



ATLASSIAN CORPORATION

Compensation and Leadership Development Committee Charter

I. Overall Compensation Matters

a. General Statement of Purpose

The purposes of the Compensation and Leadership Development Committee of the Board of Directors (the “**CLDC**”) of Atlassian Corporation (the “**Company**”) are to:

- discharge the responsibilities of the Board of Directors of the Company (the “**Board**”) relating to compensation of the Company’s directors and executive officers (for purposes of this Charter the term “executive officer” has the same meaning as “officer” as defined in Section 16 of the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”) and Rule 16a-1 promulgated thereunder);
- oversee the Company’s overall compensation structure, policies and programs, including without limitation, cash compensation, equity compensation, and other material benefits;
- review and approve director and executive officer compensation;
- review and discuss with the Board the Company’s succession plans for its Chief Executive Officer (“**CEO**”) and other executive officers;
- review and evaluate the performance of the Company’s executive officers; and
- oversee matters relating to the attraction, motivation, development and retention of executive officers and other senior management.

The primary objective of the CLDC is to develop and implement compensation policies and plans that ensure the attraction and retention of key management personnel, the motivation of management to achieve the Company’s corporate goals and strategies, and the alignment of the interests of management with the long-term interests of the Company’s stockholders.

b. Composition

The number of individuals serving on the CLDC shall be fixed by the Board from time to time but shall consist of no fewer than two members, each of whom shall satisfy the independence requirements of the Nasdaq Stock Market LLC (“**Nasdaq**”), subject to any applicable exceptions contained in such rules, and meet all other eligibility requirements of applicable laws. In determining the members of the CLDC, the Board will consider whether the members qualify as “non-employee directors” as defined in Rule 16b-3 under the Exchange Act (such directors, the “**Outside Directors**”).

The members of the CLDC shall be appointed by the Board and may be replaced or removed by the Board at any time, with or without cause. Resignation or removal of a director from the Board, for whatever reason, shall automatically constitute resignation or removal, as applicable, from the CLDC. Vacancies occurring, for whatever reason, may be filled by the Board. The Board shall designate one member of the CLDC to serve as Chair of the CLDC; if the Board does not appoint a Chair, the CLDC may designate a Chair by majority vote of the full CLDC membership.

c. Meetings

The CLDC shall meet as often as it determines is appropriate to carry out its responsibilities, which meetings may be in person or by telephone or video conference. A majority of the members of the CLDC shall constitute a quorum for purposes of holding a meeting and the CLDC may act by a vote of a majority of members present at such meeting. In lieu of a meeting, the CLDC may act by unanimous written consent in accordance with the Company's Amended and Restated Bylaws. The CLDC has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company's Amended and Restated Bylaws that are applicable to the CLDC.

d. CLDC Report

It shall be the CLDC's responsibility to:

- Review and discuss with management the Compensation Discussion and Analysis ("CD&A"), accompanying tables and narratives and other similar disclosure to the extent such disclosure is required to be included in the Company's proxy statement relating to its annual meeting of stockholders or Annual Report on Form 10-K.
- Based on the CLDC's review and discussions with management of the CD&A, make a recommendation to the Board as to the extent to which the CD&A be included in the Company's proxy statement relating to its annual meeting of stockholders or Annual Report on Form 10-K, such reports to be approved by the Board.
- Prepare the CLDC Report to be included in the Company's proxy statement relating to its annual meeting of stockholders or Annual Report on Form 10-K, in accordance with the applicable rules and regulations of the Securities and Exchange Commission, any securities exchange on which the Company's securities are traded, and any other rules and regulations applicable to the Company.
- Prepare a summary of the actions taken at each CLDC meeting, which shall be presented to the Board at the next Board meeting.

e. Incentive-Based Compensation, Equity-Based Plans, Material Benefits Plans, and other Compensation Policies

It shall be the CLDC's responsibility to:

- Review and approve new incentive-based compensation plans, agreements or arrangements and amendments thereto.
- Review and make recommendations to the Board as the CLDC deems advisable with respect to the adoption of new equity-based plans.
- Review and approve amendments to equity-based plans.
- Act as administrator of the Company's incentive-based compensation plans, including employee bonus plans, and equity-based plans.
- Act as administrator of the Company's welfare, benefit, pension, retirement and other similar plans.
- Review and approve grants and awards under incentive-based compensation plans, including employee bonus plans, and equity-based plans, in each case consistent with the terms of such plans.
- Review and approve policies and procedures for the grant of equity-based awards by the Company.
- Review and approve the termination, adoption or amendment of any of the Company's other policies or plans that provide material benefits to the Company's current or former CEO, executive officers, other employees or directors, including welfare, benefit, pension, retirement and other similar plans and/or amendments thereto.
- Review and approve the peer group of companies used to inform the Company's evaluation of compensation for its CEO, executive officers, other employees and directors.
- Review and approve any stock ownership guidelines, stock retention policies, clawback policies, parachute payments, or other compensation-related policies or guidelines.
- Act as administrator and oversee the Company's compliance with the Company's Compensation Recovery Policy required by applicable Securities and Exchange Commission and Nasdaq rules.

II. Matters Related to Compensation of the Company's Chief Executive Officer and Other Executive Officers

- The CLDC shall, at least annually, review and approve the corporate goals and objectives relevant to the CEO and other executive officer compensation, evaluate the performance of the CEO and other executive officers in light of those goals and objectives, and, either on its own or together with the other independent directors on the Board, determine and approve all compensation of the CEO and executive officers based on such evaluation.

- The CLDC shall, periodically and as and when appropriate, review and approve the following as they affect the CEO and other executive officers: (a) any employment agreements and severance arrangements; (b) any change in control agreements and change in control provisions affecting any elements of compensation and benefits; and (c) any special or supplemental compensation and benefits for the CEO and other executive officers and individuals who formerly served as CEO or other executive officers, including supplemental retirement benefits and the perquisites provided to them during and after employment.
- The CEO and any other executive officer may not be present during portions of any meeting during which such individual's performance and compensation are being deliberated or determined.

III. Director Compensation

In considering and determining compensation for the Company's directors, it shall be the CLDC's responsibility to:

- Review, approve when appropriate, and make recommendations to the Board with regard to the compensation of the directors of the Company, including with respect to any equity-based plans, with such director compensation to be approved by the Board.
- Review and reassess, periodically, and make such recommendations to the Board as the CLDC deems advisable with regard to the Company's processes and procedures for the consideration and determination of director compensation, and review and discuss with management any description of such processes and procedures to be included in the Company's proxy statement relating to its annual meeting of stockholders or Annual Report on Form 10-K.

IV. Matters Related to Compensation Consulting Firms or Other Outside Advisors

The CLDC may, in its sole discretion, retain or obtain advice from compensation consultants, legal counsel or other advisers (independent or otherwise), provided that, preceding any such retention or advice, the CLDC must take into consideration the applicable independence factors under Nasdaq rules. The CLDC will be directly responsible for the appointment, compensation and oversight of any adviser it retains. The Company must provide for appropriate funding, as determined by the CLDC, for payment of reasonable compensation to any adviser retained by the CLDC.

V. Succession Planning, Leadership Development and Retention

It shall be the CLDC's responsibility to:

- Annually review and discuss with the Board corporate succession plans for the CEO and other executive officers of the Company.

- Annually review and discuss with the Board leadership development strategies and executive officer attraction, motivation and retention strategies.
- Annually review risks and exposures associated with leadership assessment, management succession planning and executive officer compensation programs and arrangements, and discuss any such risks and exposures with the Board.

VI. Other Matters

- The CLDC shall review and reassess the adequacy of this Charter at least annually and submit any proposed changes to the Board for approval.
- The CLDC shall periodically review the Company's compensation philosophy, policies and practices to assess whether they could lead to unnecessary risk-taking behavior by the Company's personnel and shall evaluate any compensation policies and practices that could mitigate any such risk.
- The CLDC shall periodically review the Company's overall compensation philosophy, policies and practices and whether they effectively recruit, retain, and motivate the Company's personnel as desired.
- The CLDC shall oversee and periodically review with management the Company's strategies, policies and practices with respect to human capital management and talent development, including with respect to matters such as workplace environment and culture, employee engagement and effectiveness, and talent recruitment, development and retention.
- The CLDC shall advise the Board on management proposals to stockholders on executive officer and director compensation matters, including advisory votes on executive officer compensation and the frequency of such votes, and proposals received from stockholders on executive officer and director compensation matters. The CLDC will review the results of such votes and consider any implications in connection with the CLDC's ongoing determinations and recommendations regarding the Company's executive officer and director compensation policies and practices, as applicable.
- The CLDC shall periodically perform a performance evaluation of the CLDC and report to the Board on the results of such evaluation.
- The CLDC may establish and delegate authority to one or more subcommittees consisting of one or more of its members or to the CEO or other executive officers, when the CLDC deems it appropriate to do so in order to carry out its responsibilities.
- The CLDC shall make regular reports to the Board concerning areas of the CLDC's responsibility.
- In carrying out its responsibilities, the CLDC shall be entitled to rely upon advice and information that it receives in its discussions and communications with management

and such experts, advisors and professionals with whom the CLDC may consult. The CLDC shall have the authority to request that any executive officer or other employee of the Company, the Company's outside legal counsel, the Company's independent auditor or any other professional retained by the Company to render advice to the Company attend a meeting of the CLDC or meet with any members of or advisors to the CLDC.

- The CLDC may perform such other functions as may be requested by the Board from time to time.

Adopted: 11 June 2026