

ATLASSIAN ORDER FORM
(Direct Sales)

Customer:	HMRC
Order Effective Date:	The date Customer accepts offer in AWS Marketplace
Quote:	ATL-2020 4163, ATL-2020 4542, AT-439544313 & AT-439545041
Agreement:	The Atlassian Customer Agreement located at: www.atlassian.com/legal/atlassian-customer-agreement

This Order memorializes the purchase Customer will make of the Atlassian products or services specified in the Quote (the "Atlassian Offerings"), if applicable, made via a private offer made available on AWS Marketplace (the "Private Offer"). For purposes of this Order, "Customer Agreement" means the Atlassian Customer Agreement referenced above, and the Atlassian affiliate signing below is deemed to be "Atlassian" under the Customer Agreement. This Order is governed by and subject to the Customer Agreement (referenced above). In the event of a conflict between the Customer Agreement and this Order, the Order will take precedence. Capitalized terms used but not defined below have the meanings set out in the Customer Agreement.

The Offerings and pricing for the initial Subscription Term under this Order are set out in the Quote. The Subscription Term for the Offerings will begin on the start date specified in the Quote (or if no start date is specified, as indicated in Customer's my.atlassian.com account) (the "Subscription Start Date"). The pricing is conditioned upon Customer signing this Order on or before [REDACTED]

Access and use rights to the Atlassian Offerings commence on the Subscription Start Date. On and from the Subscription Start Date, Atlassian is ready to provision the Atlassian Offerings in full. If Customer wishes to delay provisioning of the Atlassian Offerings, it must contact Atlassian with such instructions.

- 1. One-Time Credit.** The initial amounts due under this Order will be reduced by the pro-rata amount of Customer's pre-paid but unused fees associated with licenses or subscriptions provisioned under a previously executed order, provided all prior invoices for such fees have been paid in full. The estimated unused prepaid credit as of [REDACTED]; however the actual credit will be determined by Atlassian and is based on the Order Effective Date.
- 2. Increased Scope of Use** If at any time during the applicable Subscription Term Customer exceeds its purchased Scope of Use for the applicable Atlassian Offerings, Atlassian may notify Customer of such overage and require, within fourteen (14) days of such notice, either (1) Customer reduce its Scope of Use or (2) Customer purchase an increased Scope of Use based on the pricing tiers listed in Exhibit A. If Customer does not reduce its Scope of Use within such 14-day period, Atlassian may invoice Customer for the increased Scope of Use based on such pricing, prorated to the end of the applicable annual period based on the date that such 14 day notification period expires, or Customer will pay such invoice in accordance with the payment terms set forth in this Order, unless the parties have agreed that such increased Scope of Use will be transacted through a private offer through the AWS Marketplace. For clarity, the foregoing does not limit the parties' ability to execute additional Orders for increased Scope of Use.
- 3. One-Time Discount.** The initial amounts due for the Atlassian Offerings will be reduced by application of the one-time discount as specified in the Quote. The foregoing discount will not apply to any subsequent annual Subscription Term(s), or to any amounts other than as specified herein and in the Quote.
- 4. Advisory Services Term.** The Advisory Services term starts on the Advisory Services Start Date referenced in the Quote (or if no start date is specified, on the Order Effective Date) ("Services Start").



5. For the purposes of this Section, "Enterprise Plan" refers to the plan outlined at <https://support.atlassian.com/organizationadministration/docs/what-is-an-enterprise-plan/> . When the Enterprise Plan is purchased, it is required that all associated sites be managed under a single enterprise organization. If there are any additional sites not initially listed on this Order, and they exist outside the designated enterprise organization, these sites must be transferred into the single enterprise organization within ninety (90) days from the Subscription Start Date. Failing to transfer these sites into the enterprise organization may result in them being treated as separate entities. Consequently, these sites will not be covered by the Enterprise Plan, which may lead to additional billing and impact performance. To avoid extra charges and ensure comprehensive coverage, all sites should be consolidated under the enterprise organization.
6. The purchase and use of any Third-Party Products is not governed by the Agreement, but instead the applicable Third-Party Product terms.
7. **Payment Terms.** The parties acknowledge and agree that payment for the fees stated in the Quote are governed by the applicable AWS Marketplace Terms (<https://aws.amazon.com/legal/seller-terms/>) and are payable by the applicable Amazon AWS entity as set out in the AWS Marketplace Terms as part of the Private Offer. Customer is responsible for ensuring that it pays the applicable fees to the applicable Amazon AWS entity for the Private Offer.

The following UK Procurement Act 2023 - Performance Information and Additional Tax Provisions are hereby incorporated into this Order:

UK Procurement Act 2023 - Performance Information

The parties have mutually agreed that the following key performance indicators (KPI), extracted from the Customer Agreement, are designed to assist the Customer with its performance assessment, publication and reporting obligations under the Procurement Act 2023. For clarity, such KPIs do not constitute additional contractual commitments under the Customer Agreement:

1. **Social Value:** Atlassian's approach to social value is as detailed in Atlassian's FY24 Sustainability Report, available at: [FY24 Sustainability Report](#). For the Customer's reporting purposes, a relevant example, *as of the date of signature of this Order, is our target to run our operations on 100% renewable electricity in the financial years 2026, 2027, and 2028*, which is a global, company-wide target, which includes the United Kingdom. A link to Atlassian's then-current Sustainability Report is included in the [Code of Conduct](#), the Conduct of Conduct is incorporated by reference into the Customer Agreement. Atlassian will make its latest Sustainability Report (or equivalent summary of progress) publicly available online: [Sustainability Report: See Our Commitment | Atlassian](#) . If the report is not available, Atlassian will provide information that is generally available, upon Customer's request.
2. **Service Availability:** Atlassian's service level commitments for Eligible Cloud Products shall be as described in the Service Level Agreement available at: [Atlassian Service Level Agreement | Atlassian](#), which is incorporated by reference into the Customer Agreement. For the Customer's reporting purposes, as at the date of signature of this Order, Atlassian's target monthly uptime percentage is 99.9% for Premium Eligible Cloud Products and 99.95% for Enterprise Eligible Cloud Products. Real-time and historical service availability data is published on Atlassian's Statuspage available at: <https://status.atlassian.com/>.
3. **Incident Response/Premier Support Initial Response Times:** Atlassian's approach to incident management and response is described at: [Security Incident Management Process | Atlassian](#), [Our Atlassian Security Incident Responsibilities | Atlassian](#), and in Section 3 (Security) of the [DPA](#), which is incorporated by reference into the Customer Agreement. For the Customer's reporting purposes, Atlassian will notify the Customer without undue delay and, where feasible, no later than seventy-two (72) hours after becoming aware of a Security Incident (as defined in the DPA). Atlassian's approach to its Premier Support Offering is described at: [Premier Support Offering Details | Atlassian Support | Atlassian Documentation](#). For the Customer's reporting purposes, Atlassian's target initial response times (as more fully defined at: [Premier Support Offering Details | Atlassian Support | Atlassian Documentation](#)), as at the date of signature of this Order, for the applicable severity level are as follows: for Production Application Down (L1) - 30 minutes; for Serious Degradation (L2) - 2 Hr; for Moderate Impact (L3) - 8 Hr; and, for Limited Impact (L4) - 24 Hr. For clarity, the [Support Policy](#) is incorporated by reference into the Customer Agreement. Real-time and historical incident reporting data is published on Atlassian's Statuspage: <https://status.atlassian.com/>.

Atlassian's Sustainability Report for the period July 1, 2023, to June 30, 2024, including its published Key Performance Indicators (KPIs) and other targets, is attached to this Order for informational and transparency purposes only.



Additional Tax Provisions

T1. Promoting Tax Compliance

T1.1 All amounts stated are stated exclusive of VAT, which shall be added at the prevailing rate as applicable and paid by Customer following delivery of a valid VAT invoice.

T1.2 To the extent applicable to Atlassian, Atlassian shall at all times comply with all Laws relating to tax and with the equivalent legal provisions of the country in which Atlassian is established (which, for clarity, is Australia).

T1.3 During the Subscription Term, Atlassian has implemented and will maintain a global tax policy, as well as a UK-specific tax strategy, which are available at: <https://investors.atlassian.com/governance/governance-documents/default.aspx> (or such successor link).

T1.4 In accordance with Section 20.11 (Subcontractors and Affiliates) of the Agreement, Atlassian may use subcontractors or its Affiliates in the performance of its obligations under the Agreement, but Atlassian remains responsible for its overall performance under the Agreement and for having appropriate written agreements in place with its subcontractors to enable Atlassian to meet its obligations under the Agreement. In addition, in accordance with Section 20.2 of the Security Measures, Atlassian maintains formally established policies and practices for supply chain risk management, which includes a robust third-party risk management (TPRM) assessment process, including risk assessments, due diligence, contract management, and ongoing monitoring of third parties.

T1.5 For purposes of this Section T1, in accordance with Atlassian's global tax policy, and its UK-specific tax strategy, Atlassian seeks to maintain a positive, transparent and constructive relationship with global tax authorities (this includes HMRC for purposes of Atlassian's UK-specific tax strategy) and engages proactively with such tax authorities, where appropriate, to discuss, and facilitate the timely resolution of material tax matters.

T1.6 For clarity, these additional tax provisions are governed by and subject to the terms of the Agreement, including the limitations of liability provisions under Section 14 of the Agreement.

T1.7 In accordance with Atlassian's global tax policy, and its UK-specific tax strategy, Atlassian seeks to engage with HMRC and provide timely responses to any HMRC queries related to Atlassian's UK operations.

T1.8 If Atlassian: fails to comply (or if Customer receives information which demonstrates to it that Atlassian has failed to comply) with Clause T1.2 and such failure to comply would constitute a material breach of the Agreement, Customer may terminate the Agreement in accordance with Section 12.3 of the Atlassian Customer Agreement.

T1.9 Customer may internally share any information which it receives under this Section T1, for the purpose of the collection and management of revenue for which Customer is responsible, provided that any person with whom the information is shared is subject to appropriate confidentiality obligations.

T2. Use of Off-shore Tax Structures

T2.1 Subject to the principles of non-discrimination against undertakings based either in member countries of the European Union or in signatory countries of the World Trade Organisation Agreement on Government Procurement, and to the extent applicable to Atlassian, Atlassian shall not have or put in place (unless otherwise mutually agreed between the parties) any arrangements involving the use of off-shore companies or other off-shore entities the main purpose, or one of the main purposes, of which is to achieve a reduction in United Kingdom Tax of any description which would otherwise be payable by it on or in connection with the payments made by or on behalf of Customer under or pursuant to this Agreement ("**Prohibited Transactions**"). Prohibited Transactions shall not include transactions which are at arms-length and are entered into in the ordinary course of the transacting parties' business.

T2.2 In accordance with Atlassian's global tax policy, and its UK-specific tax strategy, Atlassian ensures that any tax position adopted with regard to particular issues or transactions is more likely than not to be upheld.

T2.3 For purposes of this Section T2, in accordance with Atlassian's global tax policy, and its UK-specific tax strategy, Atlassian seeks to engage proactively with global tax authorities (this includes HMRC for purposes of Atlassian's UK-specific tax strategy), where appropriate, to discuss, and facilitate the timely resolution of material tax matters.

T2.4 If Atlassian fails to comply with the obligations set out in Clause T2.1 and such failure to comply would constitute a material breach of the Agreement, Customer may terminate the Agreement pursuant to Clause 12.3 of the Atlassian Customer Agreement.

Governing Law, Jurisdiction, and Venue



For purposes of this Order, sub-section (a) of Section 20.4 of the Customer Agreement shall be deleted in its entirety and replaced with the following language:

(a) If Customer is domiciled: (i) in Europe, the Middle East, or Africa, this Agreement and any issues or disputes arising out of, or connected to it, are exclusively governed by the laws of England and Wales, and the parties irrevocably agree that the courts of England and Wales have exclusive jurisdiction, or (ii) elsewhere, this Agreement is governed by the laws of the State of California, with the jurisdiction and venue for actions related to this Agreement in the state and United States federal courts located in San Francisco, California.

Notwithstanding anything to the contrary in the Customer Agreement, in the event of a conflict between the Governing Law, Jurisdiction and Venue language set out in this Order and Section 20.4(a) of the Customer Agreement, the Governing Law, Jurisdiction and Venue language in this Order will control.

Entire Agreement

For purposes of this Order, Section 20.6 of the Customer Agreement shall be deleted in its entirety and replaced with the following language:

20.6 Entire Agreement.

This Agreement is the parties’ entire agreement regarding its subject matter and supersedes any prior or contemporaneous agreements regarding its subject matter. In the event of a conflict between an Order and the documents making up the Agreement, the order of precedence will be:

- 1. The Order, and
- 2. The main body of the Agreement (i.e., Sections 1 through 21, inclusive), except that the Policies, Product-Specific Terms and DPA will control for their specific subject matter.

Accepted and agreed to by the authorized representative of each party:

ATLASSIAN:

Signature: _____
Print Name: _____
Print Title: _____
Date: _____

HMRC:
Signature: _____
Print Name: _____
Print Title: _____
Date: _____

EXHIBIT A

Jira Software Enterprise	
User Tier	List price





PRICING BREAKDOWN REDACTED TOTAL CONTRACT VALUE: \$ 7,225,026.58

Additional Notes:



Dual Licensing quoted under AT-439544313

Customer is responsible for any Sales, Use, GST, VAT, or similar taxes that apply to this order, which will be added to the invoice

Name: [REDACTED]	Name: [REDACTED]
Address: [REDACTED]	Address: [REDACTED]
Email: [REDACTED]	Email: [REDACTED]

Bill To	Ship To (Technical Contact):
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Atlassian Pty Ltd, Level 6, 341 George St, Sydney NSW 2000, Australia ©
Atlassian 2020





Additional Notes:

Advisory Services Elite Subscription Plan quoted under AT-439545041

Customer is responsible for any Sales, Use, GST, VAT, or similar taxes that apply to this order, which will be added to the invoice

Bill To	Ship To (Technical Contact):
Name: [REDACTED]	Name: [REDACTED]
Address: [REDACTED]	Address: [REDACTED]
Email: [REDACTED]	Email: [REDACTED]

[REDACTED]



Sustainability Report

FISCAL YEAR 2024



INTRODUCTION

CEO Letter



Early on in Atlassian’s history, we set a goal to build a 100-year company. A bold ambition, especially in an industry like tech. We’re over two decades in and we’ve never felt more excited about the business we’re becoming. Every day, we get closer to our mission of unleashing the potential of every team.

On this journey, we’ve encountered unpredictable twists and turns. Each has required us to be adaptable and rethink what we thought to be true. The toughest ones have shaped Atlassian in meaningful ways and we wouldn’t be the company we are today without these.

Our Sustainability journey is no different. Our commitment to make the world a better place has always been our North Star. But we recognise that this road is not linear and new and exciting challenges require us to think differently. Nowhere is that more pertinent than in the areas of artificial intelligence (AI) and the changing nature of globally distributed teamwork. Some of the work we’ve invested in over this last fiscal year:

- We went a step beyond our previously published Responsible Technology Principles, which explain how we use and build AI, by launching our

[Responsible Technology Review Template and Guide](#). These show how we put our principles into practice, and we hope to inspire other companies to also rethink how they build, ship, and use AI tools.

- We also updated our [Don’t #@!% the Planet](#) guide, to reflect the new reality of connecting distributed teams around the world. We’re prioritizing transparency and sharing our takeaways, which is helping other companies to commit to net-zero goals across the value chain

Both of these are examples of how we’re reacting to the unpredictable and changing world of work. But this doesn’t mean we can get complacent about our long-term ambitions:

- We continue to evangelize effective corporate philanthropy through the Pledge 1% model, an initiative we co-founded to inspire companies to bake social impact into their DNA from the very beginning. We’re proud to see 18,000 organizations in 100 countries using our framework, generating US\$2 billion in new philanthropy.
- On the diversity, equity and inclusion (DEI) front, our vision has long been nothing short of equity for every Atlassian and an authentic culture of inclusion. In the spirit of transparency, we know we have much more work to do, specifically in

our representation and hiring numbers. We own our shortcomings here. There are big structural changes we need to tackle, both in attracting and retaining diverse talent, and we’re committed to putting these changes into motion.

The biggest takeaway since Scott and I set our sights on a 100-year company is that it’s impossible to do alone. We believe in the power of teamwork, now more than ever. So as we look to fiscal year 2025 and beyond, we’ll double down on how we can partner with stakeholders throughout our value chain, working together to make rapid, significant progress.

To every one of our customers, partners, and of course every Atlassian, thanks for being part of this very special TEAM.

Mike Cannon-Brookes
Atlassian CEO
Sydney, Australia, October 2024



OUR PROGRESS

Working for social and environmental progress in whatever we do



Please see the [appendix](#) for a note regarding forward-looking statements.



Our highlights

Planet

We engaged 69% of our top-emitting suppliers, and saw a 43% increase year-over-year in the number of suppliers that have set science-based targets (SBTs). We gained traction with suppliers by providing free advisory services and we also secured our first supplier agreement that includes a built-in commitment to set climate goals.

People

Participation in Atlassian’s Employee Resource Groups (ERGs) increased by more than 60% year-over-year, and we now have approximately 13% participation company-wide. ERG communities also expanded the events they host – a critical piece of fostering authentic connections and a culture of inclusion for employees from historically marginalized groups and allies across Atlassian.

Customers

We developed and publicly shared a [responsible technology review and guide](#) to advance the conversation on responsible product development and deployment. Within Atlassian, teams used the review more than 40 times to assess external, internal, and third-party AI products.

Community

The Atlassian Foundation donated US\$14.8 million and 5,300 free or deeply discounted product licenses to nonprofits, and Atlassian employees logged 53,000 hours of volunteering time during the year. We continued to partner with 16 [education changemakers](#) to improve opportunities for young people from under-resourced communities, at scale.



Where we fell short

Planet

Our business travel emissions continue to increase, up 73% year-over-year, despite improvements to our travel policy. While we’ve engaged business leaders in other strategies to reduce emissions, setting goals and driving behavior change takes time.

People

Our global representation of women has continued to slow over the past two years, currently at 34.2% of all Atlassians, which is down 1.4% since fiscal year 2022. Likewise, representation of Black/African American Atlassians in the U.S. has decreased by 7.5% in the last year. We know that in order to improve overall representation, we’ll need to focus on both hiring and retention efforts by partnering closely with leaders across the company.

Customers

Though we redesigned and implemented a human-rights-based process to assess Atlassian’s risks related to our customers, more work remains to turn this into ongoing and proactive customer due diligence as outlined in the [UN Guiding Principles on Business and Human Rights](#).

Community

Even with our 75% discount, the cost of Atlassian cloud products is still prohibitive for some small nonprofits and social enterprises. We’re looking at how we can make Atlassian products accessible to all social impact teams that want to use them to grow their impact.



Where we’re going

Planet

In the final year of our near-term targets, we’re laser focused on doing everything we can to reduce travel emissions and convince suppliers to set their own goals. In parallel, we’ll turn attention toward a strategy to achieve our recently approved long-term net-zero target by fiscal year 2040.

People

We’ll continue to evolve our diversity, equity, and inclusion (DEI) data practices to deliver department-specific insights and actions to better enable leaders; embed bias mitigation into our people processes and tools; and expand the external impact of our ERG communities.

Customers

We will seek to further integrate due diligence practices into product development and embed greater accountability across Atlassian, fostering a culture committed to responsible technology.

Community

We want thousands of social impact teams to describe the backing they receive from the Atlassian Foundation as “mission critical.” We’re using a combination of our funding, people, products, and practices to help make social impact teams more effective and more collaborative.



This report



Our sixth sustainability report details the environmental, social, and governance (ESG) disclosures we believe are most meaningful to our stakeholders and reflects the progress Atlassian has made – or failed to make – toward our goals.

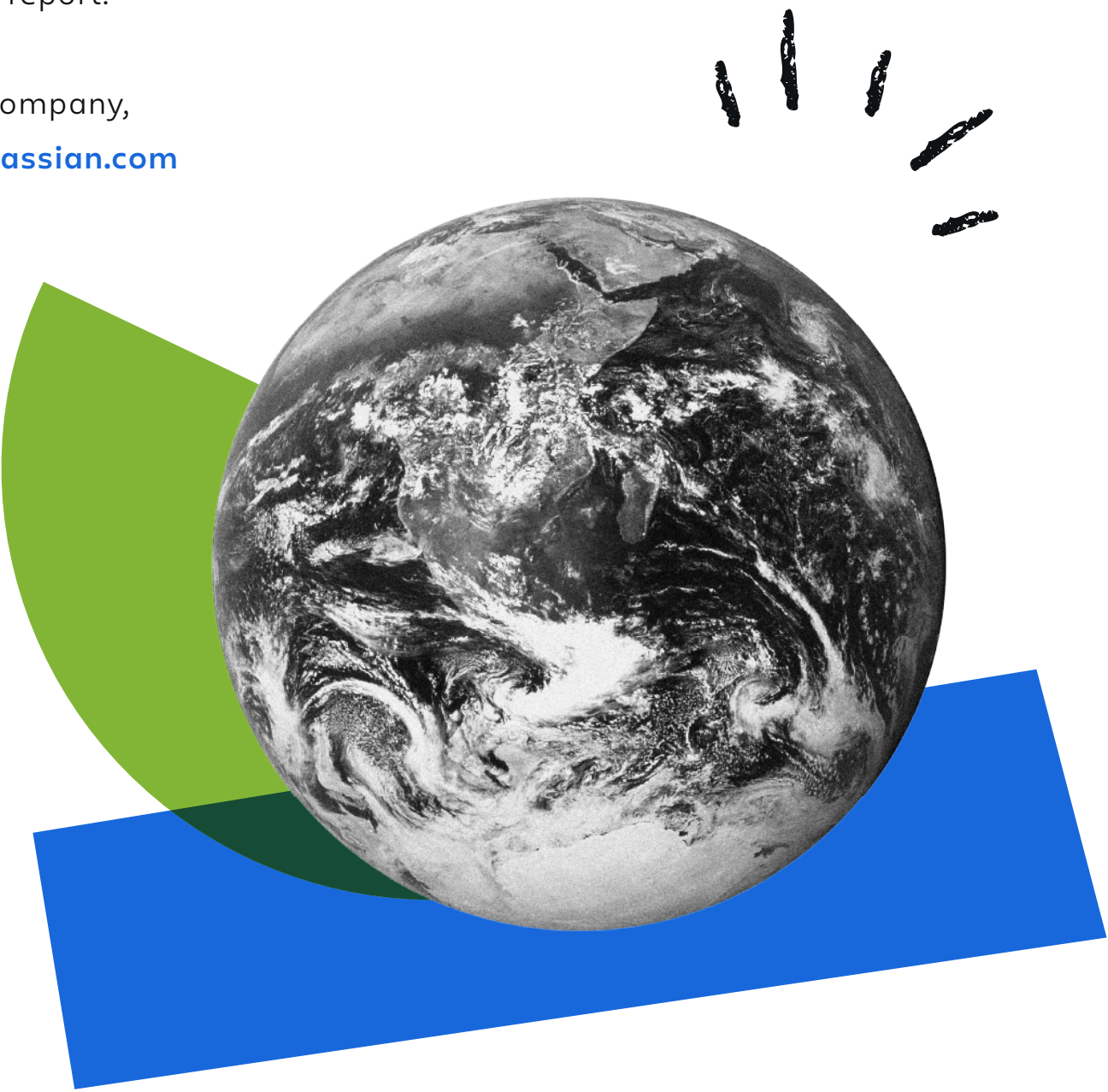
We are open about what we have done well, where we fell short, and where we’re going. Through key performance indicators (KPIs) and program updates, we explain our progress in fiscal year 2024 (July 1, 2023 - June 30, 2024) and our anticipated trajectory for fiscal year 2025. We also identify trends and emerging issues that we believe every company and sustainability professional should be thinking about.

ESG disclosures are evolving from voluntary to mandatory reporting as stakeholders increasingly demand more transparency and comparability of data. As Atlassian prepares for emerging regulations around the world, we will continue to develop best practices in voluntary reporting, including engaging our partner Apex to provide [limited, independent third-party assurance](#) for scope 1 and 2 of our carbon emissions data and aligning to the [Sustainability Accounting Standards Board \(SASB\) Software and IT Services Standard](#).

This year, we’ve gone a step further, expanding our [appendix](#) to include climate-related risk reporting aligned to the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#). In our efforts to be as transparent as possible, we encourage readers to review the above disclosures and our methodologies documented in the appendix to see how we collect and calculate our data.

We also aim to continually improve accessibility for readers, which is why we worked towards meeting the PDF U/A standard and Web Content Accessibility Guidelines (WCAG) version 2.0 Level AA standard for this year’s sustainability report.

In the spirit of one of our values, “Open company, no bullshit,” email us: sustainability@atlassian.com to share your thoughts with our team.





OUR BELIEFS

Atlassian is built to be open, inclusive, fair, and just

When we face tough questions about ethics, people, or the planet, we let those principles guide us. Whether you call it corporate social responsibility, corporate citizenship, or sustainability, this is just about being human.



Planet

A net-zero future

(We can't believe we need to say this, but...) Climate change is caused by humans, and without immediate intervention, it will fundamentally disrupt the environment, society, and the economy in very painful ways. Working together, the private sector, public sector, and citizens must play as a team and take bold action. As part of our commitment to combat climate change, Atlassian has achieved its goal to run our operations on 100% renewable electricity, starting in fiscal year 2020. We've also set SBTs designed to limit warming to 1.5°C and achieve net-zero emissions by no later than 2040. Finally, we are focusing on inspiring Atlassians and other companies alike to act.



People

Unleashing the potential of our team

Atlassian is for everyone. We believe in the power of diversity. We aim for nothing short of equity for every Atlassian and are committed to an authentic culture of inclusion. Our vision is to integrate this across everything we do, which will drive the structural shifts needed to unleash the potential of our own team, deliver on our promise of openness to our customers, and build the kind of world we want to live in.



Customers

Moving forward as a rights-aligned business

Businesses have a responsibility to respect human rights. As we continue to assess and address Atlassian's impact, we are guided by our values, mission, and the UN Guiding Principles on Business and Human Rights. We know that every decision we make has a real impact on our employees, customers, business partners, and community. Transparency and accountability live at the core of our business and form the foundation of our human rights approach.



Community

In it for good

Long before we had a stock ticker symbol – and even before we'd formally adopted our company values – Co-Founders Mike and Scott built giving back into Atlassian's operations, with a belief that both business and education can serve as forces for good and help transform our world. Atlassian contributes 1% of its equity, profit, employee time, and products to the Atlassian Foundation to do good on a global scale and in our own backyards.





PLANET

We've set science-based targets to limit warming to 1.5°C and **achieve net-zero emissions** by 2040



PLANET

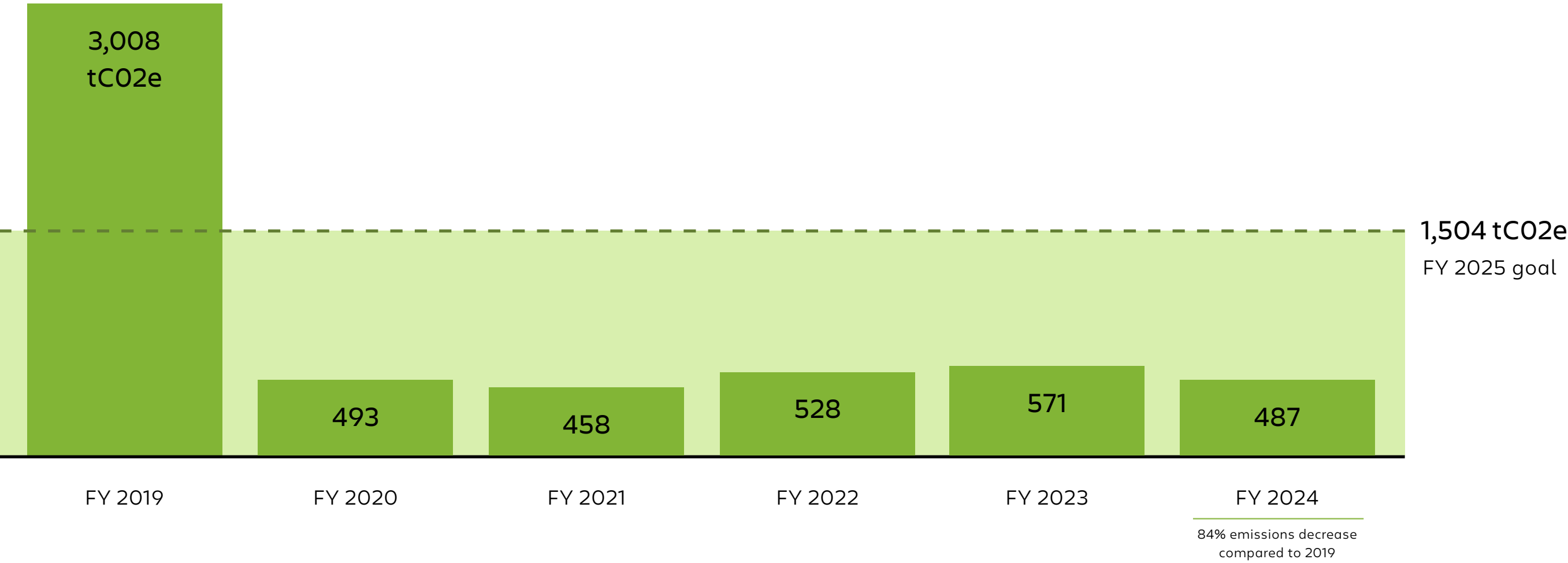
Key performance indicators

We’ve set near-term science-based targets to reduce our emissions by fiscal year 2025, in line with our commitment to achieve net-zero emissions by 2040.

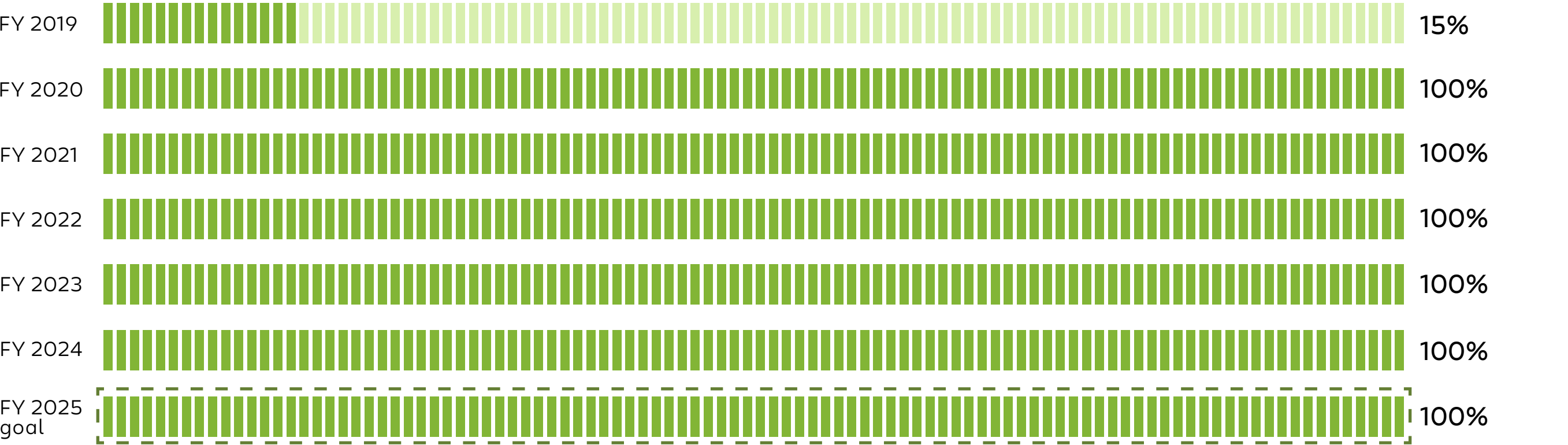
For more detail about our data sources, methodologies, and third-party verification, please see the [appendix](#).

For all climate KPIs, the fiscal year 2025 goal is based on a fiscal year 2019 baseline. tCO2e = metric tonnes of carbon dioxide equivalent. Please see the [appendix](#) for additional data.

Reduce scope 1 and 2 emissions by 50%



Run operations on 100% renewable electricity





PLANET

Key performance indicators

We’ve set near-term science-based targets to reduce our emissions by fiscal year 2025, in line with our commitment to achieve net-zero emissions by 2040.

Footnotes:

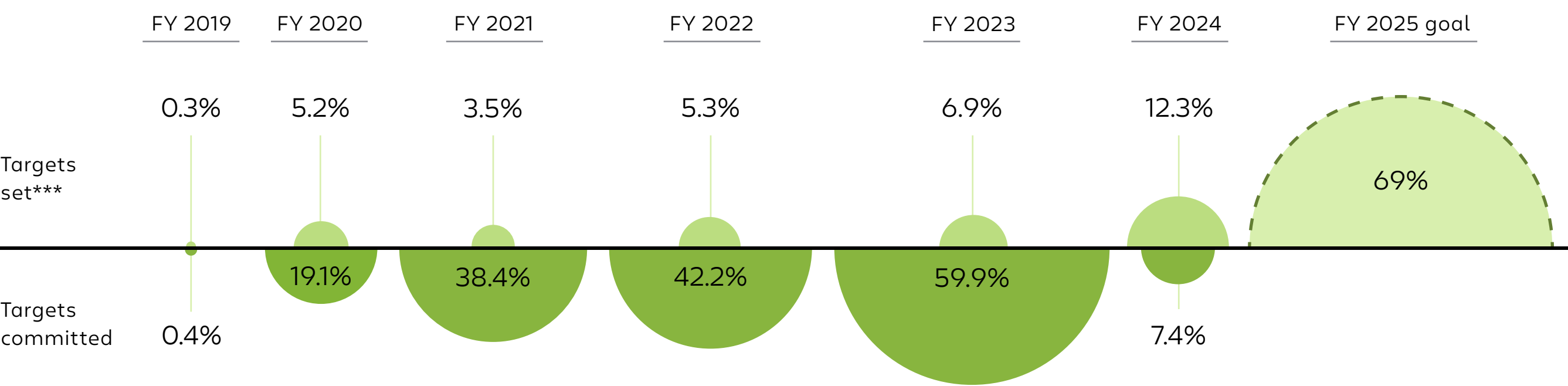
* Defined as covering purchased goods and services and capital goods.

** The supplier engagement target was updated in fiscal year 2024 during the Science Based Targets initiative’s (SBTi) assessment of our net-zero target submission from 65% to 69%.

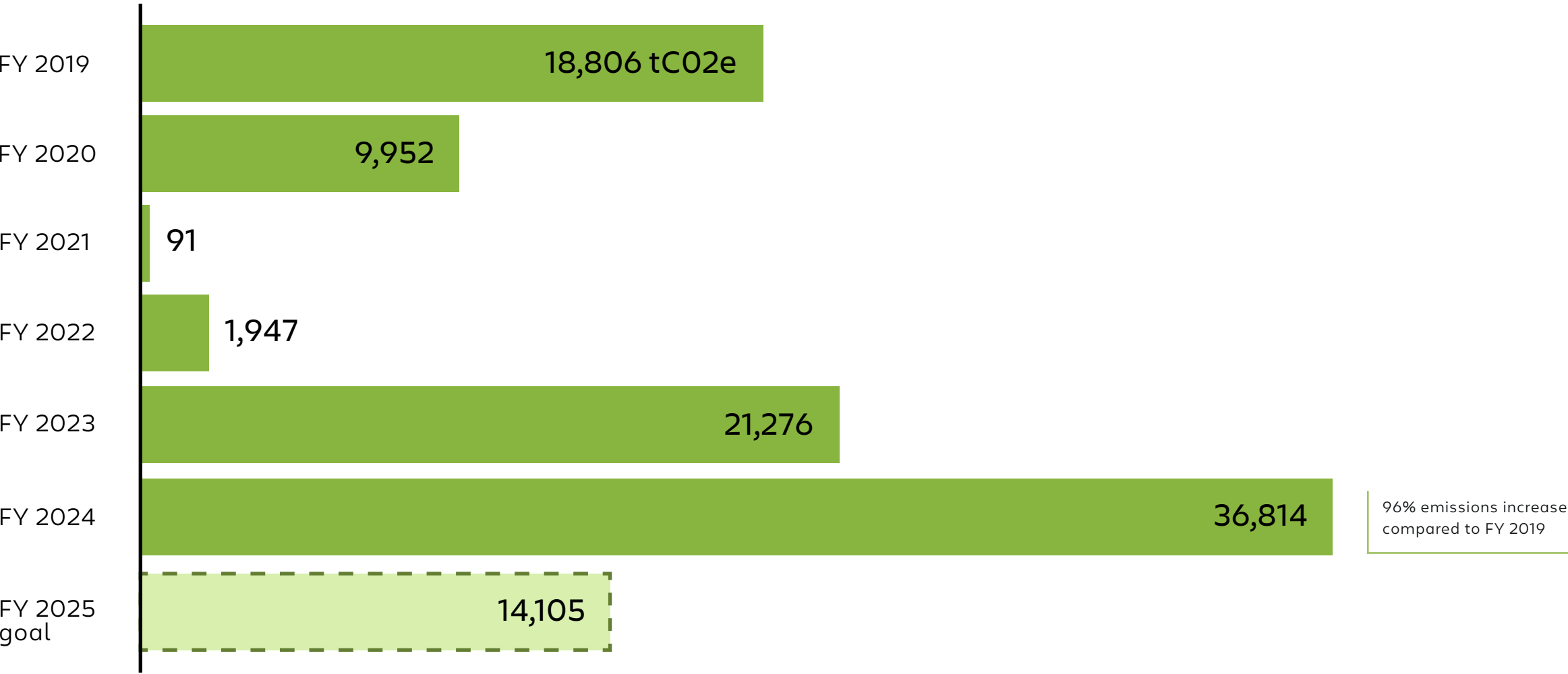
*** “Targets set” refers to suppliers with SBTi-validated or aligned targets, while “targets committed” refers to suppliers that have committed to setting SBTs within a two-year time frame. We track suppliers who are committed to setting SBTs as an indicator of which suppliers are likely to set their SBTs next.

For all climate KPIs, the fiscal year 2025 goal is based on a fiscal year 2019 baseline. tCO2e = metric tonnes of carbon dioxide equivalent. Please see the [appendix](#) for additional data.

Ensure 69% of suppliers by emissions* have set science-based targets**



Reduce emissions from business travel by 25%





PLANET

Milestones

As the deadlines for our near-term SBTs approach in fiscal year 2025, we're gaining traction with supplier engagement but continue to face headwinds with travel emissions reduction.



Footnotes:

* Please see “Assessing climate risks” in the [appendix](#).

** Please see “Carbon removal credits purchased for beyond value chain mitigation” in the [appendix](#).

Leading the transition to renewables

As we embraced a distributed workforce, we have matched working-from-home (WFH) electricity and gas use with Renewable Energy Certificates (RECs). This is in addition to our use of RECs for our office footprint since fiscal year 2020. All of this laid the groundwork for signing our first U.S. fixed-price virtual power purchase agreement (VPPA) to match our U.S. office and WFH energy use in fiscal year 2023.

This year, our vision for leadership is coming to life as the first project to deliver renewables came online. The fixed-price VPPA we signed previously helped [refurbish a wind farm in Texas](#) that would otherwise have been decommissioned. Our long-term agreement helps renewable projects like this get access to financing, a key VPPA trait. They also help further decarbonize the grid, compared to some RECs purchased from existing projects on an annual basis, which do less to incentivize further development of projects that expand total renewable energy production.

Overcoming Scope 3 hurdles

To address a bulk of our emissions coming from suppliers, we’ve relied on a go-it-together approach. We’ve scaled our support by offering suppliers [free advisory services](#) through [RyeStrategy](#) to set SBTs and reduce emissions. We also co-funded a [BC3 webinar](#) for all member suppliers to understand climate and SBT basics, and piloted a [climate addendum](#) to our standard supplier agreement to encourage suppliers to set SBTs. Unfortunately, despite our advocacy efforts, one of Atlassian’s largest suppliers by emissions withdrew their SBT commitment, setting us back from our goal.

[Last year’s report](#) noted that Atlassian surpassed base-year business travel emissions for the first time. This year, we crunched our business travel data and uncovered emissions hot spots: business class, long-haul, and layover flights. Based on this data, we updated our travel policy to enable the option to choose direct flights and engaged with Atlassian leaders to understand their organizations' travel needs. Still, even if we adopt the recommendations that will reduce emissions the most, it won’t be enough to achieve our target. To help address this gap, we joined the [Sustainable Aviation Buyer Alliance](#) to explore sustainable aviation fuels in parallel, giving us another lever to solve the challenge ahead.

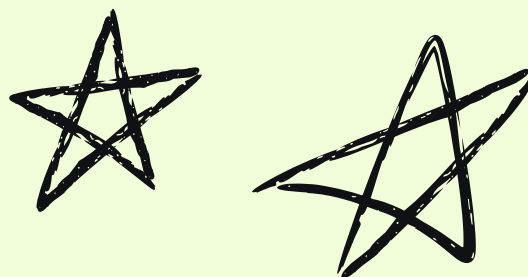
Making long-term climate progress (together)

We take a long-term view in understanding our climate risks. We ran scenarios in line with Task Force on Climate-Related Financial Disclosures (TCFD) recommendations and identified climate risks and their potential impact to Atlassian across varying time horizons.* The Science Based Targets initiative (SBTi) approved our 2040 net-zero target, which means we now have a clear reductions pathway beyond our upcoming fiscal year 2025 milestone. We also finalized our offset strategy and matched all our past operational emissions from founding in 2002 to date with carbon credits.**

But we need to move even faster and continue to influence others by bringing together a community of companies working to set and progress their own net-zero goals. To that end, we hosted the Australian Tech Council’s Sustainability Leadership event at our Sydney headquarters. We also updated our [Don’t #@!% the Planet Guide](#) with more details on our offset strategy and how we started addressing financed emissions so others can follow quickly.



PLANET



Spotlight

Putting people and communities at the center of climate action

Atlassian is going beyond carbon measurement by integrating a climate equity lens into everything we do to mitigate climate change.

Climate change **exacerbates existing inequalities**, with more acute risks for **girls and women, people of color**, the **LGBTQ+ community**, and **low-income and socially vulnerable families**.

We embarked on a journey to build our own awareness and understanding of existing harms so that we could more holistically evaluate the climate solutions we deploy. Our past work included a **Quick Start Guide to Carbon Removal**, in partnership with Business Council on Climate Change (BC3) and Carbon180, and the **Renewables Impact Scorecard** with Evergreen. Both expand traditional quality and risk criteria for purchasing offsets and RECs to include a climate and environmental equity lens.

That said, we know from our DEI and human rights work that stakeholder feedback is critical. So this year, we tapped both of those teams to help us run our first climate equity stakeholder engagement process. We intentionally selected stakeholders from various geographic locations (Australia, Bolivia, Nigeria, The Netherlands, the United Kingdom, and U.S.), areas of expertise (climate justice, grassroots

organizing, industrial ecology, climate change education, advocacy, art, writing, and media) and demographics (women, youth, people of color etc.).

The message from stakeholders was clear: Business has a supporting role to play by influencing government policy and other businesses, providing resources (e.g., tech tools) to civil society, and amplifying climate justice efforts. However, engaging with stakeholders is just the first step. It is critical to also provide transparent updates on how Atlassian has or hasn't acted on stakeholder suggestions – something we'll focus on in fiscal year 2025 and beyond.





PLANET

Our trajectory and emerging issues



Our trajectory

Running hard at fiscal year 2025 milestones

Net zero* by fiscal year 2040 remains our guiding star, but we are laser focused on getting as close as we can to our fiscal year 2025 emissions reduction milestones. This will include changing our travel behavior, purchasing sustainable aviation fuels, and leaning on industry collaboration to get our biggest suppliers to set SBTs.

Planning for fiscal year 2040

Now that our fiscal year 2040 net-zero target has been approved by the SBTi, we'll need to develop an ambitious strategy and execution plan to get there.



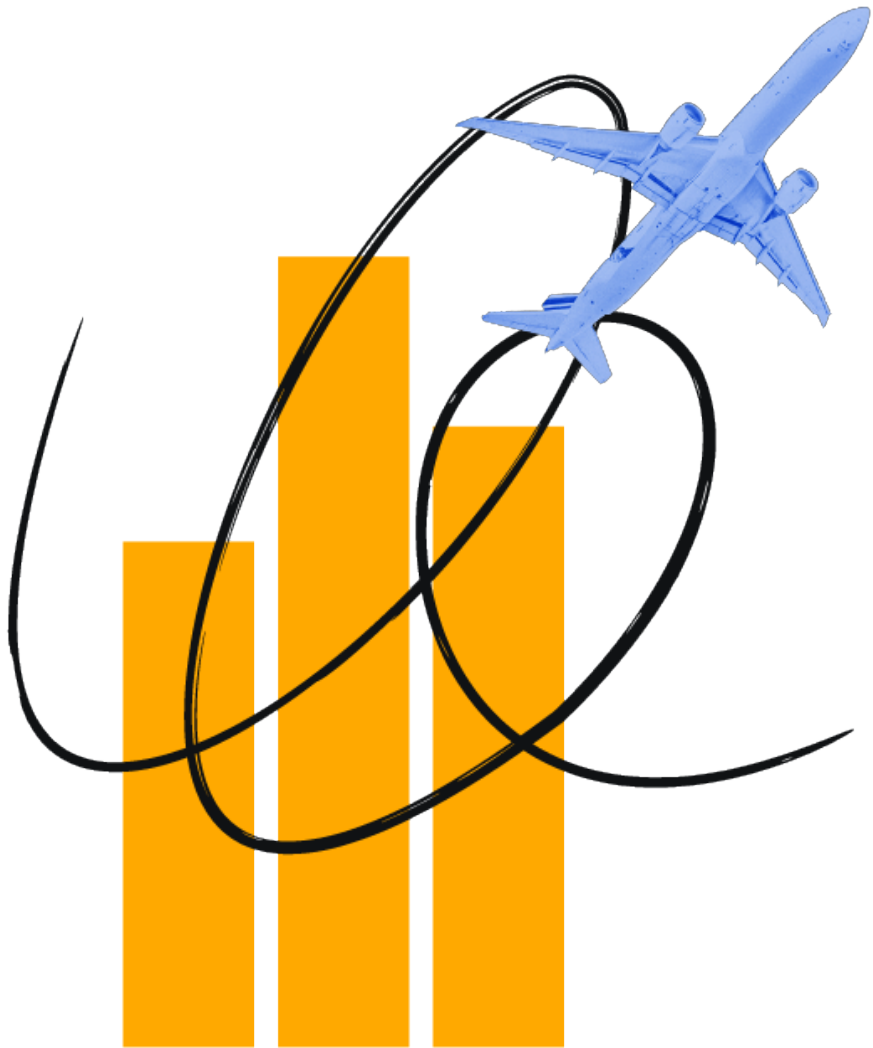
Emerging issues

AI's dirty (emissions) secret

AI's demand for vast amounts of data also results in intense energy needs. According to [BCG](#), data centers currently contribute 2-3% of annual global power consumption, and with the acceleration of AI deployment, this figure could triple by 2030. As companies reduce emissions in their value chain, they should also consider who they are partnering with for AI capabilities and the climate-related goals of those suppliers.

Eroding trust in science-based targets

The recent push by the [SBTi Board of Trustees to allow for offsets as a decarbonization tool](#), and the following [rebuttal by their employees](#), may erode trust in the SBTi. This could dissuade companies from setting SBTs in the first place. And it could have the secondary effect of putting pioneering companies' near-term SBT achievements further at risk, as their value chains are impacted by vendors opting not to set SBTs themselves.

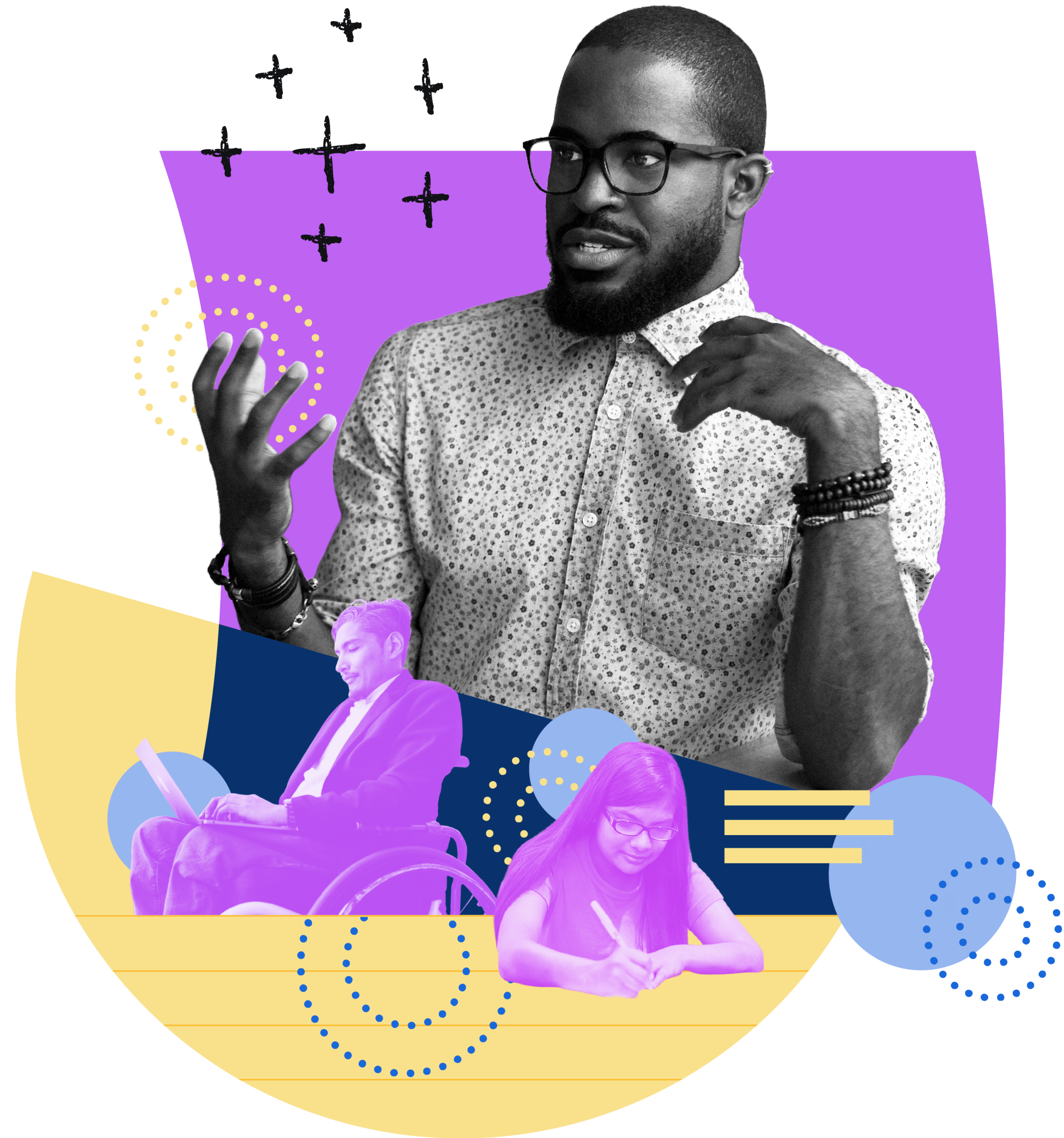


Footnote:
* Atlassian's definition of net zero aligns to the [SBTi's Corporate Net-Zero Standard](#).



PEOPLE

We believe in the **power of diversity**. We are dedicated to ensuring equity for every Atlassian, and are committed to fostering an authentic culture of inclusion

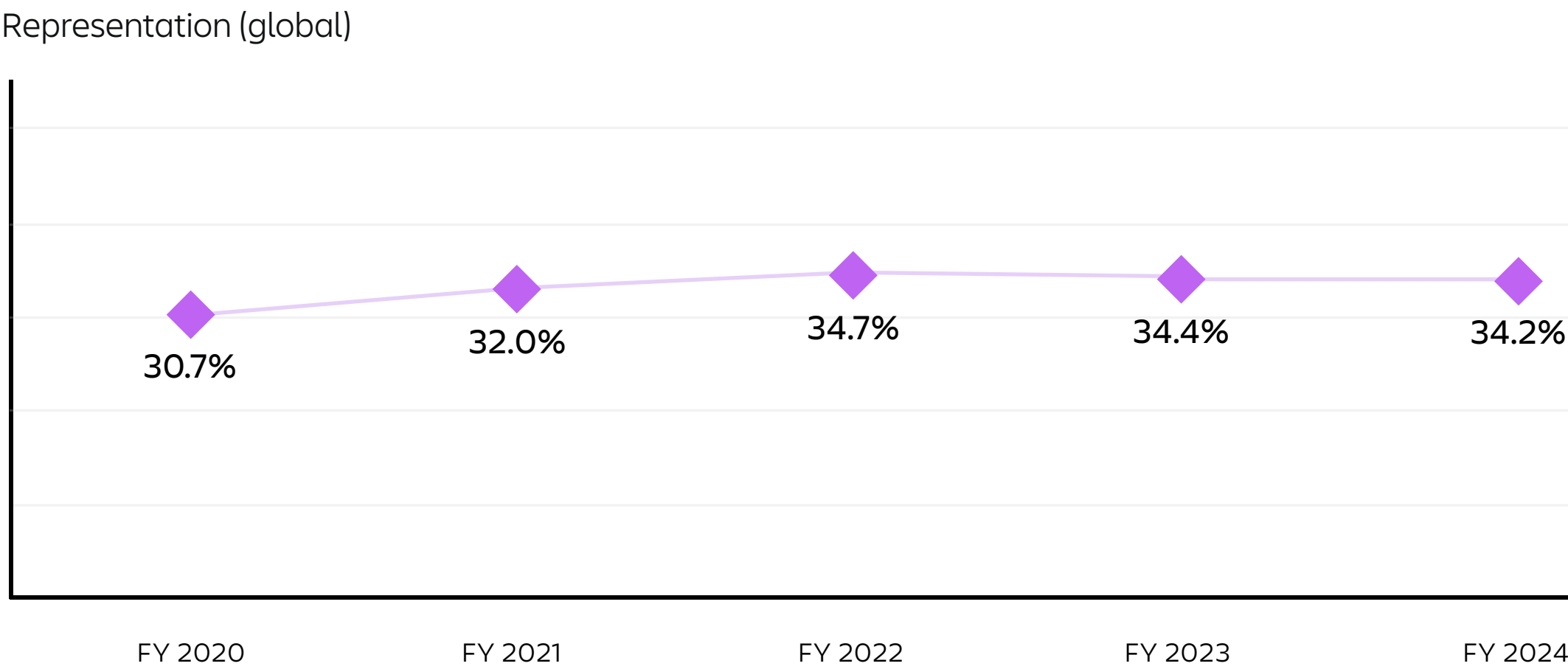
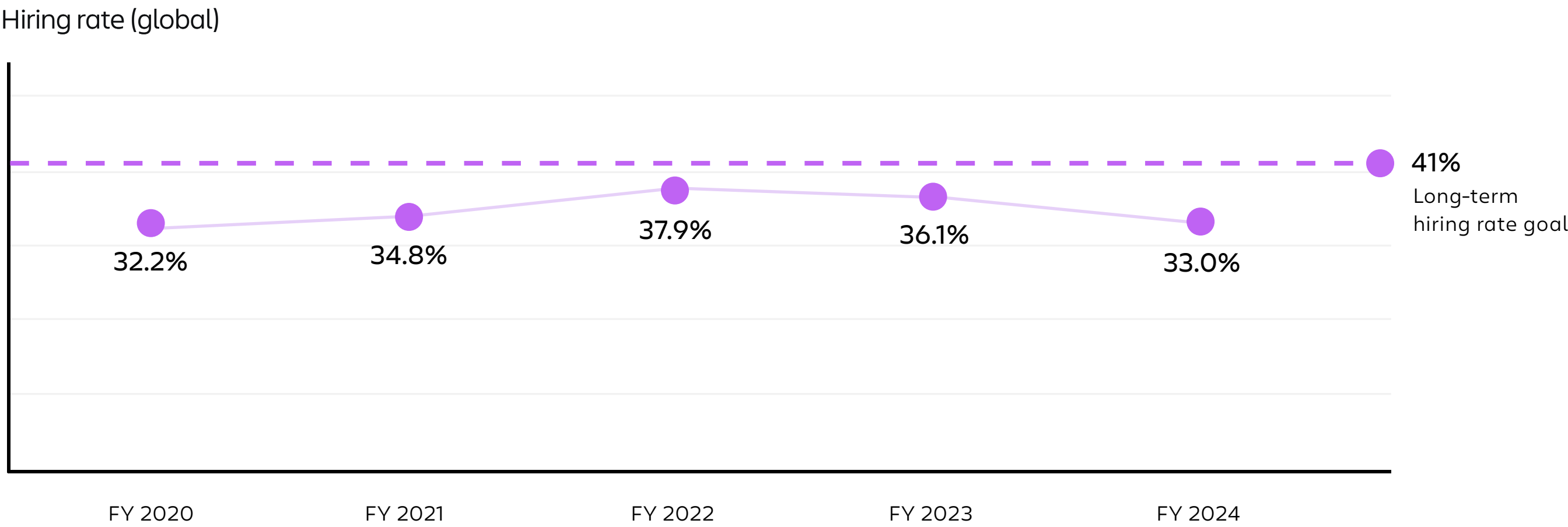




PEOPLE

Key performance indicators

Improve hiring rate velocity of women globally



Footnote:
Please see the [appendix](#) for explanations about the data, additional data disclosures (e.g., leadership/technical team breakdowns), and our approach to hiring rate goals.

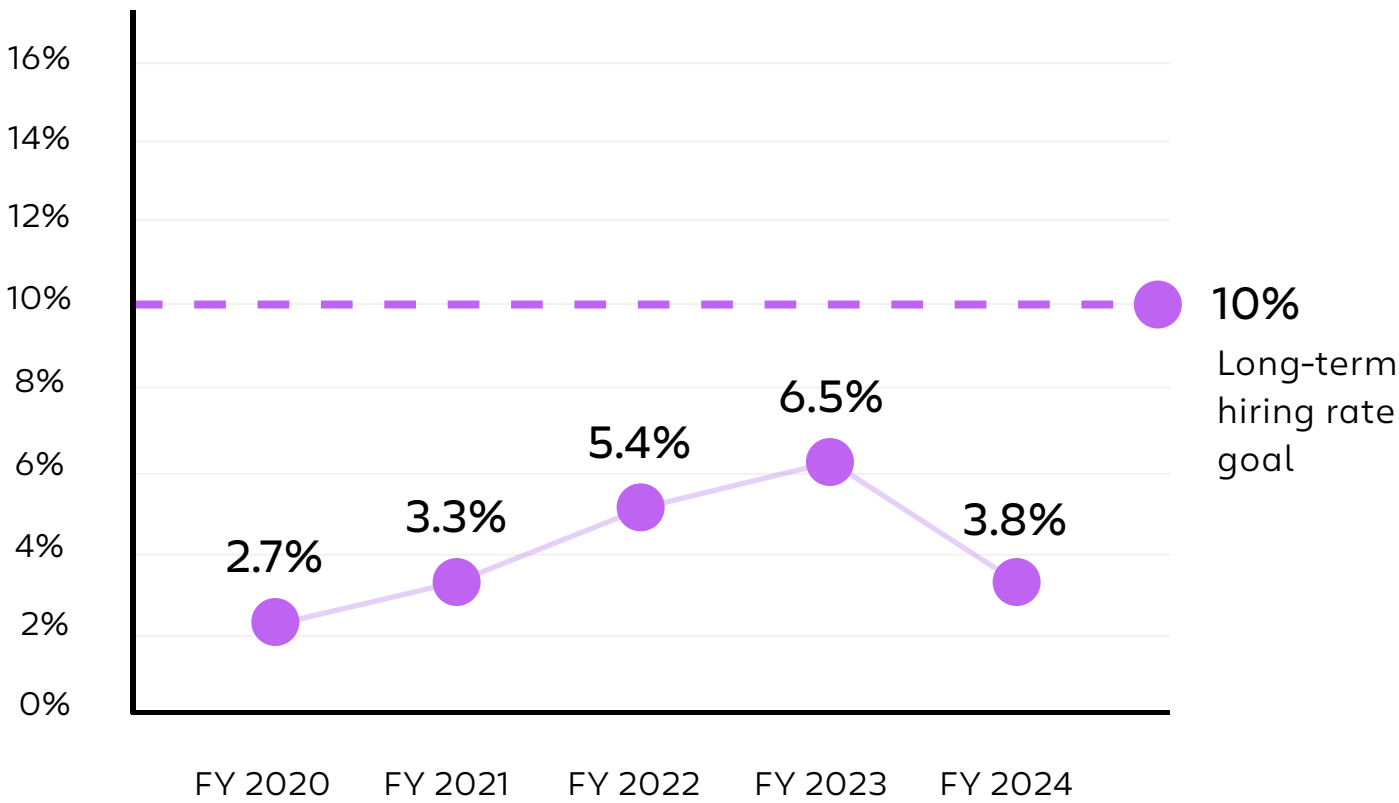


PEOPLE

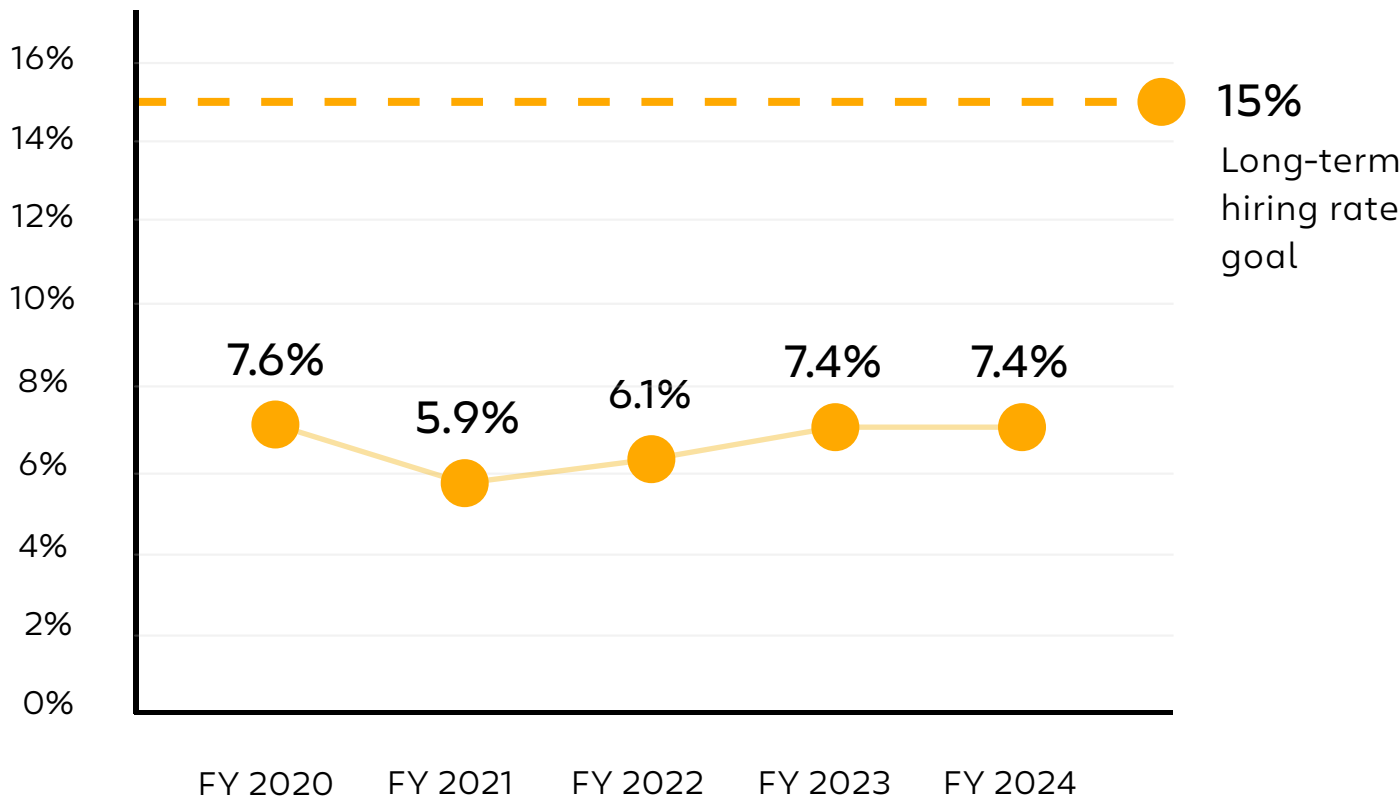
Key performance indicators

Improve hiring rate velocity of Black/African American and Hispanic/Latinx Atlassians in the U.S.

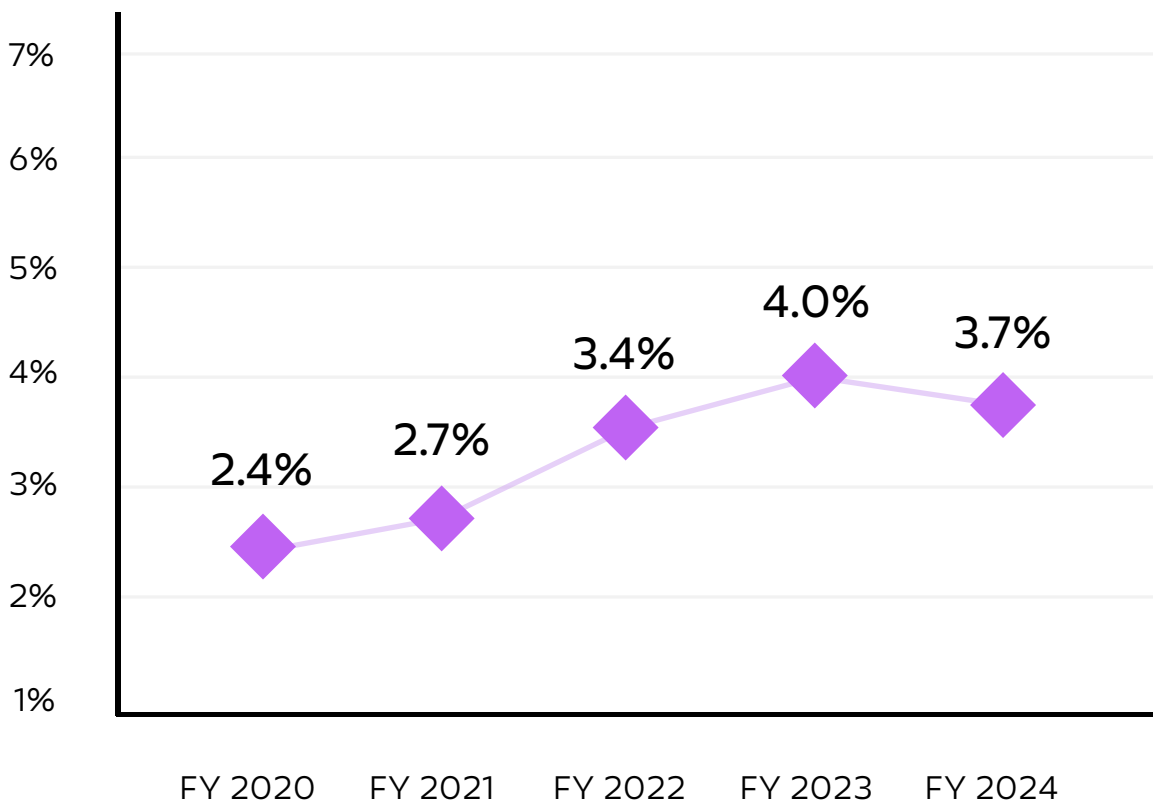
U.S. hiring rate for Black/African American Atlassians



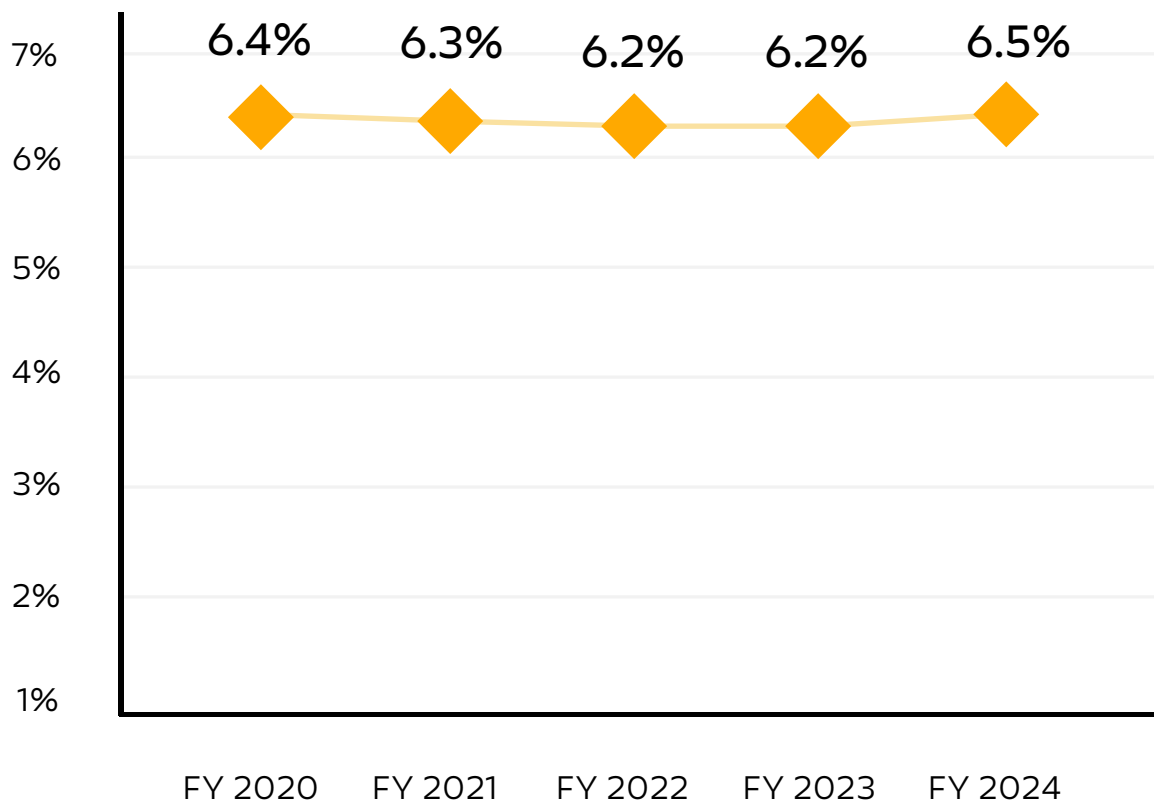
U.S. hiring rate for Hispanic/Latinx Atlassians



U.S. representation of Black/African American Atlassians



U.S. representation of Hispanic/Latinx Atlassians



Footnote:

Please see the [appendix](#) for explanations about the data, additional data disclosures (e.g., leadership/technical team breakdowns), and our approach to hiring rate goals.



PEOPLE

Milestones

While team representation and hiring rates didn’t improve at the velocity we wanted, we still made progress on a number of foundational efforts and continued maturing our DEI approach.



Launching Atlassian’s first Reconciliation Action Plan

Since 2006, Reconciliation Australia has partnered with organizations like Atlassian to develop Reconciliation Action Plans (RAPs) meant to help corporate Australia advance representation, recognition, and a fuller process of reconciliation with First Nations Australians.

Atlassian launched a [Reflect RAP](#) in fiscal year 2024 focused on commitments related to people, places, and platforms. The plan included launching a cultural awareness training, in collaboration with [Evolve Communities](#), to help build understanding of Australian First Nations communities. As of fiscal year 2024, the training is available to all Australian-based Atlassians.

Amplifying ERG impact

In addition to an over 60% increase in membership compared to last year, ERG communities continue to drive monthly activations across Atlassian in ways that best resonate with their communities. Some highlights include Lunar New Year Dancing Dragon celebrations, financial literacy workshops, Foundation partnerships, and panels with senior leaders from underrepresented groups. We continue to compensate ERG leaders for the work they take on to foster inclusion across the company.

Improving our hiring tools and processes

We continue to partner with the Talent Acquisition team to de-bias our hiring process and systems that support interviewers and hiring managers. For example, when we introduced our new company-wide applicant tracking system, we provided enablement materials for our Talent Acquisition team to promote equitable use of built-in AI and avoid common biases. We are also developing a program to improve our processes and the experience for candidates who need accessibility accommodations.

Embedding DEI into performance management

Within our ongoing efforts to incorporate anti-biasing principles and techniques across talent programs, we worked cross-functionally to automate bias mitigation flags and nudges in performance tools. Our first feature, a DEI spot check, prompts human resource representatives and managers to complete extra due diligence checks for Atlassians who are part of groups at higher risk for systemic bias. This promotes greater fairness and consistency within the performance program. This year was also the first time we shared externally how the DEI team approaches [centering equity in the workplace](#).



PEOPLE



Spotlight

Expanding our approach to no-BS DEI partnerships

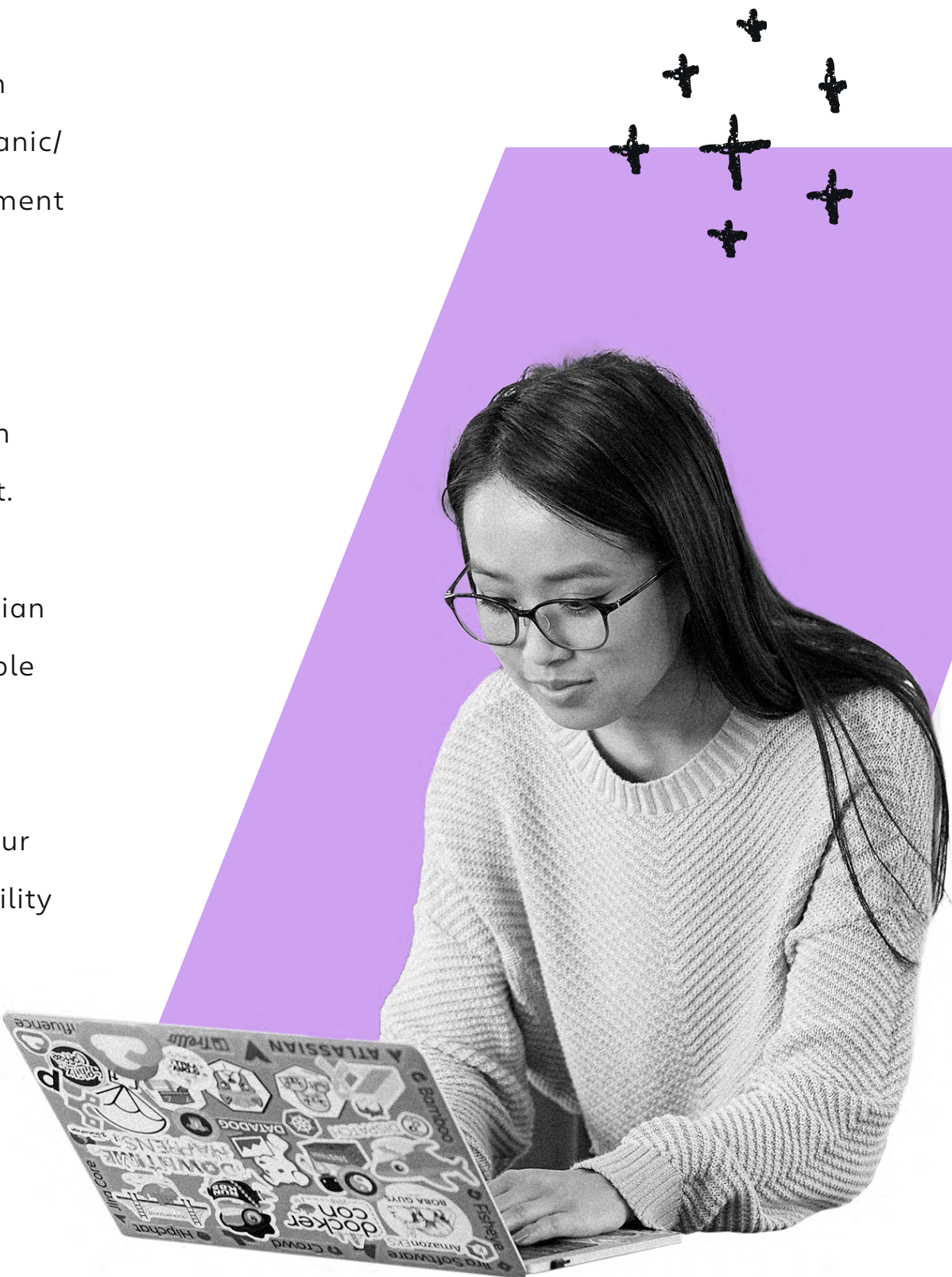
Mutually beneficial strategic partnerships have been core to our DEI strategy since fiscal year 2022. We focus on DEI partnerships that help Atlassian source underrepresented talent while engaging in a way that helps our partners advance their missions.

We now have six DEI partners across three countries (U.S., Australia, and India) that have been selected against specific criteria to support historically marginalized communities. These partners will expand access for these beneficiaries to careers in the tech industry.

Progress will take time; however, in fiscal year 2024 alone, we hosted nine activations to build awareness of our partners' missions and we supported 35 internship placements for high schoolers that provide valuable work experience in the industry.

Selection criteria for strategic DEI partners:

- 1. They are founded and/or led by members of the underrepresented communities they serve. This is especially important because funding is traditionally not equally distributed to women, Black/African American, or Hispanic/Latinx founders.
- 2. They are focused on increasing representation for women, Black/African American, and/or Hispanic/Latinx populations in the tech industry (in alignment with our own DEI strategies and goals).
- 3. They are scaling to serve their communities across broad geographies, operating as we do in a [Team Anywhere](#) distributed work environment.
- 4. They are committed to partnering with Atlassian for at least 3-5 years to ensure long-term scalable impact.
- 5. They are flexible and agile enough to match our ambitions for our mutual work, and have the ability to mobilize to get it done.





PEOPLE

Our trajectory and emerging issues



Our trajectory

Actionable data tailored to the business

In order to enable senior leaders across Atlassian to adopt DEI goals that are integrated with their business strategy, we'll focus on responsibly expanding their access to DEI-related data and insights, including progress reports and a self-service dashboard for real-time updates.

Embedding DEI into our AI agents and products

As contributors to the Responsible Technology Working Group, we'll work to embed DEI principles into Atlassian's AI tools, so that we're also helping our customers mitigate bias and inequities in teamwork.



Emerging issues

AI and reskilling talent

With many companies quickly adopting new AI tools and ways of working, it will be critical for organizations to invest in upskilling and reskilling their talent in an equitable way. Ensuring everyone has the opportunity to develop and advance alongside the development of AI will help businesses prepare for and support an increasingly diverse, global workforce.

Ethical use of demographic data

Organizations must balance the need for comprehensive DEI metrics with responsible data practices to avoid unintentional harm to the populations it aims to support. This is especially crucial as AI tools become more prevalent in decision-making processes that affect employees, like hiring and promotions.



CUSTOMERS

Transparency, accountability, our values, and the UN Guiding Principles underpin Atlassian's **human rights approach**





CUSTOMERS

Key performance narrative

Footnotes:

While this chapter is entitled “Customers,” our human rights program encompasses any and all rights holders who may be affected by Atlassian’s business operations and decisions.

Please see the [appendix](#) for additional data and narrative, including details on our accessibility progress, why we don’t include KPIs for the human rights chapter, and context regarding forward-looking statements.

Follow through on our public commitments

- Fiscal year 2024 progress:
- We’ve maintained public commitments that outline our responsibility to respect human rights.
- [Human Rights Statement](#)
 - [Responsible Technology Principles](#)
- To live up to those commitments, we:
- Launched a [Responsible Technology Review Template and Guide](#) publicly
 - Shared [AI transparency disclosures](#) for every generally available Atlassian Intelligence feature
 - Updated internal legal checklists to include responsible technology reviews as a step in product reviews
 - Updated Atlassian’s [Acceptable Use Policy](#) to include types of acceptable content
 - Updated Atlassian’s [Transparency Report](#) to include types of government requests and requesting agency

Fiscal year 2025 goal:

Revisit and update our Human Rights Statement to reflect program progress and stakeholder feedback, and continue to integrate commitments into the day-to-day work of Atlassians through policies and programs.

Identify and manage salient issues

Fiscal year 2024 progress:

Annually, we identify and manage risks with the help of our Human Rights Working Group. These are tracked in Atlassian’s Enterprise Risk Management system, and the risk categories, definitions, and responsible teams are disclosed publicly (see below).

Right to privacy

What: customer and employee data

Who manages: Risk & Compliance, Privacy Legal, Trust & Security, and Product & Engineering teams

Ethical use

What: potentially harmful content hosted in our products or products being used in ways that may harm customers, users, and others – inclusive of AI

Who manages: Privacy Legal, Trust & Security, and Product & Engineering teams; Responsible Technology Working Group and Human Rights Working Group

Discrimination and systemic bias

What: discrimination and systemic bias that may affect employees

Who manages: People, DEI, Employment Legal, IT, and Accessibility teams; Responsible Technology Working Group

Fiscal year 2025 goal:

Continue to identify and manage salient risks above.

Address potential risks

- Fiscal year 2024 progress:
- ✔ Implemented standardized due diligence for customers, mergers and acquisitions, and geographic footprint
 - ✔ Implemented new review template and process for assessments of AI products and features
 - ✔ Operationalized human-rights-focused external stakeholder engagement program and completed annual engagement
 - ✖ Did not update reporting/grievance mechanisms

Fiscal year 2025 goal:

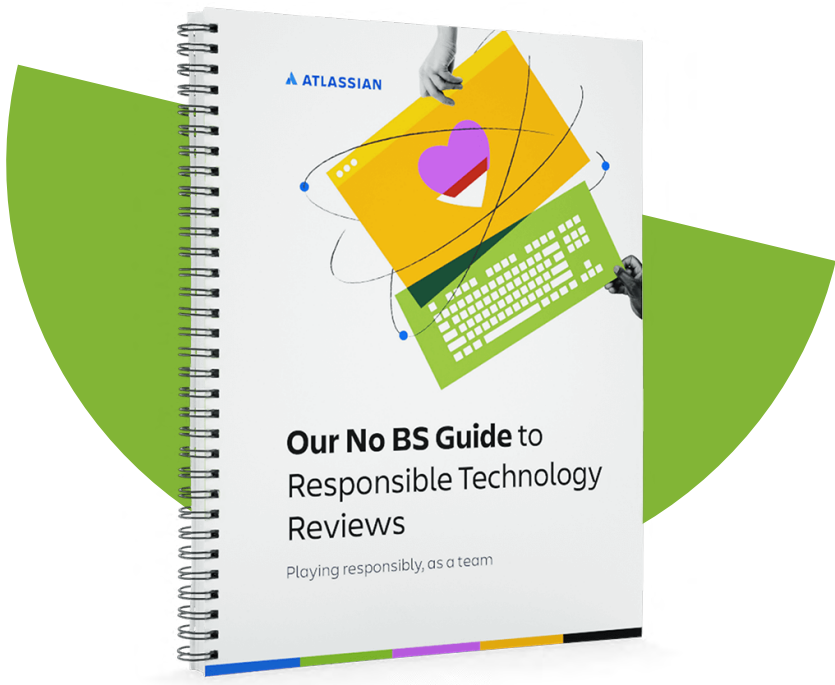
We will work to improve rights holder feedback loops, including iterating annual stakeholder engagement.



CUSTOMERS

Milestones

The Human Rights team and collaborators deepened Atlassian’s approaches to responsible technology, assessing risk, and stakeholder engagement.



Practicing responsible technology

The Responsible Technology Working Group collaborated with internal and product-facing teams – notably Central AI, People, and Talent Acquisition – to improve practices to identify, mitigate, and raise awareness of AI risks and opportunities.

This included formalizing a responsible technology review, used more than 40 times in fiscal year 2024 by teams that develop, deploy, and use Atlassian-built and third-party AI solutions for customers, partners, and employees. We also developed a “minimum viable product” employee training on responsible technology concepts and identifying potential AI risks.

To live up to our [commitment](#) to transparency and contribute to the global AI governance conversation, we shared the responsible technology review and an accompanying [“No BS Guide”](#) publicly and released AI transparency disclosures for every generally available Atlassian Intelligence feature detailing its intended use, limits, and other considerations. Following our principle “Accountability is a team sport,” we strengthened cross-sector partnerships with organizations like the [Human Technology Institute](#), [TeachAI](#), [National AI Centre’s Scaling Responsible AI Think Tank](#), and [Article One’s Roundtable on Human Rights and AI](#).

Listening outside our walls

We met with eight civil society leaders, experts, and academics with backgrounds in business, human rights, and technology governance as part of our new annual stakeholder engagement program.

Stakeholders told us we should explore salient industry risks, like freedom of expression and the AI supply chain. They urged us to continue integrating human rights as a standard business practice across Atlassian and to invest in structures for top-down accountability to respect human rights – these are both sector-wide best practices. They also suggested improvements and expansions to our [Human Rights Statement](#). All of these will be focus areas for fiscal year 2025 and beyond.

Stakeholders also requested more detailed disclosures. This is, and will remain, a key challenge as we work to balance our commitment to transparency with the sensitive nature of human rights work and need for trust and confidentiality when engaging business partners on their human rights practices.

Focusing on key risk areas

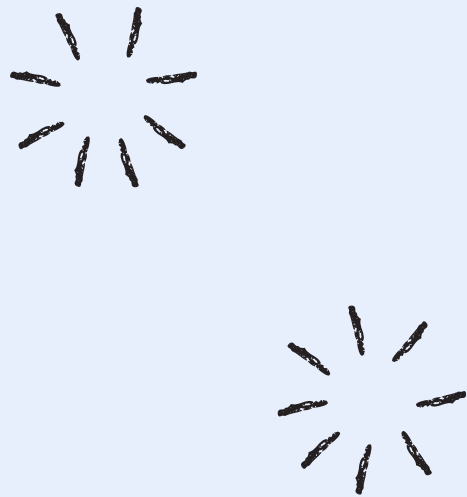
We focused on interventions to help us better understand and mitigate potential human rights impacts in key areas of risk – in other words, due diligence tools and processes.

In addition to a standardized template and process to assess AI risks, we implemented due diligence frameworks to assess human rights risks for mergers and acquisitions and when evaluating new countries for employment and other business activities. We also redesigned and implemented a process that uses human rights and integrity risk factors to assess customers, though more work remains to turn this into ongoing and proactive customer due diligence.



CUSTOMERS

Spotlight



Product innovation,
the responsible way

In our experience with responsible technology reviews in the past year, we found that while they help teams expand their risk lens and identify gaps in need of mitigation, the exercise also provided a creative way to spot opportunities within our products.

One of the first teams to use the review template explored various risks of relying on a large language model to generate answers to search questions, but once the team completed the review with the Responsible Technology Working Group, they were able to make improvements to close these gaps.

As Izzy Kohout, an Atlassian Product Manager, explains:

“The review prompted us to think about the potential worst-case scenario of our feature, as well as how we could mitigate existing issues with large language models, like what could happen if our AI-powered search presented inaccurate or misleading information to users. We were able to consider these risks early on, and mitigate them by designing our communications with users thoughtfully to help educate them and manage expectations.”

Other teams have thought creatively about how AI features can create opportunities for users. For instance, we’ve seen teams highlight in their review that generative AI prompts like “improve writing” can help ensure clarity when it comes to communicating in English as a second language.

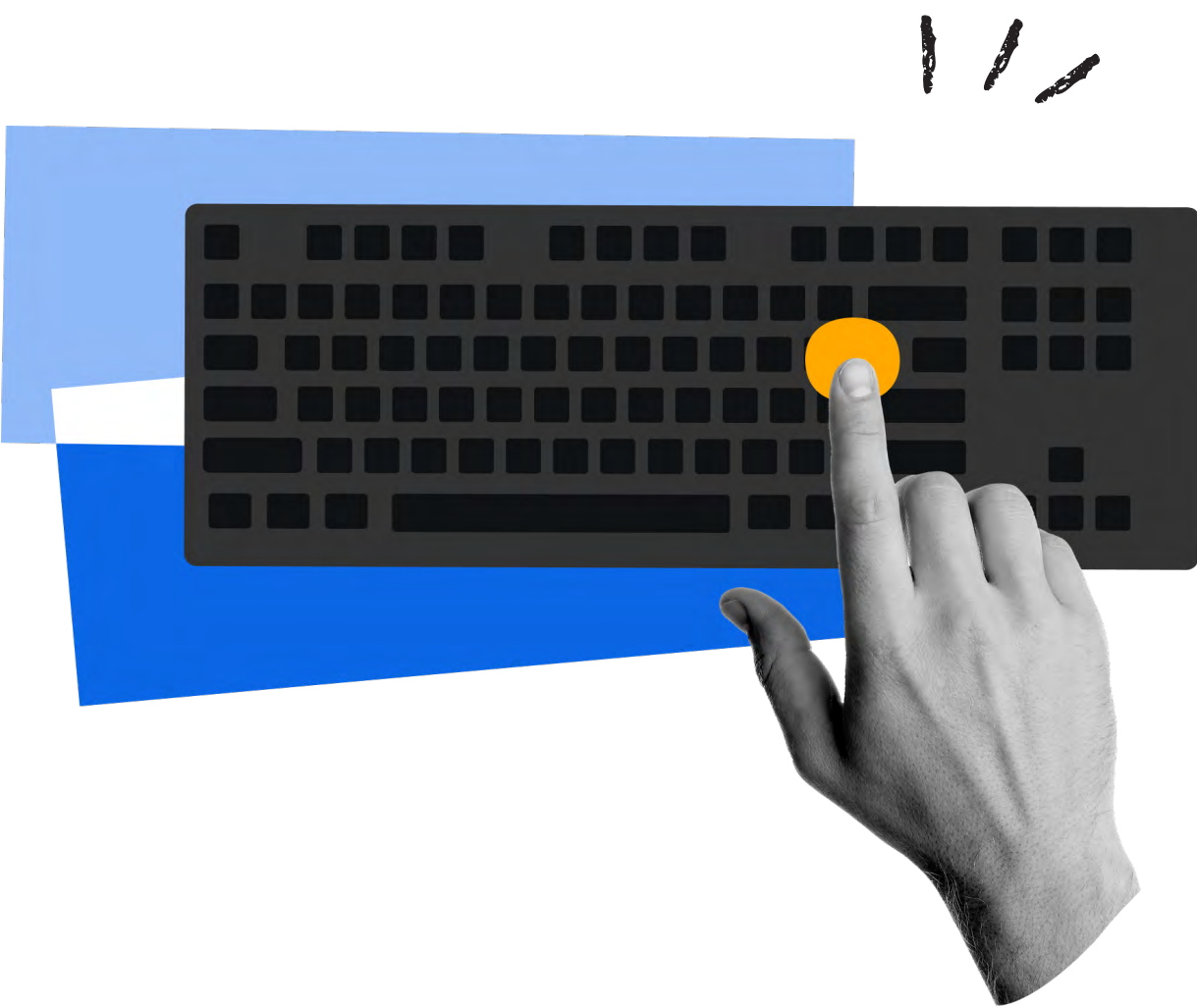
The responsible technology review and an in-depth guide explaining our process and how to use the review are free and available for anyone to download at the bottom of our [Responsible Technology Principles](#) page.





CUSTOMERS

Our trajectory and emerging issues



Our trajectory

Making responsible tech everyone’s job

We will focus on building a culture of responsible technology at Atlassian, which includes further integrating responsible practices into product development and building new accountability and governance models across the company.

Turning up the volume

We will work to improve our feedback loops within and outside Atlassian, including iterations to our annual stakeholder engagement program and understanding opportunities for employee engagement on human rights and responsible technology.

Revisiting our public commitments

We will review and seek to update our [Human Rights Statement](#) to reflect the growth of our program, taking into account stakeholder feedback and best practice in our industry.



Emerging issues

Grounding responsible tech in human rights

Experts across sectors are increasingly calling for international human rights frameworks to form the foundation of responsible technology initiatives and programs in business, government, and civil society – something we strongly believe, and call on other companies to explore via internal efforts, cross-company collaboration, and multi-stakeholder initiatives.

Addressing the performance and disclosure standards gap

Like other companies, we have struggled to define meaningful KPIs and the right level of transparency for our human rights program – we believe there is an emerging cross-sector opportunity to define metrics and frameworks for corporate human rights performance and disclosure.



COMMUNITY

The Atlassian Foundation is on a mission to unleash the potential of social impact teams – particularly teams **changing lives through education**



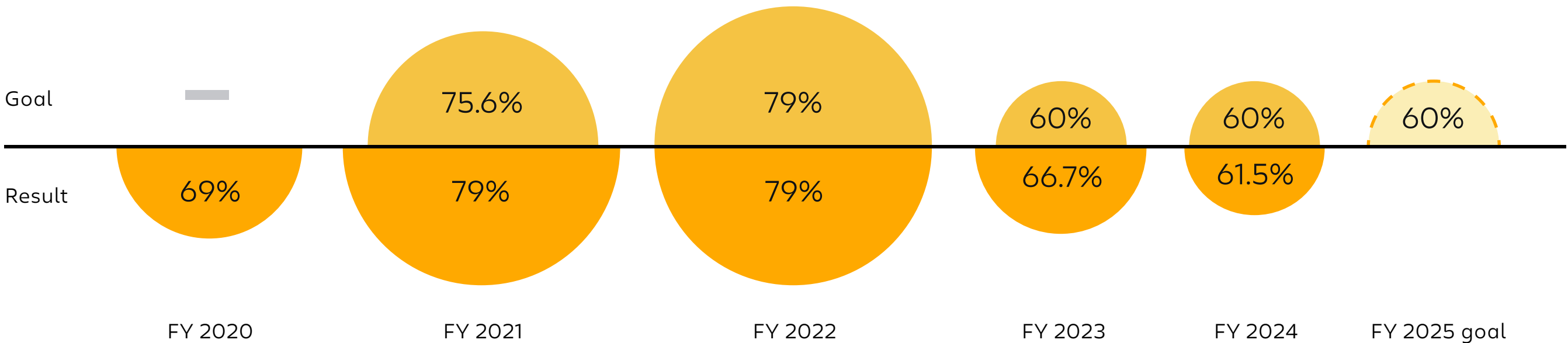


COMMUNITY

Key performance indicators

Participation in volunteering efforts

Percentage of Atlassians who logged Foundation Time*



70,000 actions to contribute to causes

We have a new goal of Atlassians taking 70,000 actions to contribute to causes they care about by September 30, 2025. This is supported by our new employee program launching in fiscal year 2025, Foundation Rewards.**



Footnotes:

* All permanent Atlassian employees get five days (or 40 hours) of paid leave to volunteer every financial year (known as “Foundation Time”).

** Foundation Rewards will incentivize Atlassian employees to complete volunteering and donation actions to unlock rewards for themselves and nonprofits they care about. The more impactful the action, the bigger the reward.



COMMUNITY

Milestones

Creating a better world is impossible alone.



Footnotes:

* Including 100% employee matching donations from the Atlassian Foundation.

** Of Startup Muster's 1,100 respondents, 6% identified themselves as being Pledge 1% members with active pledges. 21% of founders said their decisions are driven by impact (56% from impact and profit equally). [Read the full report.](#)

Volunteering and donating

Atlassian employees logged more than 53,000 hours of volunteering time and donated more than US\$2 million* toward causes they believe in. Volunteering continued to be a great way to connect with colleagues in our distributed workforce, with almost a quarter (23%) of the company participating in team volunteering events. Our most popular campaign of the year was [May It Forward](#). A riff on “pay it forward,” it was all about creating a ripple effect of positive actions around the world in the month of May. More than 2,100 Atlassians participated, supporting 150 nonprofits.

Programs and discounts

We redesigned our discounted license application process for students, teachers, academic institutions, and nonprofits, and updated our [Atlassian for Nonprofits](#) page to make it easy to find these discounts and other resources. We provided 5,300 free or deeply discounted product licenses to nonprofits throughout the year. We also launched the Ask an Atlassian program to focus our skilled volunteering more heavily on Atlassian products and practices expertise. Since the program launched in February 2024, 81 Atlassians have supported 104 social impact organizations with over 277 hours of volunteer time.

Education

In fiscal year 2024, we donated US\$7.44 million to our 16 [education partners](#) to help equip millions of young people from under-resourced communities with the skills they need to work and thrive.

All of our partners inspire us, but to share just a few highlights: We were proud to support British Asian Trust’s [LiftEd](#) initiative to educate four million Indian children in five years. We were thrilled to see Humanitix – an amazing partner that's turning booking fees into a force for good – [donate US\\$4 million](#) to education programs. And we loved hosting our longest-standing partner, Room to Read, in Atlassian offices across the world to screen their [She Creates Change](#) short films.

“Education creates knowledge, builds confidence, and breaks down barriers to opportunity. If you educate a child, you set them up for life.”

Scott Farquhar
Co-founder, Atlassian

Pledge 1%

Atlassian co-founded the [Pledge 1%](#) movement because we believe businesses can, and should, bake social impact into their DNA from the very beginning.

As of fiscal year 2024, over 18,000 organizations in 100 countries have used the flexible Pledge 1% framework to generate US\$2 billion in new philanthropy. A full 28% of the [2023 Forbes Cloud 100](#) list are Pledge 1% members.

This past year, the Atlassian Foundation hosted 14 Pledge 1% webinars and live events to help more than 500 attendees make their volunteering and donating programs more impactful. We also co-funded Australia's biggest startup survey, [Startup Muster](#), providing insights that will help us grow the culture of philanthropy in the Australian startup ecosystem.**



COMMUNITY

Spotlight



Partnering with Code.org to bring computer science education to students

The Atlassian Foundation believes the digital evolution of the workplace has made computer science (CS) education essential to the future success of young people.

According to The Brookings Institution, high-quality CS instruction in early education increases students' likelihood of employment by 2.6% and grows annual earnings by about 8%. However, not enough students globally are learning CS. The nonprofit Code.org is addressing this challenge and exploring new education developments with the responsible use of AI.

Code.org is dedicated to expanding CS education in K-12 schools, with a focus on increasing the participation of young women and underrepresented groups. The Atlassian Foundation first partnered with Code.org in fiscal year 2021 and has now renewed its pledge with an additional US\$1.5 million in funding for the next three years to support Code.org in scaling its efforts.

Beyond financial support, the Atlassian Foundation provides employee time and products to the Code.org team as they create localized courses in over 64 languages to ensure global access to its curriculum. Atlassian volunteers directly contributed to translating the curriculum into 30 of these languages.

Fun fact: Code.org's team used Jira to project manage the course creation and made their [Jira templates](#) available to other nonprofits that manage similar work.

"Code.org's partnership with Atlassian, including financial support, product donations, and meaningful collaboration, has been integral to our localization and engineering work to drive global expansion. We are excited and grateful to continue our partnership with Atlassian to advance our shared mission of increasing access and participation in CS and AI for all learners."

Cameron Wilson
President, Code.org

Recognizing the growing importance of AI in education, Code.org expanded its focus this year to include the responsible use of AI in the classroom. They launched [TeachAI](#) to bring together experts in education and technology to assist governments and education authorities in AI understanding and policy creation. We are proud to support this effort, as one of Atlassian's own responsible technology leaders serves on TeachAI's advisory council.

As our partnership enters its fourth year, the Atlassian Foundation is enthusiastic about continuing to team up with Code.org to help modernize their internal infrastructure and enhance their collaboration capabilities to achieve their mission.





COMMUNITY

Our trajectory and emerging issues



Our trajectory

Making our tools accessible to all social impact teams

Smaller nonprofits and social enterprises, especially in low- and middle-income countries, find it hard to afford Atlassian cloud products at our current **75% discount**. We are introducing a new discount model and expanding our support programs to make our tools more accessible to all social impact teams that want to use them to grow their impact.

Empowering Atlassians to make a bigger impact

We will launch Foundation Rewards, a new volunteering and donation program that will incentivize employees to self-organize to use their time, talent, tools, and influence to make a difference. By taking certain actions, Atlassians will unlock rewards for themselves and nonprofits they care about.



Emerging issues

A tech strategy, not just tech tools

The social impact sector has embraced technology tools for some time, but we are now seeing a push to level up technology strategies and governance. According to Board.dev, tech-savvy nonprofits are four times more likely to achieve their missions, but only one in four has a defined strategy for achieving digital readiness. There is a growing need to place tech leaders on nonprofit boards to help these organizations responsibly harness the power of technology, and Atlassian is exploring ways to contribute.

The transformative potential of AI for good

Like the rest of the world, nonprofits are grappling with AI – particularly its promise of increased productivity in a resource-constrained sector. One of our partners, CareerVillage, demonstrates the potential of using AI to scale impact; their AI-powered career Coach is democratizing access to career advice. The education space is ripe for disruption like this, and we’re excited to see and support more AI breakthroughs.



GOVERNANCE

Working together to
**advance responsible
business practices**





GOVERNANCE

Our approach



Teaming up with our customers

Since launching our first sustainability report in fiscal year 2019, we’ve been clear on the role a cloud collaboration software company like Atlassian can/should play in addressing ESG risks and opportunities. Now, with over six years of ESG management under our belts, we’ve established a solid foundation of guardrails and first principles, and we’ve got the maturity, muscle, and agility to respond to complex challenges, both anticipated and unforeseen. But our mission is to unleash the potential of every team, and we know the biggest ESG-related challenges ahead are impossible to take on alone. So in fiscal year 2024, we turned attention toward our more than 300,000 customers, finding ways to support them in their sustainability journeys as well.

More and more, we’re seeing corporate sustainability teams collaborating with their counterparts across HR, marketing, finance, IT, and software. This rapid rise in cross-functional work means teams everywhere – including our customers – are looking for a single, seamless system of work. At Atlassian, we’ve been working this way since the start, and now we’re [sharing best practices](#) for using Atlassian tools to align on goals, plan and track work, and unleash knowledge.

In pioneering these ways of working and developing new products like Atlassian’s [Rovo](#), we have the opportunity to help speed up the pace of change for sustainability teams everywhere.

Atlassian isn’t just a product company, though – we also ship practices that help our customers work better together. That’s why we shared version two of the [Don't #@!% the Planet](#) guide, which gives an “Open company, no bullshit” look at what we’ve learned on our climate journey, so that others can get there faster. Similarly, we shared our [responsible technology review](#) that we use internally alongside a guide so customers can learn from our experience in upholding values and prioritizing human rights as we build new technologies like artificial intelligence. Talk about playing as a team.

More than 80% of the Fortune 500 and 60% of Global 2000 companies are already Atlassian customers. Our growing enterprise customer base expects us to deliver on meeting ESG supplier requirements to accommodate accelerating global ESG regulations. We’ve seen a significant increase in requests for ESG information from these customers, so we’re scaling our efforts to meet

those needs. By maturing our ESG programs, increasing transparency of voluntary disclosures and preparing for emerging mandatory ones, we are helping to better serve our customers as they continue on their sustainability journey.

As we look to fiscal year 2025 and beyond, we’ll remain committed to our ESG goals and continue to be open about where we’re falling short. We’ve also got our eyes on the new challenges ahead, ranging from global elections to balancing the exciting opportunities of AI with responsible business and regulatory practices. It’s never been more important to take a team approach, and we are feeling energized to charge ahead arm-in-arm with our customers, peers, suppliers, and broader ecosystem to build a more sustainable and prosperous future.

Jessica Hyman
Chief Sustainability Officer
San Francisco, California, October 2024



GOVERNANCE

Accountability

We believe the best way to drive an effective sustainability program is to work as one Atlassian team.

Reporting lines

Starting at the top, our Chief Sustainability Officer generally provides quarterly updates to the CEO to track progress against our sustainability goals. Our **Board of Directors** receives periodic updates on our sustainability strategy, progress, and challenges, typically at least once per year.

Sustainability team

- **Reporting Line:** Chief Sustainability Officer reports to Deputy General Counsel – IP, Policy & Regulatory Affairs (4 levels from CEO)
- **Department:** Legal
- **Team size:** 6
- **Focus:** Implementing and disclosing progress on Atlassian’s climate and human rights commitments

While our work crosses all of Atlassian, there are three teams with full-time responsibility for driving progress on the items in this report: Sustainability, DEI, and Foundation.

During this reporting year, the Sustainability team finalized its transition to the Legal department, which helps us better prepare for an emerging regulatory landscape. The Sustainability team

DEI team

- **Reporting Line:** Head of DEI reports to Chief People Officer (3 levels from CEO)
- **Department:** People
- **Team size:** 4
- **Focus:** Team- and company-level representation, equitable and inclusive employee experiences and outcomes

collaborates with teams across the business, including our DEI and Foundation teams.

We remain confident that our organizational structure ensures we progress the E, S, and G together through cross-functional collaboration while building best practices for a responsible business.

Foundation team

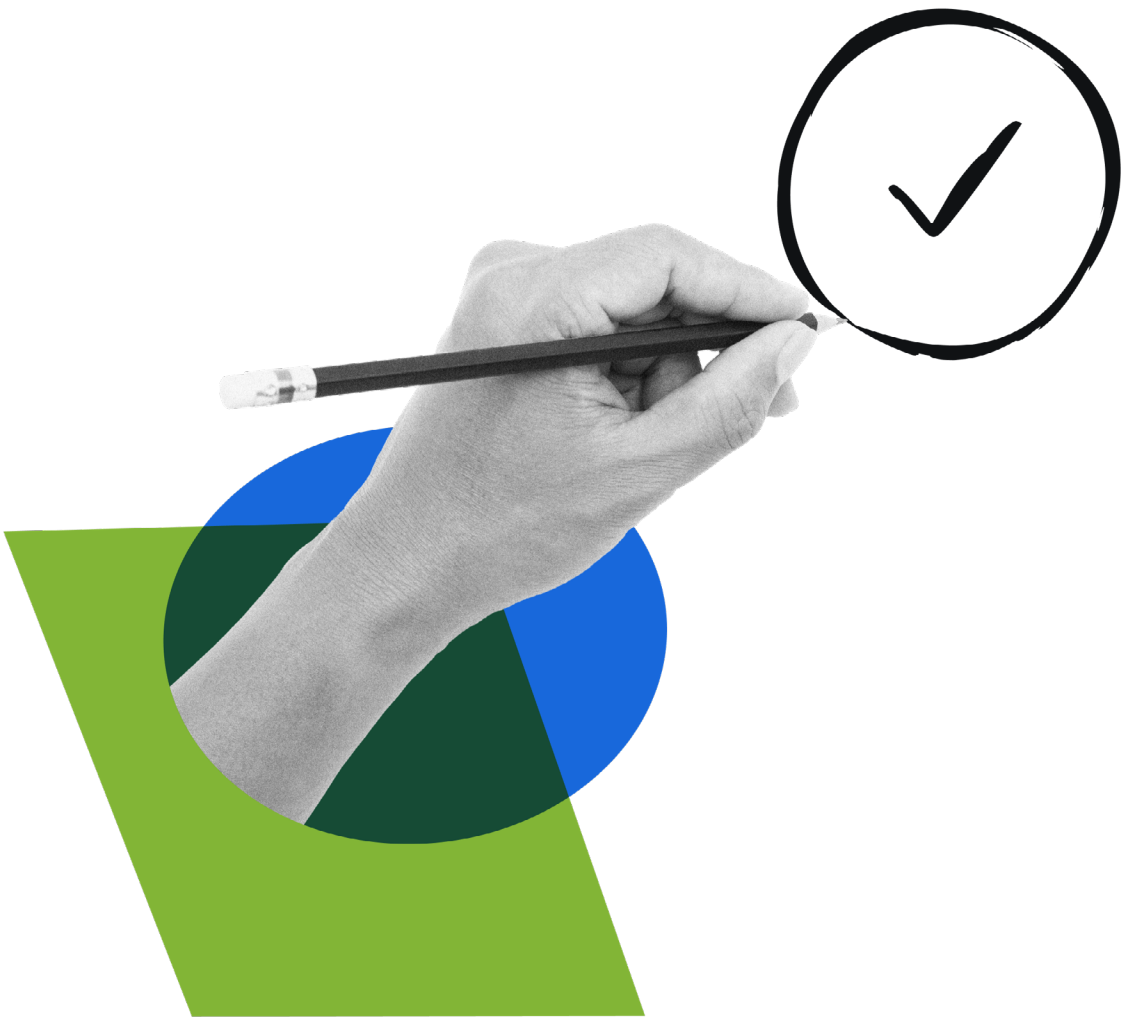
- **Reporting Line:** Head of Foundation reports to General Counsel (3 levels from CEO)
- **Department:** Legal
- **Team size:** 26
- **Focus:** Backing social impact teams (particularly teams changing lives through education) with a combination of Atlassian’s funding, people, and products and practices; empowering employees to volunteer and donate; and growing the Pledge 1% movement.



GOVERNANCE

Company-wide collaboration

The work that we do requires teams throughout Atlassian – here is how we get it done.



Planet

Six climate working groups include team members from Sustainability, Finance, Procurement, Risk & Compliance, Public Policy, Travel, Cloud FinOps, Workplace Experience, and Real Estate teams, as well as supplier relationship owners. These Atlassians help advance progress on our climate goals, including reducing emissions in our operations and value chain, engaging suppliers, understanding climate-related risk and business impact, and advocating at the policy level.

People

Some of the DEI team’s core collaborators include: Brand, Communications, Employee Relations, Foundation, HR Business Partners, Legal, People Insights, People Operations, Sustainability, Talent, Talent Acquisition, Team Anywhere, Total Rewards, and Workplace Experience. Our global employee resource groups (ERGs) also represent a diverse collection of cross-functional Atlassians representing different identities and cultures.

Customers

The Human Rights Working Group includes team members from Sustainability, Global Public Policy & Regulatory Affairs, Privacy Legal, Commercial Legal, and Risk & Compliance. They integrate our human rights approach across Atlassian and track progress against work led by each team. The Responsible Technology Working Group focuses on implementing our [Responsible Technology Principles](#) and includes members from Privacy Legal, Global Public Policy & Regulatory Affairs, DEI, and Human Rights. Our Central Accessibility team, Accessibility Product Leads team, and volunteer Accessibility Champions each drive and advocate for initiatives across the company. Specifically, these teams support Atlassians who research, design, build, test, and support products, content, and experiences that are inclusive and usable by the broadest range of people – especially people with disabilities.

Community

The Foundation team collaborates with other teams across Atlassian to empower employees to use their talent, time, tools, and influence to be the change they seek. The [Atlassian Foundation Board](#) comprises five members, including an independent director as well as current and former Atlassian leadership.

Governance

An ESG Reporting Working Group – including the Sustainability, Investor Relations, Accounting, Legal, Public Policy, and Internal Audit teams – was created to inform annual disclosures for the sustainability report and other voluntary and mandatory disclosures. In light of recent global events, an ESG Crisis Response Working Group was created in fiscal year 2024 to help analyze societal impacts on our business and provide recommendations for company responses, with members from Sustainability, Crisis Management, Legal, Policy, and Communications.



GOVERNANCE

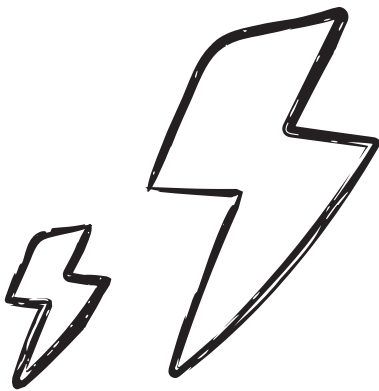
Public policy efforts

The Sustainability and Global Public Policy & Regulatory Affairs teams work in partnership on various initiatives to advocate for our values externally, including with governments.

This year, our Sustainability and Global Public Policy & Regulatory Affairs teams broadened their partnership to drive engagement across multiple issues around the world.

This included our work to understand and respond to the fast-maturing ESG regulatory landscape around the world. In the U.S., we partnered with the non-profit [Ceres](#) to support a multi-stakeholder letter to the Securities and Exchange Commission (SEC) on climate disclosure rules and attended Lobby Day in Sacramento to advocate for California climate bills (SB 253 and SB 261), both of which passed. We are also monitoring developments to both the Corporate Sustainability Reporting Directive (CSRD) and Corporate Sustainability Due Diligence Directive (CSDDD) in the European Union.

Our teams’ deep collaboration on responsible technology extended to advocacy with governments, regulators, and policymakers around the world. We used our [Responsible Technology Review Template and Guide](#) in discussions with lawmakers in Washington, D.C., the European Union, and Australia as they develop, pass, and implement laws on the responsible use of AI. We also [welcomed the passage of the EU’s AI Act](#) and [advocated for a thoughtful, principles-based approach](#) to the regulatory framework for AI in Australia to help establish clear standards for responsible innovation.





APPENDIX

A note regarding forward-looking statements

[Planet Appendix](#)

[People Appendix](#)

[Customer Appendix](#)

[Community Appendix](#)

[Governance Appendix](#)

[SASB Index](#)



This report contains forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995, that involve substantial risks and uncertainties. In some cases, you can identify these statements by forward-looking words such as “may,” “will,” “expect,” “believe,” “anticipate,” “intend,” “could,” “should,” “estimate,” or “continue,” and similar expressions or variations, but these words are not the exclusive means for identifying such statements. All statements other than statements of historical fact could be deemed forward-looking, including statements about our sustainability or ESG-related commitments and goals (including our net-zero goals); our progress towards these commitments and goals; and our intended future actions related to these matters, as well as our products, and product features, including AI and machine learning.

We undertake no obligation to update any forward-looking statements made in this report to reflect events or circumstances after the date of this report or to reflect new information or the occurrence of unanticipated events, except as required by law.

The achievement or success of the matters covered by such forward-looking statements involves known and unknown risks, uncertainties, and assumptions, including, without limitation, changes in global economic conditions; unexpected delays, difficulties, and expenses in executing against our ESG goals set forth in this report; changes in the environmental

or other regulatory landscape; technological innovations; climate-related conditions and weather events; our ability to gather and verify data; the compliance of various third parties with our policies and procedures; the adoption of certain behaviors and activities by third parties, including our customers and partners; the performance of and our expansion into new products, services, technologies, and geographic regions. If any such risks or uncertainties materialize or if any of the assumptions prove incorrect, our results could differ materially from the results expressed or implied by the forward-looking statements we make. Additionally, we are engaged in certain projects, solutions, and technologies that, should they not perform as we expect, could negatively affect our ability to meet some ESG goals on time or at all. Finally, we make certain claims regarding our products and projects, including through our funding of certain projects, and the ability of those products, projects, and funding efforts to affect third parties’ sustainability efforts; however, there can be no guarantee that our products, projects, or funding efforts will have the effects we anticipate or intend. You should not rely upon forward-looking statements as predictions of future events. Forward-looking statements represent our management’s beliefs and assumptions only as of the date such statements are made.

Further information on these and other factors that could affect our financial results is included

in filings we make with the Securities and Exchange Commission (the “SEC”) from time to time, including the section titled “Risk Factors” in our most recently filed Forms 10-K and 10-Q. These documents are available on the SEC Filings section of our Investor Relations website: investors.atlassian.com.

Data measurement and uncertainty

All reported values represent the best data available at time of publication. Where actual data isn’t available, we may use estimates. We base our estimates and methodologies on historical experience, available information, and on various other assumptions that we believe to be reasonable. All data found in this report is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Assurance

We obtain limited third-party assurance from an independent third party, [Apex](#), for our scope 1 and scope 2 (location-based and market-based) GHG emissions. We do not yet have independent third-party verification of our scope 3 emissions. For more details, see our [verification statement](#).



APPENDIX

Planet

Office electricity data | FISCAL YEARS 2019-2024

Electricity consumption (MWh) vs. renewable electricity matched (EAC per MWh)

COUNTRY	FISCAL YEAR 2019 (BASELINE)	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023	FISCAL YEAR 2024
Australia	1,283	1,338	1,076	1,141	1,325	1,229
Japan	60	46	10	2.4	10	17
Netherlands	298	272	241	292	349	339
Philippines	530	385	232	340	384	520
Poland	-	-	234	25	19	21
Türkiye	55	64	27	22	42	76
U.S.*	2,332	1,732	2,244	1,530	4,573	4,456*
Canada	–	–	325	(closed)	(closed)	(closed)
India	1,410	644	1,166	1,013	(closed)	(closed)
Sweden	–	–	85	35	(closed)	(closed)
Total electricity (MWh)	5,968	4,481	5,640	4,400	6,702	6,658
Total scope 2 MWh matched with RECs	-	100%	100%	100%	100%	100%

Note: Reported MWhs have been recalculated for improved accuracy. We were able to estimate previously unreported electricity from our leased offices that were unoccupied.

*Within the U.S., 100% of RECs were sourced from fixed-price VPPA projects in fiscal year 2024.



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Built environment data | FISCAL YEAR 2024

CATEGORY	FISCAL YEAR 2024
Number of buildings with green certifications*	6
Percentage of buildings with green certifications (as a percent of total active square footage)	65%

*Green certifications as of June 30, 2024 include Leadership in Energy and Environmental Design (LEED) Certified: Austin, Bellevue, and San Francisco; Development Bank of Japan (DBJ) Green Building Certified: Yokohama; and National Australian Built Environment Rating System (NABERS) Certified: Sydney (341 George St.) and Sydney (363 George St.).



APPENDIX

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Work-from-home energy data | FISCAL YEARS 2022-2024

Energy consumption (electricity + gas converted to MWh) vs. renewable electricity matched (REC per MWh)

CATEGORY	FISCAL YEAR 2022	FISCAL YEAR 2023	FISCAL YEAR 2024
Total Energy (MWh)	15,086	19,022	17,748
MWh matched with RECs	100%	100%	100%

Note: Previously reported MWhs have been recalculated for improved accuracy.

Scope 1 emissions data in tCO2e | FISCAL YEARS 2019-2024*

CATEGORY	FISCAL YEAR 2019 (BASELINE)	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023	FISCAL YEAR 2024	% CHANGE FROM FISCAL YEAR 2019
Natural gas	167	313	275	322	347	281	68%
Refrigerants	160	170	183	206	222	206	29%
Company-owned vehicle**	-	-	-	-	2	-	--
Diesel***	1.4	10	-	-	-	-	-
Energy use****	2.1	-	-	-	-	-	-
Scope 1 total	331	493	458	528	571	487	47%

*Note: Reported emissions for fiscal years 2019 through 2023 have been recalculated for improved accuracy. The fiscal year 2024 data are compared to the first year data were available (not the fiscal year 2019 baseline year).

**In fiscal year 2023, Atlassian owned and operated a vehicle, adding a new emission source for scope 1. The vehicle was sold later in fiscal year 2023 and no longer applies to our fiscal year 2024 GHG emissions.

***For fiscal year 2019 and fiscal year 2020, we collected actual diesel usage from one of our offices. This office was unoccupied in fiscal year 2021 and closed in fiscal year 2022.

****In fiscal year 2019, Atlassian relied on estimates based on building data.



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Scope 2 emissions data in tCO2e | FISCAL YEARS 2019-2024

CATEGORY	FISCAL YEAR 2019 (BASELINE)	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023	FISCAL YEAR 2024	% CHANGE FROM FISCAL YEAR 2019
MARKET BASED							
Purchased electricity covered by RECs	2,029	-	-	-	-	-	-
Colocation data centers covered by RECs	648	-	-	-	-	-	-
Energy use*	0.9	-	-	-	-	-	-
SCOPE 2 market-based total w/ RECs	2,677	-	-	-	-	-	-
LOCATION BASED							
Purchased electricity**	3,119	2,367	2,644	2,307	2,809	2,831	-9%
Colocation datacenters**	648	495	470	127	5	4.4	-99%
Energy use	0.9	-	-	-	-	-	-
SCOPE 2 location-based total	3,768	2,862	3,114	2,434	2,814	2,835	-25%

*In fiscal year 2019, Atlassian relied on estimates based on building data.

**Starting in fiscal year 2020, RECs were applied to market-based electricity consumption covering purchased electricity and colocation data centers.



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Scope 3 emissions data in tCO2e | FISCAL YEARS 2019-2024

CATEGORY	FISCAL YEAR 2019 (BASELINE)	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023	FISCAL YEAR 2024	% CHANGE FROM FISCAL YEAR 2019
Category 1, purchased goods & services	45,639	60,745	67,307	62,920	86,811	111,088	143%*
Category 2, capital goods	11,517	15,758	18,653	11,051	5,943	10,293	-11%
Category 3, fuel & energy related activities	1,119	537	649	573	525	516	-54%
Category 4, upstream transportation & distribution	131	115	124	55	57	23	-82%
Category 5, waste generated in operations	788	637	26	52	182	435	-45%
Category 6, business travel	18,806	9,952	91	1,947	21,276	36,814	96%
Category 7, employee commuting	7,139	5,987	334	561	1,929	4,357	-39%
Category 8, upstream leased assets	-	3.5	0.4	39	337	333	9,414%**
SCOPE 3 upstream total	85,139	93,735	87,184	77,198	117,060	163,859	92%

*Since fiscal year 2019, we’ve seen a significant increase in our cloud-based emissions, with a 43% increase from fiscal year 2023.

**The significant increase in emissions from fiscal year 2020 is due to the addition of office space we lease but is outside Atlassian's operational control.



APPENDIX

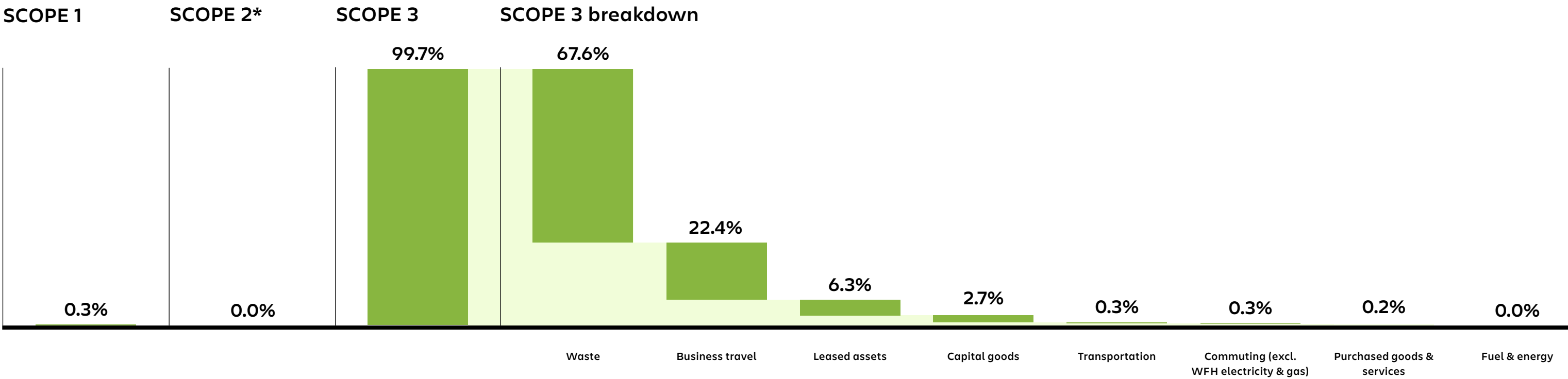
Planet

Scope 1-3 emissions data in tons CO2e | FISCAL YEARS 2019-2024

CATEGORY	FISCAL YEAR 2019 (BASELINE)	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023	FISCAL YEAR 2024	% CHANGE FROM FISCAL YEAR 2019
SBTI-ALIGNED TOTAL EMISSIONS FOOTPRINT							
SCOPE 1 + SCOPE 2 market-based + SCOPE 3	88,147	94,228	87,642	77,726	117,631	164,346	86%
VOLUNTARY EMISSIONS BEYOND SBTI GUIDANCE IN TCO2E*							
Work-from-home electricity	Not estimated	1,449	3,727	4,837	6,074	5,660	291%
Work-from-home gas	Not estimated	Not estimated	1,254	1,607	2,008	1,861	48%
Radiative forcing (air travel)	10,030	3,675	21	1,027	11,352	19,428	94%

*This section refers to voluntary categories within the GHG Protocol that go beyond SBTi guidance. Work-from-home energy falls under the employee commuting category, and radiative forcing (RF) falls under the business travel category. We pulled these emissions numbers out for more transparency and to align with SBTi requirements, which consider the inclusion of work-from-home energy and RF as optional.

Atlassian footprint by scope | FISCAL YEAR 2024



*Scope 2 is market-based. Totals may not add to 100% due to rounding to one decimal place.



APPENDIX

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Legacy emissions data and carbon removal credits purchased in tCO2e | FISCAL YEARS 2002-2024

CATEGORY	tCO2e
Total operational emissions (scope 1 + 2) from founding to date (fiscal years 2002-2024)	10,841
Total removals applied to operational emissions	10,841
Total business travel emissions (scope 3, category 6) from founding to date (fiscal years 2002-2024)	120,460
Total removals applied to business travel emissions	13,259

Carbon removal credits purchased for beyond value chain mitigation* | FISCAL YEAR 2024

CATEGORY	PROJECT	VOLUME (tCO2e)	LOCATION	STANDARDS / PROTOCOL	IDS	SELLER & REGISTRY	VERIFICATION	VINTAGE(S)
Carbon removal	Integrator of Indigenous and Peasant Communities of Oaxaca (ICICO) Ejido Improved Forest Management (IFM)	19,900	Mexico	Climate Action Reserve (CAR) -Mexico Forest Protocol	CAR 1399, 1411, 1415, 1443, 1461, 1463, 1531, 1532, 1569	Seller: Carbon Direct Registry: Climate Action Reserve	SCS Global Services	2021, 2022, 2023
Carbon removal	Pacific Biochar	4,200	U.S.	European Biochar Certification (EBC) Guidelines for the Certification of Biochar Based Carbon Sinks	CDI 006, 007, 008, 009	Seller: Carbon Direct Registry: European Biochar Certificate/ Carbon Standards International	Bio.Inspecta	2023

*This data is in compliance with the information required by **California AB-1305**. Please note the following definitions:

- “Volume” refers to tons of CO2-equivalents removed;
- “IDs” refers to Project Identification Numbers;
- “Seller & Registry” refers to the name of the seller of the offsets and the registry on which the program is registered;
- “Verification” refers to the name of the independent third party verification.



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Carbon intensity | FISCAL YEARS 2019-2023

DESCRIPTION	FISCAL YEAR 2019	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023	FISCAL YEAR 2024
Total revenue (in thousands)	US \$1,210,127	US \$1,614,173	US \$2,089,132	US \$2,802,882	US \$3,534,647	US \$4,358,603
Carbon intensity trend: scope 1 + scope 2 Location-Based / Revenue [M/\$MM REV]	3.4	2.1	1.7	1.1	1.0	0.8
Carbon intensity trend: scope 1 + scope 2 market-based + scope 3 / Revenue [M/\$MM REV]	72.8	58.4	42.0	27.7	33.3	37.7

Note: Carbon intensity calculation is the division of emissions by a relevant measure of activity. For this metric, the measure of activity is revenue.



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Please note that the inclusion of information on climate opportunities and risks in this report should not be construed as a characterization regarding the materiality or financial impact of that information. For a discussion of information that is material, please see our Annual Report on Form 10-K, filed with the SEC, which can be viewed at investors.atlassian.com

ASSESSING CLIMATE RISK | Task force on climate-related disclosures (TCFD)

TCFD RECOMMENDATION	RESPONSE
GOVERNANCE Describe board oversight and management’s role of climate-related risks and opportunities.	The Board of Directors (Board) oversees Atlassian’s Sustainability program and Enterprise Risk Management (ERM) program. The Board, consisting of 11 members, including one independent chair, is typically updated at least annually on Atlassian’s sustainability strategy, progress, and challenges, including climate-related risks and opportunities. The committees of the Board include the Audit Committee, the Compensation & Leadership Development Committee (CLDC), and the Nominating & Corporate Governance Committee. The Audit Committee, in particular, plays a key role in the Board’s risk oversight responsibility, which includes enterprise risk oversight and discussion of key risk exposure areas. The Audit Committee receives regular quarterly reports from our executive management team and their designees responsible for monitoring and mitigating particular risk exposures. These include our Chief Financial Officer, Chief Accounting Officer, and Chief Trust Officer, among others. More information about Atlassian’s Board can be found on the Investor Relations webpage. Atlassian’s Executive Management team is responsible for balancing risk and opportunity in support of Atlassian’s objectives. Atlassian’s ERM program – led by the Head of Governance, Risk, & Compliance, who reports to the Chief Trust Officer – is designed to support the proper identification, analysis, assessment, management/treatment, reporting, and monitoring of risk exposure at the enterprise level. Risks are evaluated based on their potential impact and likelihood. The scope of this oversight and management includes: 1. Establishing consistent processes and templates for risk management that are followed at Atlassian as part of the Atlassian ERM framework 2. Developing and operating Atlassian’s Risk Governance framework, which specifies the ownership model for risks at the company level and should be followed across Atlassian 3. Monitoring risk levels for risks with a wide, company-level impact, including conducting risk assessments where appropriate



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ASSESSING CLIMATE RISK | Task force on climate-related disclosures (TCFD)

TCFD RECOMMENDATION	RESPONSE
GOVERNANCE (cont.) Describe board oversight and management’s role of climate-related risks and opportunities.	4. Analysis of company risk data to form conclusions about proximity to risk appetite and risk tolerance 5. Developing effective risk behaviors across Atlassian, including through the facilitation of training for Atlassians and communications (e.g., blogs and white papers) 6. Monitoring the company’s exposure to emerging risks More information about Atlassian’s ERM program can be found on the Trust Center webpage. Atlassian’s Sustainability program and team is led by the Chief Sustainability Officer, who reports to the Deputy General Counsel – IP, Policy & Regulatory Affairs, and typically meets quarterly with the CEO to provide input and track progress against sustainability goals. The Sustainability team focuses on implementation of the strategy, including the assessment of climate risks and mitigation efforts and disclosure of progress toward Atlassian’s sustainability commitments. The Sustainability team also leads six climate working groups that include team members from the Treasury, Procurement, Risk, Public Policy, Travel, Workplace Experience, and Real Estate teams, as well as supplier relationship owners. These groups help advance progress on our climate goals, including reducing emissions in the built environment, engaging suppliers, understanding climate-related risk and business impact, and advocating at the policy level. The ESG Reporting Working Group – consisting of the Sustainability, Investor Relations, Accounting, Legal, and Internal Audit teams – helps analyze trends, internal and external risk factors, and stakeholder needs, which inform annual disclosures for the sustainability report and other voluntary and mandatory disclosures that include climate risk.



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ASSESSING CLIMATE RISK | Task force on climate-related disclosures (TCFD)

TCFD RECOMMENDATION	RESPONSE
STRATEGY Disclose the actual and potential impacts of climate-related risks and opportunities on the company’s businesses, strategy, and financial planning.	Atlassian evaluates physical and transition climate-related risks across short (0-1 year), medium (2-10 years), and long-term (10+ years) time horizons. In fiscal year 2024, we conducted a quantitative physical risk scenario analysis to identify which climate-related hazards may pose potential impacts to our organization over time. We evaluated the locations of our offices, employees, suppliers, and third-party data centers that Atlassian uses. The analysis was performed using the climate datasets aligned with the Sixth Assessment Report (AR6) by the Intergovernmental Panel on Climate Change (IPCC), the international body responsible for assessing the latest science related to climate change, and the Shared Socioeconomic Pathway (SSP) scenarios. Using this methodology, we evaluated the following eight physical hazards: · Coastal flooding · Cyclones · Drought · Extreme heat · Pluvial flooding · Riverine flooding · Water stress · Wildfire These potential hazards were modeled across three climate scenarios for the years 2030 (medium-term) and 2050 (long-term): · SSP1-2.6 (below 2°C): This scenario depicts a low warming world, a “best-case” scenario under which climate impacts would be low · SSP2-4.5 (2°C–4°C): This scenario depicts a medium warming scenario, a “middle-of-the-road” scenario under which warming is limited but impacts emerge · SSP5-8.5 (above 4°C): This scenario depicts a high warming scenario, a “worst-case” scenario under which warming is high and therefore climate impacts are high



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ASSESSING CLIMATE RISK | Task force on climate-related disclosures (TCFD)

TCFD RECOMMENDATION	RESPONSE
STRATEGY (cont.) Disclose the actual and potential impacts of climate-related risks and opportunities on the company’s businesses, strategy, and financial planning.	Climate models are inherently complex and uncertain, and while they can provide a general indication of plausible future outcomes, they do not serve as a forecast for future outcomes. Each scenario contains assumptions about the level of climate change mitigation achieved, represented by the level of atmospheric GHG concentrations in the year 2100. These assumptions are reflective of those developed in the Representative Concentration Pathways (RCPs) adopted by the IPCC, which help quantify different trajectories of future greenhouse gas concentrations and resulting average temperatures due to increases in climate change pollution. The selected scenarios provide a range of plausible future climate outcomes in order to help evaluate the range of potential impacts on our business.* In alignment with the latest climate science from the IPCC AR6 report, the SSP scenarios were selected in conjunction with the RCPs to ensure that both emissions trajectories and possible socio-economic futures were taken into account. We leveraged results from the SSP5-8.5 scenario to inform our physical risk identification, as this represents the “worst-case” highest warming scenario (above 4°C). We then conducted an assessment of policy and legal risk to determine the potential impacts associated with new and emerging climate risk policies. This was done by conducting research on climate risk regulations, their applicability to Atlassian, and the potential costs of non-compliance. In addition, we conducted a qualitative assessment to explore the key climate-related reputational risks for Atlassian, which included greenwashing, missing sustainability commitments and targets, and regulatory compliance. The following list outlines the most impactful climate-related physical and transition risks we identified based on our ERM criteria and their possible impacts on our business operations.**

*We leveraged findings from this scenario analysis for the years 2030 and 2050 to gain an indication of the potential magnitude of impact faced at each location by each hazard. Then, we translated modeling results into normalized values (damage factors) representing the magnitude of impact at each location for each time horizon and scenario. We also integrated assumptions for vulnerability, adaptation, and maximum damage potential into the analysis for consideration of physical risk exposure. Vulnerability, adaptation, and maximum damage assumptions were developed based on the risk (e.g., impacts on our offices, impacts on employees, etc.). We also layered financial data into the analysis to obtain a magnitude of the potential financial impact of each site (e.g., office location, employee work-from-home location, etc.) from each climate hazard.

**We recognize there may be additional risks related to our customers, employees, suppliers, and operations that are not included in the table below. For example, while location-based impact on our customers was not included in our analysis, we believe that our business could also be adversely affected by the impact of climate change on our customers in the same geographic regions or in other regions that experience similar impacts. Furthermore, we chose to focus our initial scenario analysis on a limited set of more immediate risks that we qualitatively assessed as having higher likelihood and potential impact in the short term, while those with lower likelihood and potential impact in the short term were omitted.



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ASSESSING CLIMATE RISK

|

Task force on climate-related disclosures (TCFD)

TCFD RECOMMENDATION	RESPONSE
STRATEGY (cont.) Disclose the actual and potential impacts of climate-related risks and opportunities on the company’s businesses, strategy, and financial planning.	PHYSICAL RISKS • Acute and chronic physical impacts on employee health and well-being: Changes in acute impacts such as flooding and wildfires can lead to disruptions in employees’ work, while chronic impacts such as drought and water stress can impact where employees want to live and work. · Time horizon: Short-term; Medium-term; and/or Long-term · Business impacts: Climate hazards can impact employee well-being, leading to a decrease in productivity and loss of workdays, which could decrease Atlassian’s revenue. • Acute and chronic physical impacts on cloud services: An increase in physical climate impacts can lead to supplier service disruptions, including impacts on data center operations. · Time horizon: Short-term; Medium-term; and/or Long-term · Business impacts: Climate hazards can impact the service continuity for data centers, which can lead to downtime for Atlassian servers and temporarily impact our customers' ability to use our services.

•

Acute and chronic physical impacts on other vendor services:

An increase in physical climate risk impacts can lead to supplier service disruptions.

·

Time horizon:

Short-term; Medium-term; and/or Long-termLong-term

·

Business impacts:

Climate hazards can impact the supplier operations, which can lead to delays in service provision and disrupt Atlassian operations.

TRANSITION RISKS

•

Regulatory:

Existing and pending legislation regarding climate-related disclosures can result in compliance costs and potential penalties for non-compliance

·

Time horizon:

Short-term

·

Business impacts:

Climate regulations can add costs related to internal efforts to comply, in addition to penalties for non-compliance.

•

Reputation:

As scrutiny over greenwashing and companies' climate actions (or lack thereof) intensify, Atlassian may be impacted by stakeholder perceptions regarding our climate initiatives and actions.

·

Time horizon:

Short-term

·

Business impacts:

Not addressing climate risks and lagging in the transition to low-carbon operations can significantly impact Atlassian’s corporate reputation and stakeholder trust, leading to decreased share prices.



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ASSESSING CLIMATE RISK | Task force on climate-related disclosures (TCFD)

TCFD RECOMMENDATION	RESPONSE
RISK MANAGEMENT Disclose how the company identifies, assesses, and manages climate-related risks	Atlassian identifies, analyzes, assesses, manages, and reports on risks, including climate-related risks, through our defined ERM processes.* Climate risks are managed by the following steps: 1. The Sustainability team reviews current and emerging climate risks annually, and will continue to collaborate with a third party for a comprehensive review every 2-5 years to guide decision-making. The Sustainability team then engages with risk owners to gather insights that help qualitatively assess the risk level based on ERM criteria and ongoing mitigation strategies. 2. Subsequently, the Sustainability team quantitatively assesses the potential financial impact of these risks to identify those with the highest potential impact. For such high-impact risks, the team collaborates with the risk owner to determine the necessity of additional mitigation efforts and the appropriate implementation approach 3. Outcomes of the assessment are provided to the ERM team, which incorporates any revisions to risk details, including risk ratings and mitigations, into the company’s Enterprise Risk profile. In fiscal year 2021, we partnered with an independent consultant to conduct our first assessment, which was aimed at identifying climate-related risks and their underlying drivers for Atlassian. Following this, in fiscal year 2023, another third party conducted a review of the identified risks and performed a gap assessment. In fiscal year 2024, we engaged teams across Atlassian to guide the qualitative assessment of risk levels using Atlassian’s ERM risk criteria. A specific subset of these risks was then selected based on their risk level for a climate scenario analysis and financial impact evaluation to determine Atlassian's exposure to these risks and their potential impact. As a result of these analyses, we have not designated any climate risks as material beyond what is already indicated in annual and periodic reports with the SEC, nor have we integrated any into our ERM as of fiscal year 2024. We remain committed to monitoring our risks in relation to climate change and will integrate any risk that we assess will have a material impact on the company’s risk profile if it arises.
METRICS AND TARGETS Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities	Please see the GHG data tables in the appendix of Atlassian’s Fiscal Year 2024 Sustainability Report for disclosure of our scope 1, scope 2, and scope 3 emissions. Please see the Planet chapter in Atlassian’s Fiscal Year 2024 Sustainability Report for more information on our science-based targets.

*Further information on these risks and our risk management practices are included in and qualified by filings we make with the Securities and Exchange Commission from time to time, including the section titled “Risk Factors” in our most recently filed annual and quarterly reports. These reports can be accessed on our Investor Relations website at investors.atlassian.com



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Data sources

Atlassian measures and reports our scope 1-3 greenhouse gas emissions in compliance with the GHG Protocol Corporate Standard and the SBTi. In fiscal year 2024, we transitioned to a new environmental data management tool, which allowed us to incorporate more activity data into our emissions calculations and source more regional-specific emission factors. Therefore, this year we recalculated all past inventories using the new tool, which resulted in restatement of some past data.

About independent third-party verification

We engaged an independent third party, [Apex](#), to provide limited assurance of our scope 1 and scope 2 (location-based and market-based) GHG emissions. Please see our [assurance verification statement](#).

Scope 1-2 emissions data

Generally, scope 1 and scope 2 data are collected through utility bills. Unavailable data are estimated based on average consumption per square foot. Specifically:

- **Scope 1, natural gas:** Quantity used multiplied by emissions factor. In fiscal year 2024, we collected actual heating data for all offices with natural gas consumption.

- **Scope 1, refrigerants:** An estimate for all office buildings based on square footage for emissions from refrigerants.
- **Scope 1, company-owned vehicle:** Distance traveled multiplied by emissions factor. In fiscal year 2023, Atlassian [owned and operated a vehicle](#), adding a new emission source for scope 1. The vehicle was sold later in fiscal year 2023 and no longer applies to our fiscal year 2024 GHG emissions.
- **Scope 1, diesel:** Quantity used multiplied by emissions factor. For fiscal year 2019 and fiscal year 2020, we collected actual diesel usage from our offices.
- **Scope 1, energy use:** This scope includes emissions from heavy gas oils, biofuels and waste, and anthracite coal that were used for offices. Emissions were estimated based on square footage, using a heating fuel mix and emissions-factor specific to the location of the office.
- **Scope 2, electricity:** kWh used multiplied by an emissions factor. When actuals were not available, we estimated usage based on square footage of the building used. When market-specific emission factors were available, those were applied for market-based consumption.
- **Scope 2, market-based consumption:** RECs applied to market-based consumption cover purchased electricity and colocation data centers.

- **Scope 2, energy use:** This scope is for district heat used for offices. Emissions were estimated based on square footage, using a heating fuel mix and emissions-factor specific to the location of the office.

Scope 3 Emissions Data

Data is reported through various internal systems (suppliers, expenses, business travel, etc.). Specifically:

- **Category 1, purchased goods and services:** Emissions estimated based on US\$ spent and a Comprehensive Environmental Data Archive (CEDA) factor for the category of purchase. For all suppliers with a high-quality, supplier-specific emission factor (i.e., the factor passes quality checks on on completeness, relevance, and accuracy), that supplier’s spend is instead mapped to and multiplied by their supplier-specific emission factor. For some cloud service providers, Atlassian replaced the spend with usage and cost data to calculate emissions from these services.
- **Category 2, capital goods:** Emissions estimated based on US\$ spent and a CEDA factor for the category of purchase.
- **Category 3, fuel and energy-related activities:** Emissions calculated based on fuel and electricity consumption using location-specific activity-based emissions-factors.



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Scope 3 Emissions Data (contd.)

- **Category 4, upstream transportation and distribution:** Emissions estimated based on US\$ spent and a CEDA factor for the category of purchase.
- **Category 5, waste generated in operations:** Based on data received, weight of waste per regular non-home office employee was extrapolated and an emissions factor based on weight of waste category was applied.
- **Category 6, business travel:** Emissions factors applied to number of passenger air miles flown, number of nights spent in a hotel, number of days a car was rented, and number of rail miles traveled. A CEDA factor was used for reimbursed travel based on US\$ spent.
- **Category 7, employee commuting and work from home (WFH):** Employee count and office attendance data and assumptions about commuting distance and patterns were used. For the WFH portion of fiscal year 2024, basic energy use intensities and home office size assumptions were used for electricity & gas consumption. Emission factors were applied based on country, and sometimes state where data are available.
- **Category 8, upstream leased assets:** Emissions estimated based on US\$ spent and a CEDA factor for the category of purchase. To estimate emissions from offices that are leased but outside the operational control of Atlassian, the same methodology as Scope 2, electricity was followed.

Voluntary emissions data

- **Work from home (WFH):** WFH emissions are a voluntary subcategory of employee commuting (scope 3, category 7). Basic energy use intensities were used for electricity and gas consumption, and emissions applied based on country.
- **Radiative forcing (air travel):** Radiative forcing (RF) impact is reported separately from business air travel emissions (scope 3, category 6) to align with SBTi requirements, which considers the inclusion of RF as optional per the GHG Protocol.

Legacy Emissions Data

We enlisted a consultant to calculate Atlassian’s historical emissions from when the company was founded in 2002 to fiscal year 2018 (the year before our target base year, fiscal year 2019). The process involved identifying the key drivers of emissions for each GHG category within this time period. Then the historical data were collected as far back as available, and the year-over-year growths were calculated for each historical dataset. For data that were not available back to 2002, growth factors derived from the yearly changes were applied to the earliest available data to extrapolate back to 2002.

A note on recalculating and rebaselining

We have restated our fiscal year 2019 through fiscal year 2023 emissions data across all categories due to the transition to a new emissions calculation tool and to ensure consistent estimation methods for each reporting year.

We have revised our fiscal year 2025 SBTs to reflect the exclusion of radiative forcing from the emissions boundary considered in these targets.

“N/A” and “-”

“N/A” means the emissions were not accounted for in the reporting period because of a methodology change that recategorized the data.

“-” means the emissions were not measured because the activity did not exist or it did not occur during the reporting period.

Memberships and collaborations

- [Business Council on Climate Change](#)
- [Science Based Targets initiative](#)
- [RE100](#)
- [Sustainable Aviation Buyers Alliance \(SABA\)](#)



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Additional context

Renewable Energy Certificates (RECs)

In our effort to introduce new renewable energy sources to the grid, we shifted toward procuring most of our U.S. renewable energy from a fixed-price virtual power purchase agreement (VPPA) with the [Ocotillo Windpower Facility](#), and these RECs are retired by [Ever.green](#). We also purchased unbundled RECs (which include other naming conventions like large-scale generation certificates (LGCs), Guarantee of Origin (GO), J-Credits, etc., which are acquired and retired on our behalf by independent third parties [3Degrees](#) and [Watershed](#). This year, we have opted to use the term "Renewable Energy Certificates," or RECs, instead of "Energy Attribute Certificates," or EACs, to avoid confusion with "Environmental Attribute Certificates."

Legacy emissions + beyond value chain mitigation

The priority remains to reduce emissions – full stop. However, we are also considering the impacts of our legacy emissions (referring to all emissions since our company’s founding in 2002) and residual emissions (i.e., emissions we haven’t reduced since our near-term target base year, fiscal year 2019).

To address these emissions, we purchased carbon removal credits through an independent third party, [Carbon Direct](#). For further information regarding these carbon removal credits, including the information required by California AB-1305, please see the “Carbon removal credits purchased for beyond value chain mitigation” table in the [appendix](#).

Science-based targets (SBTs)

[Atlassian’s SBTs](#) include near-term fiscal year 2025 targets, long-term fiscal year 2040 targets, and a net-zero commitment by fiscal year 2040, which were approved by the SBTi steering committee.

The near-term targets are as follows:

- Atlassian commits to reduce absolute scope 1 and 2 GHG emissions 50% by fiscal year 2025 from a fiscal year 2019 base year.
- In addition, Atlassian commits to increase annual sourcing of renewable electricity from 15% in fiscal year 2019 to 100% by fiscal year 2025
- Atlassian also commits to reduce absolute scope 3 GHG emissions from business travel 25% over the same target period.
- Atlassian further commits that 69% of its suppliers by emissions covering purchased goods and services and capital goods will have SBTs by fiscal year 2025.

The long-term targets are as follows:

- Atlassian commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2040 from a 2019 base year.
- Atlassian also commits to reduce absolute scope 3 GHG emissions 90% within the same timeframe.

Further reading

- [America’s Greenest Companies 2024](#) (Newsweek, 2024)
- [How to Convince Suppliers to Lower Greenhouse Gas Emissions](#) (Greenbiz, 2024)
- [Behind the glass curtain of Atlassian’s future \\$1.4 billion HQ](#) (Forbes, 2024)
- [Atlassian’s climate action ‘how to’ guide free to all](#) (The Australian, 2024)
- [The Benefits of Transport Sustainability](#) (Australian Institute of Company Directors, 2023)
- [Atlassian Partners with Ever.green to Raise the Bar for Addressing Scope 2 Emissions](#) (Ever.green, 2023)
- [Atlassian’s net zero trajectory is inspiring others to follow suit](#) (CEO Magazine, 2023)
- [Telecom giants dial up the heat on suppliers: It's not you, it's your CO₂](#) (The Register, 2023)



APPENDIX

People

GLOBAL GENDER REPRESENTATION | Atlassian overall

GROUP	FISCAL YEAR 2020		FISCAL YEAR 2021		FISCAL YEAR 2022		FISCAL YEAR 2023		FISCAL YEAR 2024	
	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE
Men overall	69.0%	67.5%	67.8%	65.1%	65.1%	61.7%	65.1%	63.5%	65.4%	66.7%
Non-binary Atlassians overall	-	-	-	-	-	-	0.4%	0.4%	0.4%	0.3%
Women overall	30.7%	32.2%	32.0%	34.8%	34.7%	37.9%	34.4%	36.1%	34.2%	33.0%

GLOBAL GENDER REPRESENTATION | Technical and non-technical roles

GROUP	FISCAL YEAR 2020		FISCAL YEAR 2021		FISCAL YEAR 2022		FISCAL YEAR 2023		FISCAL YEAR 2024	
	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE
Men in technical roles	79.8%	76.1%	77.4%	71.1%	74.3%	69.9%	73.6%	71.8%	74.2%	76.5%
Women in technical roles	10.6%	12.1%	12.8%	14.7%	14.0%	14.3%	26.1%	28.1%	25.5%	23.2%
Men in non-technical roles	55.5%	56.9%	53.9%	56.4%	51.3%	52.8%	51.5%	51.3%	49.9%	44.5%
Women in non-technical roles	20.1%	20.0%	19.2%	20.1%	20.7%	23.5%	48.0%	47.9%	49.6%	55.2%



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GLOBAL GENDER REPRESENTATION | Senior leadership roles

GROUP	FISCAL YEAR 2020		FISCAL YEAR 2021		FISCAL YEAR 2022		FISCAL YEAR 2023		FISCAL YEAR 2024	
	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE
Men in senior leadership	71.8%	60.0%	68.7%	42.9%	63.8%	55.3%*	60.3%	58.0%	64.6%	76.3%
Women in senior leadership	28.0%	38.1%	32.4%	56.5%	37.4%	44.7%	39.2%	42.0%	35.4%	23.7%

*The fiscal year 2022 percentage has been corrected, as it was previously published in error as 58.3%.

GLOBAL GENDER REPRESENTATION | Executive leadership roles and board of directors

GROUP	END OF FISCAL YEAR 2020 REPRESENTATION	END OF FISCAL YEAR 2021 REPRESENTATION	END OF FISCAL YEAR 2022 REPRESENTATION	END OF FISCAL YEAR 2023 REPRESENTATION	END OF FISCAL YEAR 2024 REPRESENTATION
Men in executive leadership	81.3%	81.3%	66.7%	68.2%	70.8%
Women in executive leadership	33.3%	30.0%	33.3%	31.8%	29.2%
Men on board of directors	NR	NR	70.0%	70.0%	72.7%
Women on board of directors	22.0%	22.0%	30.0%	30.0%	27.2%



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U.S. RACE & ETHNICITY REPRESENTATION | Atlassian overall

GROUP	FISCAL YEAR 2020		FISCAL YEAR 2021		FISCAL YEAR 2022		FISCAL YEAR 2023		FISCAL YEAR 2024	
	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE
American Indian, Alaska Native, Native Hawaiʻian, or other Pacific Islander	0.4%	0.5%	0.4%	0.5%	0.4%	0.3%	0.3%	N<5	0.5%	N<5
Asian	31.9%	41.3%	32.9%	35.2%	32.6%	31.9%	33.0%	31.2%	35.1%	40.8%
Black/African American	2.4%	2.7%	2.7%	3.3%	3.4%	5.4%	4.0%	6.5%	3.7%	3.8%
Hispanic/Latinx	6.4%	7.6%	6.3%	5.9%	6.2%	6.1%	6.2%	7.4%	6.5%	7.4%
Middle Eastern	0.3%	0.5%	0.3%	0.1%	0.5%	0.7%	0.7%	1.1%	0.9%	1.5%
Two or more races	3.8%	2.3%	3.8%	4.6%	4.8%	6.6%	5.1%	5.8%	5.8%	7.3%
White	52.7%	42.8%	51.3%	47.6%	50.0%	47.2%	48.8%	45.9%	45.6%	36.9%
Declined to state	1.9%	2.2%	2.0%	2.8%	1.9%	1.8%	1.9%	1.9%	1.9%	2.0%



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U.S. RACE & ETHNICITY REPRESENTATION | Technical roles

GROUP	FISCAL YEAR 2020		FISCAL YEAR 2021		FISCAL YEAR 2022		FISCAL YEAR 2023		FISCAL YEAR 2024	
	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE
American Indian, Alaska Native, Native Hawaiʻian, or other Pacific Islander	0.1%	0.0%	0.1%	0.0%	0.1%	0.2%	N<5	N<5	N<5	N<5
Asian	39.7%	54.6%	43.5%	49.4%	44.0%	45.7%	45.1%	44.3%	47.2%	53.6%
Black/African American	1.2%	0.9%	1.1%	1.1%	2.0%	4.6%	2.6%	5.0%	2.6%	3.1%
Hispanic/Latinx	4.8%	3.9%	4.7%	4.5%	5.3%	5.3%	5.1%	6.3%	5.4%	6.9%
Middle Eastern	0.4%	1.3%	0.5%	0.4%	0.6%	0.9%	0.9%	1.5%	1.2%	1.7%
Two or more races	4.5%	2.2%	4.0%	3.4%	4.6%	5.7%	4.8%	5.4%	5.3%	6.4%
White	47.2%	34.5%	44.1%	39.3%	41.4%	35.8%	39.9%	35.5%	36.6%	26.6%
Declined to state	2.0%	2.6%	1.9%	1.9%	1.8%	1.8%	1.7%	1.9%	1.7%	1.7%



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U.S. RACE & ETHNICITY REPRESENTATION | Non-technical roles

GROUP	FISCAL YEAR 2020		FISCAL YEAR 2021		FISCAL YEAR 2022		FISCAL YEAR 2023		FISCAL YEAR 2024	
	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE
American Indian, Alaska Native, Native Hawaiʻian, or other Pacific Islander	0.5%	N<5	0.8%	N<5	0.7%	N<5	0.6%	N<5	0.6%	N<5
Asian	25.3%	30.9%	23.4%	24.4%	20.8%	22.5%	19.3%	16.8%	19.5%	19.5%
Black/African American	3.2%	3.8%	4.2%	5.1%	4.8%	5.9%	5.6%	8.1%	5.0%	5.0%
Hispanic/Latinx	7.7%	10.3%	7.7%	7.3%	7.1%	6.6%	7.5%	8.7%	7.8%	8.0%
Middle Eastern	NR	NR	NR	NR	0.5%	N<5	0.5%	N<5	0.6%	1.2%
Two or more races	3.3%	2.8%	3.7%	5.9%	4.9%	7.4%	5.5%	6.5%	6.4%	8.5%
White	58.0%	49.4%	57.6%	52.8%	58.8%	54.5%	58.9%	57.3%	57.9%	54.6%
Declined to state	1.7%	1.9%	2.3%	3.7%	2.3%	1.9%	2.2%	1.8%	2.2%	2.5%



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U.S. RACE & ETHNICITY REPRESENTATION | Senior leadership roles

GROUP	FISCAL YEAR 2020		FISCAL YEAR 2021		FISCAL YEAR 2022		FISCAL YEAR 2023		FISCAL YEAR 2024	
	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE
American Indian, Alaska Native, Native Hawaiʻian, or other Pacific Islander	1.3%	0.0%	1.1%	0.0%	0.8%	0.0%	N<5	0.0%	0.0%	0.0%
Asian	29.1%	33.3%	28.7%	21.2%	29.5%	36.1%	33.1%	36.6%	44.9%	60.5%
Black/African American	0.0%	0.0%	2.1%	5.3%	4.1%	8.3%	5.1%	N<5	N<5	0.0%
Hispanic/Latinx	0.0%	0.0%	0.0%	0.0%	2.5%	5.6%	3.7%	N<5	N<5	0.0%
Middle Eastern	NR	NR	NR	NR	N<5	N<5	N<5	N<5	N<5	N<5
Two or more races	1.3%	0.0%	2.1%	0.0%	2.5%	0.0%	N<5	N<5	N<5	0.0%
White	67.1%	66.7%	61.7%	52.6%	59.0%	50.0%	52.9%	43.9%	48.6%	37.2%
Declined to state	1.3%	0.0%	4.3%	21.1%	1.6%	0.0%	N<5	N<5	0.0%	0.0%



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U.S. RACE & ETHNICITY REPRESENTATION | Executive leadership roles

GROUP	END OF FISCAL YEAR 2020 REPRESENTATION	END OF FISCAL YEAR 2021 REPRESENTATION	END OF FISCAL YEAR 2022 REPRESENTATION	END OF FISCAL YEAR 2023 REPRESENTATION	END OF FISCAL YEAR 2024 REPRESENTATION
American Indian, Alaska Native, Native Hawaiʻian, or other Pacific Islander	8.3%	9.0%	6.2%	N<5	0.0%
Asian	16.7%	18.1%	18.8%	N<5	35.7%
Black/African American	0.0%	0.0%	6.3%	N<5	0.0%
Hispanic/Latinx	0.0%	0.0%	0.0%	0.0%	0.0%
Middle Eastern	NR	NR	0.0%	N<5	N<5
Two or more races	0.0%	0.0%	0.0%	0.0%	0.0%
White	66.7%	72.7%	68.8%	60.0%	57.1%
Declined to state	8.3%	0.0%	0.0%	0.0%	0.0%



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U.S. RACE & ETHNICITY REPRESENTATION | Board of directors

GROUP	END OF FISCAL YEAR 2020 REPRESENTATION	END OF FISCAL YEAR 2021 REPRESENTATION	END OF FISCAL YEAR 2022 REPRESENTATION	END OF FISCAL YEAR 2023 REPRESENTATION	END OF FISCAL YEAR 2024 REPRESENTATION
American Indian, Alaska Native, Native Hawai’ian, or other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0%	0.0%	10.0%	0.0%	18.2%
Black/African American	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latinx	11.1%	11.1%	10.0%	10.0%	9.1%
Two or more races	11.1%	11.1%	20.0%	20.0%	18.2%
White	55.6%	55.6%	50.0%	40.0%	54.5%
Declined to state	22.2%	22.2%	10.0%	30.0%	0.0%



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GLOBAL AGE REPRESENTATION | Atlassian overall

GROUP	END OF FY2020		END OF FY2021		END OF FY2022		END OF FY2023		END OF FY2024	
	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE	REPRESENTATION	HIRING RATE
20s	16.6%	26.3%	21.9%	33.3%	26.3%	34.5%	22.9%	33.3%	23.9%	33.3%
30s	54.7%	52.7%	52.9%	47.3%	51.1%	47.4%	51.5%	47.6%	50.1%	43.5%
40s	23.0%	17.2%	20.3%	15.7%	18.2%	14.5%	20.5%	15.1%	21.0%	18.4%
50+	5.7%	3.7%	5.0%	3.7%	4.4%	3.7%	5.0%	4.0%	5.1%	4.8%



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People

Data sources and methodology

Workforce data was based on demographic data and categories in Workday, some of which are self-reported, and reviewed by our People Insights team. The analysis includes full-time employees who were employed on the last day of the fiscal year (for this reporting cycle, June 30, 2024).

Some notes on terms and definitions:

N<5: There are fewer than five Atlassians in the category, and we elect not to provide percentages to protect individual anonymity and privacy.

NR (not reported): Data was not reported and/or not collected.

Hiring rate: This notes the diversity and demographic representation of new hires and includes external candidates only (i.e., excludes internal transfers and promotions). Given small team sizes, Board and Executive Leadership hiring rates by demographic are not reported.

Senior leadership roles: These are defined as our CEOs, plus the four manager levels and one individual contributor level below CEO.

Executive leadership team: Executive Leadership roles are defined as our CEOs, plus the two manager levels below the CEOs.

Technical roles: These are defined by an employee’s job family. We use technical and non-technical populations as separate denominators, which is a departure from previous years, to better illustrate the demographic diversity within technical and non-technical roles. Regardless of their role type, all Executive Leaders are classified as non-technical roles.

Employee demographic data sources: Atlassians voluntarily self-report their demographic information in Workday.

Because Atlassians are allowed to update their demographic information at any time, and analysis is conducted using the most current demographic information, historical data from previous reports may differ.

Additionally, we have been working to improve the accuracy of our data analyses over time, and this year we have updated our methodology for how we calculate our People data. Where relevant, we have re-run historical analyses to match our current methodology.

Gender: Gender data is self-reported and reflects our global team. We report on gender identity categories beyond the binary for our overall gender representation breakdown. We have not included breakdowns for technical or leadership roles, where we do not have sufficient representation (N>5).

Race/ethnicity: Data is self-reported and reflects only our team in the U.S. A few other notes:

Approximately 38.2% of our employees are based in the U.S.

Prior to July 2021, all Atlassians were allowed to select only one race/ethnicity option (White, Asian, Black, Latinx, American Indian/Alaska Native/Hawai’ian/other Pacific Islander, or Decline to State).

In July 2021, Atlassians were invited to respond to this question with expanded, multiple-select options.

10.6% of full-time U.S. employees have missing ethnicity information, and therefore are excluded from race/ethnicity analysis. Therefore, the percentages represent the distribution of the 89.4% of U.S.-based Atlassians who provided data.

Board of Directors demographic data sources: Members of the Board voluntarily self-report their demographic information via an annual survey. In a departure from our N<5 reporting rule, we do disclose demographic data for fewer than five people.

Gender: Since we only began sending the survey in fiscal year 2022, we have limited gender demographic data for previous years.

Race/ethnicity: The annual survey does not include the same ethnicity categories as our employees.



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Additional context

Our approach to hiring goals

Atlassian has set long-term hiring rate goals to help us focus on increasing the diversity of candidates in our applicant pool. These are not quotas or targets, but high-level goals co-owned by the People team and Atlassian leaders to move us in the right direction at a pace we can be proud of.

For more on how we are working to meet these goals, see the next section.

Recruiting practices

At Atlassian, we take recruiting seriously. All Atlassian interviewers undergo training, with a specific cohort only concentrating on how to evaluate for Atlassian's company values. We also have an internal mobility team within Talent Acquisition to support employee development, career change, and retention through accessing internal career pathways. You can learn more in our [Candidate Resource Hub](#).

To support our efforts to attract and source a diverse pool of candidates:

- As noted in our milestones, we continue to partner with Talent Acquisition to de-bias our hiring process, and have worked with them on the implementation of a new applicant tracking system to ensure that recruiters and hiring

managers were able to interact with the inbuilt AI in a way that doesn't exacerbate biases.

- We've grown our DEI Partnerships from two to six in one year, and added partners outside the U.S., in Australia and India. Our DEI Partners are: [/dev/color](#), [Code2College](#), [Techqueria](#), [AI4ALL](#), [Vigyanshaala](#), and [Girls' Programming Network](#).
- We added a new DEI and Sustainability section to our [careers page](#), which intentionally outlines how we approach diversity at Atlassian, the importance of our Employee Resource Groups (ERGs), our anti-bias mitigation approach to our hiring process, and our approach to sustainability.

ERG compensation

We continue to believe in the importance of supporting ERGs with funding and resources. We provide US\$5,000 annual operational budgets for each group, and financial recognition for ERG leaders (e.g., U.S. Global Chair receives US\$8,000 annually; U.S. regional leads receive US\$5,000 annually; and other ERG leaders receive comparable, location-adjusted recognition).

We also continue to partner with [Indi](#) to provide support in managing day-to-day group operations.

Annual compliance demographic reporting

Atlassian's annual demographic compliance reports include those for the U.S. Department of Labor, Nasdaq, the California Civil Rights Department,

the Australian Workplace Gender Equality Agency (WGEA), and the French Gender Equity Disclosure/ Index de l'égalité professionnelle. Please follow the link for our [2023-2024 WGEA report](#), and [2023 French Index de l'égalité professionnelle](#) report.

Global pay equity audit

In fiscal year 2023, we conducted our first global pay equity audit, which found that Atlassians doing like-for-like work are paid fairly and equitably, with no observable statistically significant gaps in salary or equity on the basis of either gender globally or race/ethnicity in the U.S.

Minimum pay requirements

Atlassian complies with local Labor laws, including minimum pay requirements, in every location that Atlassian operates in.

Employee benefits

For more on Atlassian's approach to employee benefits (including employee support, perks, and work-life balance), visit our [global benefits page](#). For a granular view, visit our local pages for [Australia](#), [Canada](#), [France](#), [Germany](#), [India](#), [Japan](#), [Netherlands](#), [New Zealand](#), [Philippines](#), [Poland](#), [South Korea](#), [Türkiye](#), [United Kingdom](#), [U.S.](#)



APPENDIX

People

Distributed work

Team Anywhere is Atlassian’s approach to distributed work: Employees can work from home, the office, or a combination of the two within 14 countries in which the company has legal entities, with the option to work outside of a employee’s “home base” for short periods each year. This approach allows for greater flexibility for our employees, opens up new talent pools beyond the urban hubs where our offices are located, and imagines new ways of working for both our workforce and customers. For more about our approach to Team Anywhere, visit: [Team Anywhere: Distributed Work](#)

Further reading

- [3 ways to center equity in the workplace](#) (Atlassian Work Life blog, 2024)
- [How we’ve built successful DEI Partnerships at Atlassian](#) (Atlassian Work Life blog, 2024)
- [Best practices for a successful ERG program](#) (Atlassian Work Life blog, 2023)
- [How Employee Resource Groups build belonging](#) (Atlassian Work Life blog, 2023)
- [How to advocate for yourself at work](#) (Atlassian Work Life blog, 2023)
- [AI and the Future of Teamwork: Friend or Foe? With Atlassian’s Sumita Mukherjee](#) (B&T Magazine, 2023)

- [Why Atlassian’s Distributed Working Policy Gets Real Results for Women at Work](#) (Women Leading Tech, 2023)

Memberships and collaborations

- [AfroTech](#) (US)
- [AI4ALL](#) (DEI Partner - US)
- [Anita B.org Grace Hopper Celebration](#) (US)
- [Code2College](#) (DEI Partner - US)
- [/dev/color](#) (DEI Partner - US)
- [Techqueria](#) (DEI Partner - US)
- [Vigyanshaala](#) (DEI Partner - India)
- [Women Impact Tech](#) (US)
- [Women Leading Tech](#) (Australia)
- [Australia India Leadership Dialogue](#) (Australia & India)
- [YourStory](#) (India)
- [Girls Programming Network](#) (DEI Partner - Australia)
- [Work180](#) (Australia)

Recognition

- [Best Workplaces of the Netherlands, Great Place to Work](#) (2023-2024)
- [Philippines Best Workplaces™ in IT-BPM 2024](#)
- [Best Workplaces in the Bay Area™, Fortune](#) (2019-2024)
- [Australia’s Best Workplaces in Technology 2024 Medium & Large](#)
- [Fortune 100 Best Companies to Work For](#) (2019-2024)
- [Philippines Best Workplaces to Work, Great Place to Work](#) (2021-2024)
- [India's Best Workplaces Building a Culture of Innovation by All 2024, Great Place to Work](#) (2024)
- [World’s Best Workplaces](#) (2023)
- [Fortune Best Workplaces for Women™ 2023](#)
- [India’s Best Workplaces for Women, Great Place to Work](#) (2023-2024)
- [Fortune Best Workplaces in Technology 2023](#) (2019-2023)
- [PEOPLE® Companies that Care](#) (2020-2023)
- [Australia's Best Workplaces 2023 Large](#) (2011-2019, 2021-2023)
- [Fortune Best Workplaces for Millennials™ 2023](#) (2019-2023)

Please see [Atlassian Company Awards](#) for a list of past recognitions.



APPENDIX

Customers

Data sources

Narrative and data were gathered and reported from internal sources by our Human Rights team and/or are available publicly on [Atlassian’s website](#).

Additional context

Why we don’t (yet) disclose key performance indicators for human rights

As we stated in our last report, we’ll continue to publish a key performance narrative, as we believe that many of the indicators disclosed by companies or included in frameworks do not demonstrate the efficacy of human rights management programs. We’ll continue to monitor best practices and evaluate reporting frameworks as we seek to identify relevant metrics to disclose publicly.

Accessibility and internationalization

Our investments in accessibility are meant to foster fully inclusive experiences that cater to the specific work needs of individuals with permanent disabilities, temporary injuries, or situational limitations.

The Atlassian accessibility strategy is built on five pillars:

- 1. **People:** invest in people, expertise, and relationships to accelerate our accessibility journey.
- 2. **Platforms:** develop core technologies to help our teams and partners create accessible solutions.

- 3. **Products:** make Atlassian experiences fully accessible and easier for everyone to use.
- 4. **Practices:** integrate accessibility into all facets of our product development lifecycle.
- 5. **Program:** build the tools, services, and operational capabilities to achieve accessibility at scale.

Toward the end of fiscal year 2024, the Accessibility and Internationalization teams combined to form the Inclusive Experiences team, reflecting their deep subject matter expertise and complementary missions to increase value and usability for our diverse customer base.

Our fiscal year 2024 progress included:

- Raising awareness and enhancing the skills of all Atlassians through company-wide accessibility fundamentals training and role-based trainings for researchers, designers, engineers, and support staff, as well as supporting the Disability at Atlassian ERG.
- Improving the accessibility features of our technology stack, design system, and component libraries to offer a modern UI experience.
- Assessing product accessibility against [Web Content Accessibility Guidelines 2.1](#) and to inform accessibility roadmaps for Jira Software, Jira Service Management, and Confluence.
- Developing tools and guidance to be integrated into research, design, and engineering practices.

- Refining our methodologies to increase the involvement of people with disabilities in our work and conducting more usability testing with assistive technology users.
- Enhancing our language platform tooling and processes to improve localization quality and accelerate product releases in over 20 languages to better serve our globally diverse users.

Atlassian security and privacy trainings

Atlassian employees and contractors undergo security awareness training during the onboarding process and then on an annual basis. Training topics include current threats and scams, secure working practices, potentially risky behaviors that create security risks, and compliance and regulatory issues. Atlassian also conducts phishing simulations

Additional security training is provided for specific roles. For instance, developers are trained on secure code and vulnerability management practices

The Security team maintains open channels of communication with employees through instant messaging channels, blog posts, FAQs, etc.

All Atlassian employees are required to complete an annual privacy training. Atlassian staff that access and process Atlassian customer personal data are trained on how to handle it, and are bound to maintain its confidentiality and security.



APPENDIX

Customers

Updates to policies and disclosures

- This year, we made notable changes to some of our disclosures and policies.
- **AI transparency disclosures:** We introduced a disclosure for each Atlassian Intelligence feature about functionality, best use cases, and limitations of the tool and made it a requirement for teams that are moving a product to general availability. This aligns with our commitment to transparency in the [Atlassian Responsible Technology Principles](#).
 - **Internal legal checklist for AI features:** We updated legal guidance for AI product development to include a responsible technology review as an action item for product teams. This aligns with our public commitment to assess the impacts of our products and services on the people that use or are affected by them.
 - **Acceptable Use Policy:** Atlassian updated our descriptions of what constitutes abuse and misuse in our products and services to include more specificity in types of unacceptable content, such as depictions of harmful or violent conduct.
 - **Transparency Report:** Atlassian updated its disclosure related to government access requests to include the type of U.S. government request (e.g., subpoena) and the requesting agency (e.g., FBI).

Principles, policies, and practices

These are some of the policies and pages that detail our approach to trust, privacy, security, and compliance. Atlassian policies are reviewed regularly and updated as needed.

Human rights, responsible technology, and ethics

- [Human Rights Statement](#)
- [Responsible Technology Principles](#)
- [Responsible Technology Review Template and Guide](#)
- [About Atlassian Intelligence](#)
- [Atlassian Intelligence Terms of Service](#)
- [Atlassian Intelligence and Transparency](#)
- [Accessibility](#)
- [Code of Business Conduct and Ethics](#)
- Third-party [Ethics and Compliance Portal](#)
- [Supplier Code of Conduct](#)

Acceptable use and compliance

- [Acceptable Use Policy](#)
- [Customer Agreement](#)
- [Compliance Resource Center](#), including certifications like ISO and FedRAMP

- [Common Controls Framework](#)
- [Risk Management Program](#)
- [Modern Slavery Act transparency statement](#)

Privacy

- [Comprehensive Data Protection: Privacy](#)
- [Privacy Principles](#)
- [Privacy Policy](#)
- [Privacy at Atlassian](#)
- [How we handle your data](#)
- [Manage your personal data privacy](#)
- [Transparency Report](#)
- [Guidelines for Law Enforcement](#)

Trust and Security

- [Trust Center](#)
- [Comprehensive Data Protection: Security](#)
- [Security Practices](#)
- [External Security Testing](#)
- [Handling Security Incidents](#)
- [Bug Bounty Program](#)
- [Security Bugfix Policy](#)



APPENDIX

Customers

Memberships and collaborations

- [AI4ALL](#)
- [Article One Advisors](#) (strategic human rights advisors)
- [Article One Roundtable on Human Rights and AI](#)
- [Australian Information Security Association](#)
- [Business Software Alliance](#)
- [Cloud Security Alliance](#)
- [Cybersecurity Tech Accord](#)
- [Electronic Frontier Foundation](#)
- [FedRAMP](#)
- [Future of Privacy Forum](#)
- [Human Technology Institute](#), including its [Future of AI Regulation in Australia Project](#)
- [Information Security Forum](#)
- [International Association of Privacy Professionals](#)
- [National AI Centre: Scaling Responsible AI Think Tank](#)
- [Open Web Application Security Project](#)
- [Open Source Security Foundation](#)
- [TeachAI Advisory Committee](#)
- [Technology Council of Australia](#)
- [Trusted Cloud Principles](#)

Further reading

- [Translating principles to practice: Our No-BS Guide to Responsible Tech Reviews](#) (Atlassian Work Life blog, 2024)
- [Atlassian welcomes the European Union’s AI Act](#) (Atlassian Work Life blog, 2024)
- [As it tackles AI, Atlassian is asking big questions – and sharing them](#) (Fast Company, 2023)



APPENDIX

Community

Data sources

To collect data on Atlassian employee volunteering hours and financial donations, the Foundation team uses employees' self-reported hours and donations logged in the online platform [Benevity](#). Facts about our partners were confirmed via their websites.

Further reading

- [Atlassian Foundation](#)
- [Atlassian for Nonprofits](#) – find resources for nonprofits to make the most of Atlassian’s products, practices, and support
- [Pledge 1% Community](#)



APPENDIX

Governance

BOARD OF DIRECTORS

Members	11
Independent directors	82% (9 members)
Standing Board committees	3 (Audit Committee; Nominating Committee; Compensation and Leadership Development Committee)
Separate CEO and Chair roles?	Yes
Formal Board diversity policy?	While Atlassian does not have a separate Board diversity policy, our Board is committed to including highly qualified women and individuals from minority groups in the pool from which director nominees are selected. Under our Corporate Governance Guidelines , when identifying prospective director candidates, our Nominating Committee may consider (among other things) the diversity of viewpoints, background, experience and other characteristics, such as geographic background, nationality, culture, gender, sexual orientation, ethnicity, race and age, that a candidate would bring.
Sustainability considered at the Board/Committee level?	Yes, the Board of Directors oversees Atlassian’s Sustainability program and is typically updated at least annually on Atlassian’s sustainability strategy, progress, and challenges.



APPENDIX

Governance

COMPANY INFORMATION

Customers (as of June 30, 2024)	300,000+
Full-time employees (as of June 30, 2024)	12,157
Revenue (Fiscal Year 2024)	US\$4,358,603,000
Net cash provided by operating activities (GAAP) (Fiscal Year 2024)	US\$1,448,159,000
Free cash flow (non-GAAP) (Fiscal Year 2024)	US\$1,415,582,000
Employee headcount (as of June 30, 2024)	12,157



APPENDIX

Governance

Data sources

For Board of Director and company information data, please see our most recent Forms 10-K, and Proxy Statement filed with the Securities and Exchange Commission (the “SEC”). These documents are available on the SEC Filings section of the Investor Relations page on our website: investors.atlassian.com. Our Corporate Governance Guidelines, Board committee charters, and other governance documents are available in the Corporate Governance section of the Investor Relations page on our website.

[Board diversity data](#) can also be found in the People appendix of this sustainability report.

Additional context

Atlassian public policy activities

We work with governments around the world with a public policy and regulatory affairs team of three. Given our limited resources, this activity centers on Australia, the U.S., and Europe. As part of this, we disclose relevant lobbying activity and expenditure with third-party consultants (including LD-1 and LD-2 filings in the U.S.).

Atlassian does not currently make political contributions to any political party in any country. For more about our public policy approach, please visit [Atlassian’s public policy page](#).

Other resources

- [Atlassian's sustainability program](#)
- Past sustainability reports – [fiscal year 2019](#), [fiscal year 2020](#), [fiscal year 2021](#), [fiscal year 2022](#), [fiscal year 2023](#)
- [Investor relations](#)
- [Board of Directors](#)
- [Code of Business Conduct and Ethics](#)
- [Corporate governance](#)
- [Global Tax Policy](#)
- [UK Tax Strategy](#)
- Member of [BSR](#), Business for Social Responsibility

Further reading

- [Three Ways to Get Transparency Right](#) (Reuters, 2024)
- [The Green Seat Guide: Strategies for Effective Sustainability Leadership](#) (NationSwell, 2024)
- [Inside Atlassian’s Sustainability Playbook, Ep #80](#), (Invested in Climate Podcast, 2024)
- [The State of Play: Corporate Sustainability in 2023](#) (NationSwell, 2023)

Design and photography credits

This report was designed in-house by the Atlassian Creative team, led by Senior Designer MJ Rowe and with support from Designer Olaoluwa Oyenuga. The photography in this report is a mix of stock imagery and Atlassian photos.

The photos were taken by:

- Alessandro Biascioli
- fizkes
- FG Trade
- hxyume
- Kokkai Ng



APPENDIX

SASB Index

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE/ LOCATION
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid, electricity, (3) percentage renewable	TC-SI-130a.1	Atlassian’s total energy consumption was 29,551 gigajoules (GJ) in the reporting year, of which 81% was grid-based electricity. Atlassian purchases renewable energy certificates to cover 100% of office electricity use, as well as work-from-home electricity and gas use, as part of our 100% renewable commitment. Please refer to the Planet appendix in Atlassian’s Fiscal Year 2024 Sustainability Report for additional environmental data, as well as our data sources and methodology. The total energy consumption reported in this index includes our consumption from all the energy sources in our scopes 1 and 2.
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	TC-SI-130a.2	Since we don’t operate our own data centers, the majority of our water use comes from our leased offices. Within our office spaces, we’ve implemented water efficiency measures including touchless faucets, sensors for water taps and toilet flushes.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	The emissions from our colocation data centers come from the electricity consumption associated with owned equipment, and we apply renewable energy certificates to the market-based consumption. The location-based GHG emissions amount to less than 1% of our overall GHG footprint and are included in the scope 2 emissions. Moreover, our business is continuing to migrate to the cloud, and we expect this GHG emission source to remain immaterial. Atlassian is engaging with the suppliers responsible for 69% of our emissions, which includes cloud providers, to encourage them to set SBTs. Please refer to the Planet chapter in Atlassian’s Fiscal Year 2024 Sustainability Report for more information.



APPENDIX

SASB Index

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE/ LOCATION
Data privacy & freedom of expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Atlassian conducts advertising activities in line with the laws of the nations in which it operates. Our Privacy Policy is continually updated with reference to global standardized processes to facilitate compliance with global privacy laws. In addition, Atlassian maintains extensive internal privacy-related policies and procedures to ensure a comprehensive approach to privacy management.
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Atlassian is not a data broker. When personal information is used for outbound marketing purposes, Atlassian complies with all applicable laws in each jurisdiction, and customer data is always used within the parameters disclosed in our Privacy Policy and customer contracts.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	In the last fiscal year, Atlassian has not incurred any fines or penalties relating to user privacy or freedom of expression.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	Per our Guidelines for Law Enforcement , Atlassian strictly construes requests for data and objects where production is prohibited or where the process served is insufficient to compel production of the requested data. Atlassian also publishes a Transparency Report with information about government requests to access data.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	Atlassian complies with any applicable laws and regulations, including, but not limited to, requirements under the U.S. Foreign Corrupt Practices Act and Export Control Regulations. Additionally, Atlassian products are not offered for sale in countries and/or regions on the U.S. sanctions list.



APPENDIX

SASB Index

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE/ LOCATION
Data security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	While Atlassian does not specifically disclose TC-SI-230a.1, the company is committed to transparency around incident notification and accordingly complies with all applicable data breach notification and disclosure laws. Additionally, as a demonstration of our holistic approach and commitment to incident management, Atlassian maintains a Trust Resource Center , which aggregates insights and data to help the global community strengthen the defense of the digital ecosystem.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	For a comprehensive discussion of Atlassian’s approach to cybersecurity practices, please see our Security Practices page in our Trust Center. This includes details of teams and roles, third-party and other risk management, how we identify and mitigate threats, and how we respond to incidents. We also have pages detailing our approaches to External Security Testing, Vulnerability Management, Trust Management System, and Security and Trust Policies. Our list of certifications and standards is available in our Compliance Resource Center.



APPENDIX

SASB Index

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE/ LOCATION
Recruiting & managing a global, diverse, & skilled workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Atlassian does not specifically disclose TC-SI-330a.1. Atlassian is a global company with more than 12,000 employees working in 14 countries (as of fiscal year 2024): Australia, Canada, France, Germany, India, Japan, New Zealand, Netherlands, Philippines, Poland, South Korea, Turkey, United Kingdom, and United States.
	Employee engagement as a percentage	TC-SI-330a.2	Atlassian does not currently disclose employee engagement as a percentage. We revamped our employee listening strategy in April 2024 to now include two employee engagement surveys – a twice-yearly deep dive to understand how the many factors of one’s experience influence outcomes at the team, manager, and company levels; and a short monthly “pulse” survey designed to track real-time changes in employee sentiment or reactions to recent events and provide an opportunity to understand a timely topic (like a recent organizational change, a new employee program Atlassian is considering, or an emerging topic from leadership). The new changes we’ve made to our employee listening strategy allow us to stay more tightly connected to our employees, better action on feedback, and achieve insights to measure the efficacy of our people programs and strategies while influencing future designs.
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Please refer to the People appendix of Atlassian’s Fiscal Year 2024 Sustainability Report for our workforce data, including breakdowns of our employees by gender (globally) and race/ethnicity (in the U.S.), as well as our data sources and methodology. Details on Atlassian’s policies and programs related to diversity, equity, and inclusion can be found in the People chapter of Atlassian’s Fiscal Year 2024 Sustainability Report.



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SASB Index

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE/ LOCATION
Intellectual property protection & competitive behavior	Total amount of monetary losses as a result of legal proceedings associated with anti- competitive behavior regulations	TC-SI-520a.1	In the last fiscal year, Atlassian has not incurred any fines or penalties relating to anti-competitive behavior.
Managing systemic risks from technology disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	The company does not specifically disclose TC-SI-550a.1. However, Atlassian reports real-time performance and past incidents of our products at Atlassian Status .
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Please refer to the “Risk Factors” discussion in Atlassian’s Fiscal Year 2024 Annual Form 10-K, which can be found on our investor relations page .



APPENDIX

SASB Index

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE/ LOCATION
Activity metrics	(1) Number of licenses or subscriptions, (2) percentage cloud- based	TC-SI-000.A	Atlassian ended fiscal year 2024 with more than 300,000 total customers. Atlassian’s business currently includes on-premises and cloud offerings of certain products. For these products, our cloud offering enables quick setup and subscription pricing, while our on-premises offering permits more customization, a perpetual or term license fee structure, and complete application control. In some cases, customers may use both types of deployment. Given these complexities, we report customer numbers rather than subscriptions or licenses, or a percentage of cloud-based licenses/subscriptions. For a carbon intensity metric based on revenue, please refer to the Planet appendix of Atlassian’s Fiscal Year 2024 Sustainability Report. For Atlassian’s definition of customer numbers, see Atlassian’s fiscal year 2024 10-K, which can be found on our investor relations page.
	(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	We do not disclose additional activity metrics, including TC-SI-000.B.
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	We do not disclose additional activity metrics, including TC-SI-000.C.

 **ATLASSIAN**

