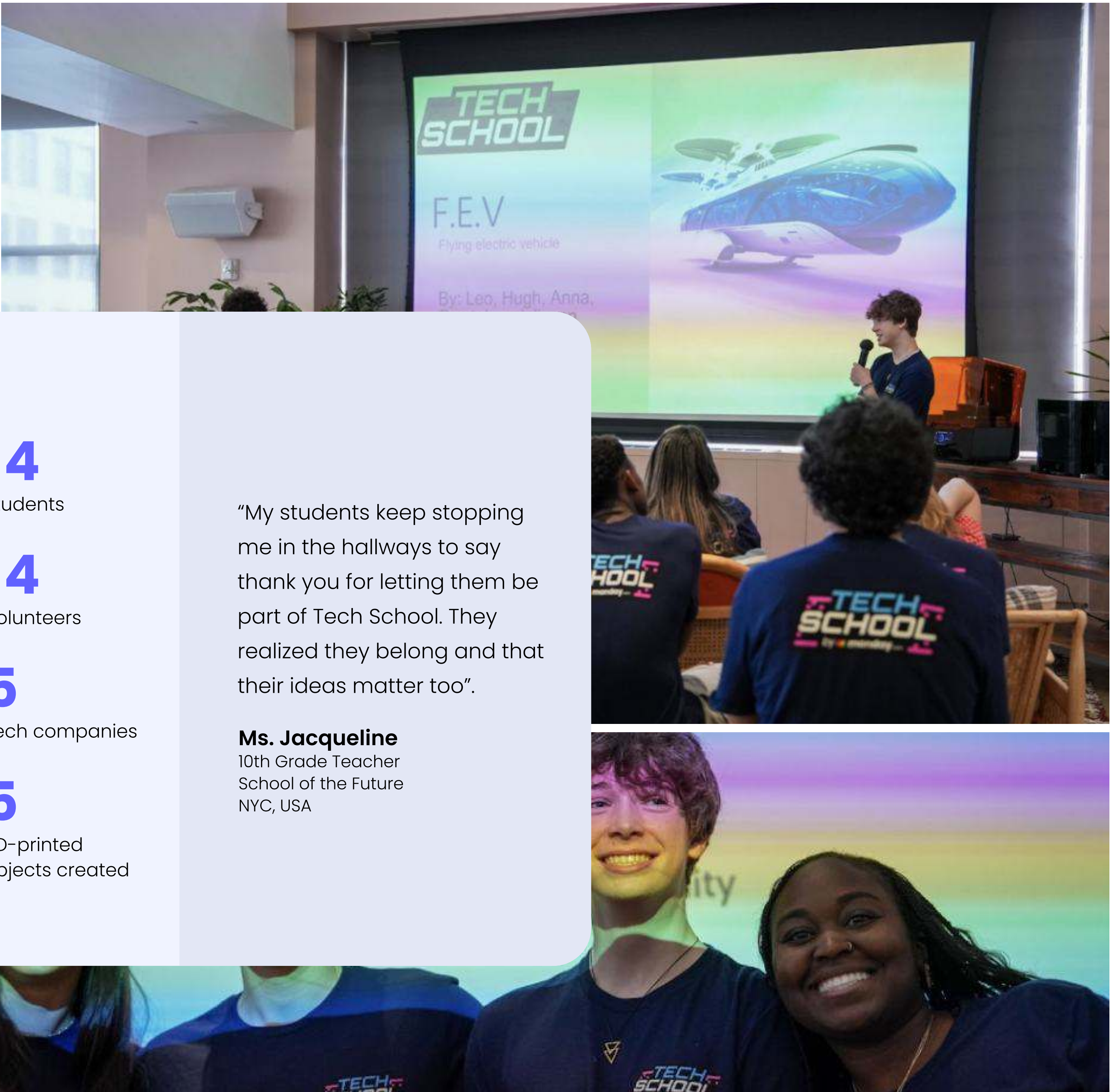
Tech companies

5

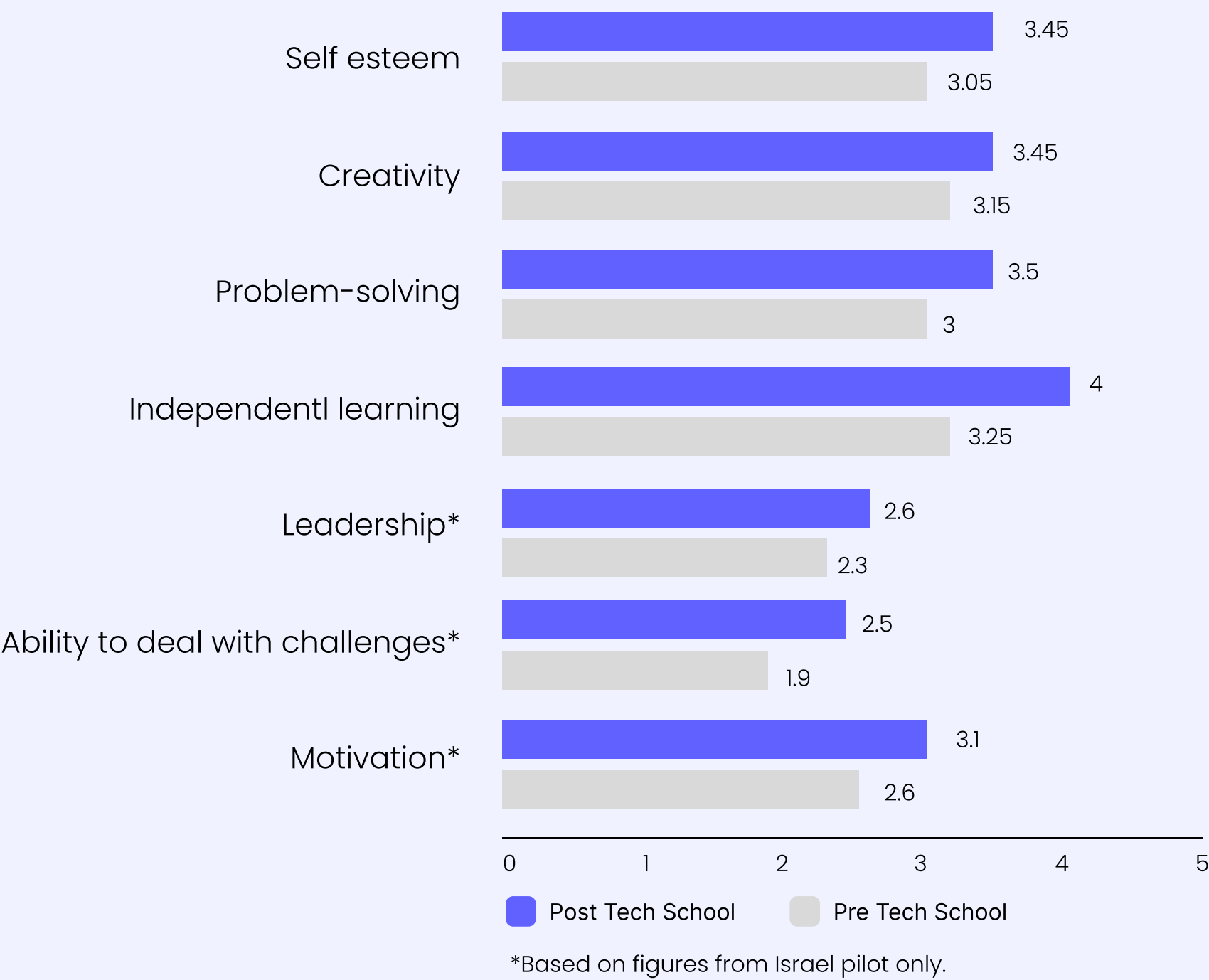
3D-printed
objects created

“My students keep stopping me in the hallways to say thank you for letting them be part of Tech School. They realized they belong and that their ideas matter too”.

Ms. Jacqueline
10th Grade Teacher
School of the Future
NYC, USA

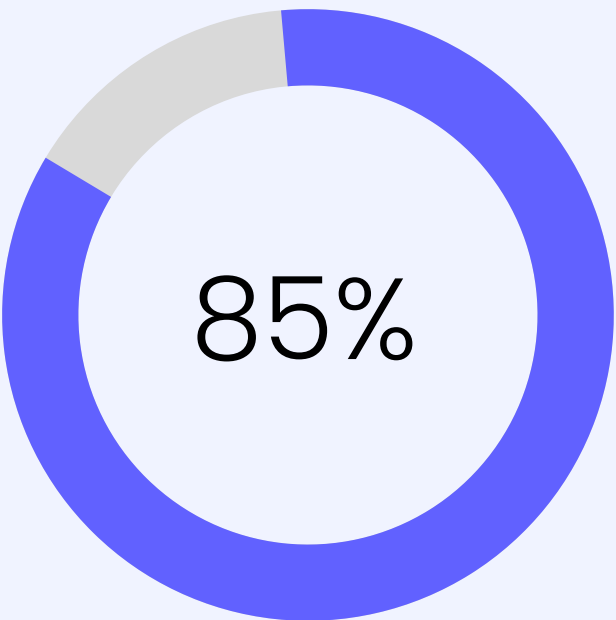


Impact in the pilot program



Student's future involvement

85% of students want to learn more about 3-D printing





for more information



monday.com
Foundation



Tech School



Emergency
Response Team