

Sustainability Report

Fiscal Year 2025





INTRODUCTION

CEO Letter



FY25 was a big one for Atlassian.

We didn't just ship products, we delivered real value to our enterprise customers. We supercharged collaboration with AI, and we're continuing to give teams a better way to share knowledge and unleash their potential through the Atlassian System of Work.

But the last year wasn't just defined by what we built. It was shaped by some pretty big shifts in the world around us. There were major elections, ongoing geopolitical instability, more frequent and severe climate events, and the real-time re-shaping of the world with AI. These aren't distant headlines. They're real, they're happening now, and they affect our people, our customers, and our planet.

In the midst of all this change, we continue to **stay true to our beliefs** at Atlassian.

We believe in climate change. We believe in human rights. We believe in the power of belonging. We're *still* committed to social and environmental progress in everything we do.

That commitment goes beyond statements.

We're focusing on the environmental and social issues that matter *most*, to our business and our customers. Not just to manage risk, but to find opportunity in change, and to build resilience for what's ahead.

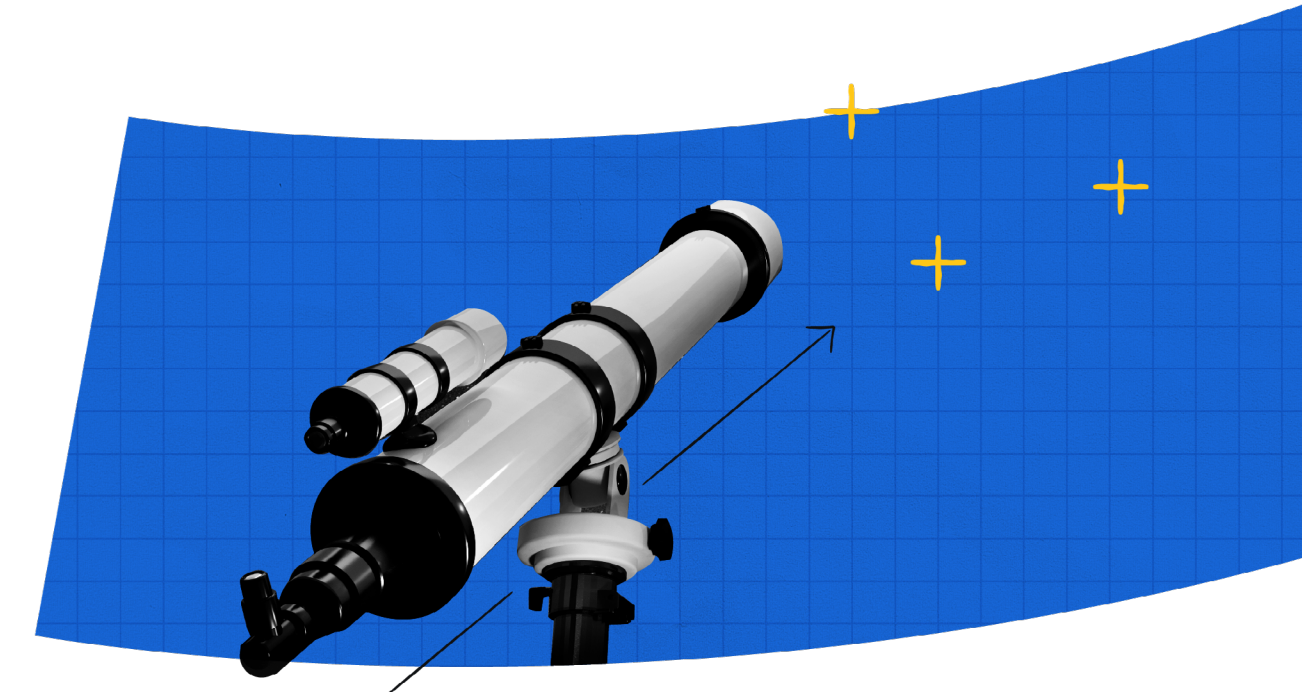
AI is a good example. In just 12 months, it's gone mainstream. That's really exciting, but it also demands responsibility. That's why our **No BS Guide to Responsible Technology Reviews** is now baked into how we build, review, and roll out AI - to make sure we're doing it right, not just fast.

Beyond AI, we're also working hand-in-hand with customers to help them reach their own climate goals. We're increasingly sharing our own expertise with our **Don't #@!% the Planet Guide** - but we don't have all the answers and we're continuing to learn alongside our customers, because progress demands partnership.

Lastly, through the Atlassian Foundation, we're extending our impact further, ensuring that the people who are solving some of the world's hardest problems, can unleash their full potential with technology. Over 12,500 nonprofit customers have free or discounted access to Atlassian tools to help power their missions. But access isn't enough. We're also sharing ways of working, **playbooks**, and giving hands-on support, to help these teams do more with less.

As we look ahead, we know the world will only become more complex and unpredictable, and Atlassian is ready to stand alongside our customers and tackle the environmental and social challenges of tomorrow, together.

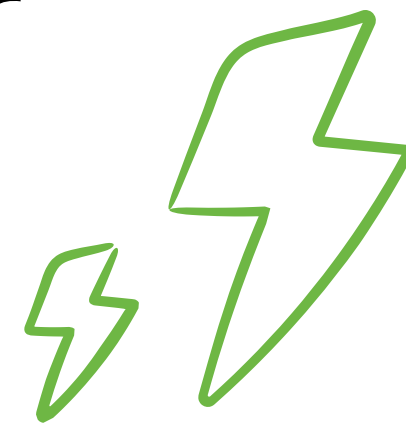
Mike Cannon-Brookes
CEO and Co-founder
Sydney, Australia, December 2025





INTRODUCTION

CSO Letter



Chief Sustainability Officer



The next era of sustainability

Atlassian’s sustainability journey began six years ago, when we identified the issues most critical to our business and set ambitious, publicly-stated goals around them. Since then, we’ve been putting in the hard yards and holding ourselves accountable through regular reporting. That means being up front when we’re behind, in addition to celebrating the wins along the way.

Our goal is to reach net zero by 2040 – that’s a long way out. So we set milestones every five years to check our progress, the first of which is fiscal year 2025. We’ve exceeded our target for operational emissions (where we have the most control) and are making solid progress with suppliers. However, business travel emissions are moving in the wrong direction. Our Planet chapter includes more details on where we fell short and why – and what we’re doing to get back on track.

We also can’t ignore the seismic shifts informing what it means to integrate social and environmental progress in everything we do. It goes without saying that AI is changing everything from how our team collaborates to the leading-edge products we deliver to our customers. This comes with a responsibility we’re taking very seriously, especially around mitigating potential risks and seizing opportunities like using Rovo, Atlassian’s AI-powered platform, to scale the impact of social impact customers.

Shifts in the global regulatory landscape will have implications across strategy, governance, and transparency. We’re in a solid starting position, with six years of voluntary reporting under our belt, as well as our first Double Materiality Assessment. Preparing for new reporting requirements in Australia, California, and the EU will be a sizable task, but we’re up to the job.

Finally, customers are looking for suppliers they can trust to do the right thing. Requests for sustainability information from customers increased 83% year over year in fiscal year 2025, ranging from emissions data to sharing our [Human Rights Statement](#). Customers also see us as a strategic partner, leveraging our [Don’t #@!% the Planet](#) guide as they pursue their own climate goals, or using our [Responsible Technology Review Template](#) to enhance AI governance.

Earning trust and building lasting relationships externally requires playing as a team internally. This year, we brought the [Atlassian Foundation](#) into the Legal department, reporting into the Chief Sustainability Officer. This has created new opportunities to amplify the Atlassian Foundation's work through impact investing, employee volunteering campaigns, and more. We’re confident that ever-tighter integration during the next leg of our journey will result in ever-more innovation.

Moving into fiscal year 2026, our guiding star remains the same, but we’ll need to embrace a new level of adaptability in how we get there. Flexibility will be the key to balancing stakeholder expectations while ensuring Atlassian is set up for durable, long-term growth.

Jessica Hyman
Chief Sustainability Officer
San Francisco, California, December 2025



ABOUT THIS REPORT

Meeting customer expectations

We remain committed to helping our customers advance their goals through our products and our sustainability program. Our seventh sustainability report details the disclosures we believe are most meaningful to our stakeholders, including our customers, 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 2025 (July 1, 2024 - June 30, 2025) and our anticipated trajectory for fiscal year 2026. We also identify trends and emerging issues that we believe every company and sustainability professional should be thinking about.

In this year’s report, we highlight customers who are using our products to advance social and environmental progress, from a global renewable energy firm to a nonprofit addressing hunger globally. We’re proud of helping our customers unleash the potential of their teams through the [Atlassian System of Work](#).

As our Chief Sustainability Officer notes in her letter, customers seeking information about our sustainability program have gone up 83% since the previous year. We’ve also noticed that Chief Information Officers are requesting deeper engagement with us as a vendor, mirroring our deepening engagement with our own suppliers. Climate and emissions were the most inquired-about areas, and we remain committed to even greater transparency on emissions data to help customers in their own net-zero journeys.

We also know that our customers, like us, are preparing for global emerging regulations. And so we have included [limited, independent third-party assurance](#) for scope 1, 2, and, for the first time, scope 3 of our carbon emissions data. We also continue to align to the Sustainability Accounting Standards Board (SASB) Software and IT Services Standard and to provide 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 2.2 Level AA standard for this year’s sustainability report.

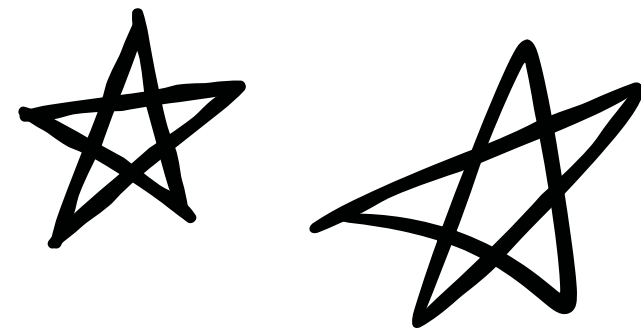
In the spirit of one of our values, “Open company, no bullshit,” email us: sustainability@atlassian.com.





OUR PROGRESS

Working for social and environmental progress in whatever we do



Our highlights

Planet

Mitigating supplier-related emissions is a game of patience and persistence. Out of our top 15 suppliers by emissions without science-based targets that we've engaged, 10 have now set or committed to setting science-based targets, either as part of their agreement with Atlassian or directly with the Science Based Targets initiative.

People

We streamlined our new-hire onboarding program by leveraging our own AI-powered tools. "Newlassians" now have NORA, a Rovo agent we developed that successfully answered nearly 10,000 questions and boasts the most weekly active users among all agents within Atlassian.

Customers

We embedded our responsible technology review process into the development lifecycle, resulting in over 100 assessments of internal, external, and third-party AI products. These reviews helped us fine-tune how we are developing and deploying AI technology consistently with our [Responsible Technology Principles](#).

Community

We celebrated the 10-year anniversary of [Pledge 1%](#), a movement we co-founded. We continued to make good on our commitment, including US\$12 million in donations through the Atlassian Foundation and free or discounted Atlassian tools for over 12,500 nonprofits.



Where we fell short

Planet

Atlassian's rapid growth and increased headcount have challenged our efforts to lower business travel emissions, which rose 13% this past year. To course-correct, we adopted a plan for Atlassian's first internal carbon fee, intended to incentivize emissions reduction and directly fund the purchase of Sustainable Aviation Fuel certificates.

People

Managers have expressed uncertainty about how to support employees with disabilities and want to make sure their team members have comprehensive assistance. We established accommodation resources in each region. These resources ensure that employees with short-term or long-term medical conditions or disabilities have equitable access to the support, tools, and adjustments they need to fully contribute and thrive in their roles.

Customers

While we have working groups focused on human rights topics, bringing executive oversight into our governance model remains a gap that we aspire to close.

Community

The frequency of extreme weather events continues to intensify, and Atlassian's reactive response to emergency grant making hasn't been scaling to meet the community needs of today. Moving forward, we will roll out a proactive approach that invests in recovery and building resilience.



Where we're going

Planet

Atlassian's guiding star remains the same: net zero by 2040. But our approach may change as we navigate evolving global regulations and AI's impact on emissions. We'll also need to adapt to meet evolving guidance from frameworks like the Science Based Targets initiative.

People

We're eyeing new ways to enhance employee engagement and experience, including through the physical work spaces we design and build. We'll also incorporate AI to help deliver meaningful connections that support modern, distributed ways of working.

Customers

We're investing deeper in human rights areas like due diligence. We'll also continue to optimize responsible tech reviews and training for scale and simplicity. These advancements will set us up for future compliance with regulations like the Corporate Sustainability Due Diligence Directive.

Community

With the Sustainability and Atlassian Foundation teams coming together under Legal, we have the opportunity to set a new strategic direction: one that better deploys the full power of Atlassian to take bold bets toward addressing the challenges of the next decade.



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. 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, we achieved our goal to match operations with 100% renewable electricity, starting in fiscal year 2020. We've also set science-based targets (SBTs) designed to limit warming to 1.5°C and achieve net-zero emissions by 2040. Finally, we are focusing on inspiring Atlassians and other companies alike to act.



People

We believe in the power of everyone

We believe that to unleash the potential of every team, we need to unleash the potential of every Atlassian, no matter who they are or where they come from. We build a workplace where every Atlassian belongs, is valued, and can do their best work – together. Our vision is to cultivate a culture where the best ideas come from everywhere and everyone, and where our collective potential is amplified – and expanded – by the reach of everyone's individual potential.



Customers

Being a rights-aligned business is good for business

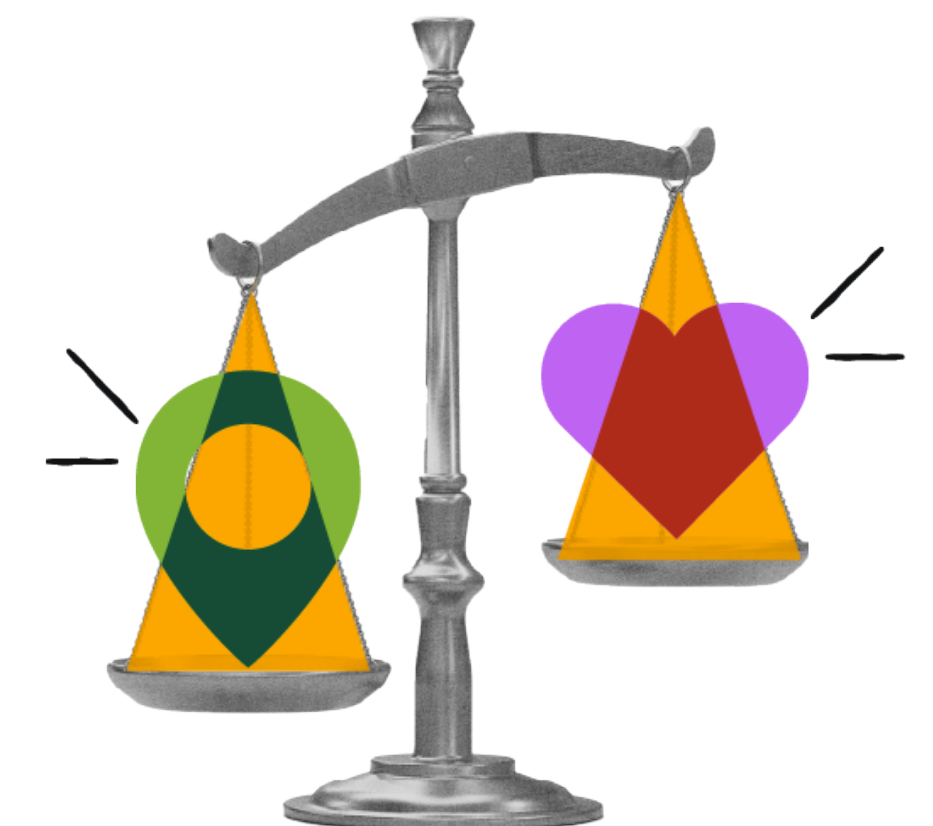
Businesses have a responsibility to respect human rights. As we continue to assess and address Atlassian's impacts, we are guided by our values, mission, and the UN Guiding Principles on Business and Human Rights. We know that every decision we make has a real impact on our employees, customers, business partners, and community – as well as on our long-term profitability and growth. Transparency and accountability are good for the bottom line. That's why they not only form the foundation of our human rights approach, but also live at the core of our business.



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 DNA, with a belief that both business and education can serve as forces for good and help transform our world. As a company, we pledge to contribute 1% of our equity, profit, tools, and employee time to the Atlassian Foundation to do good on a global scale and in our own backyards.





PLANET

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



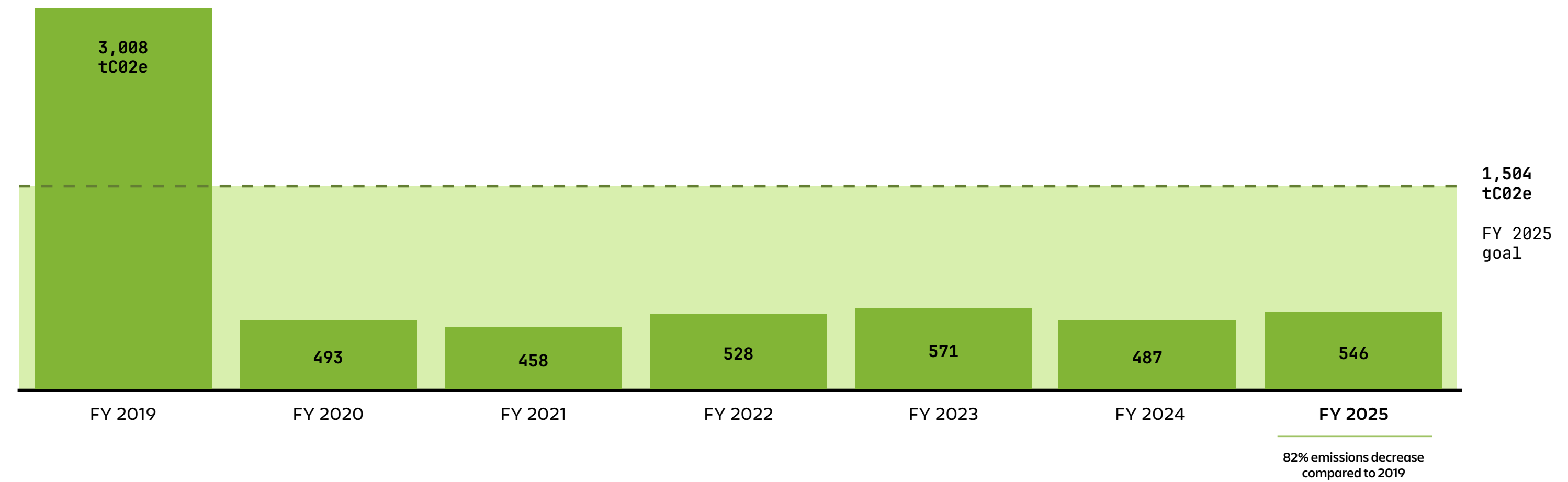


PLANET

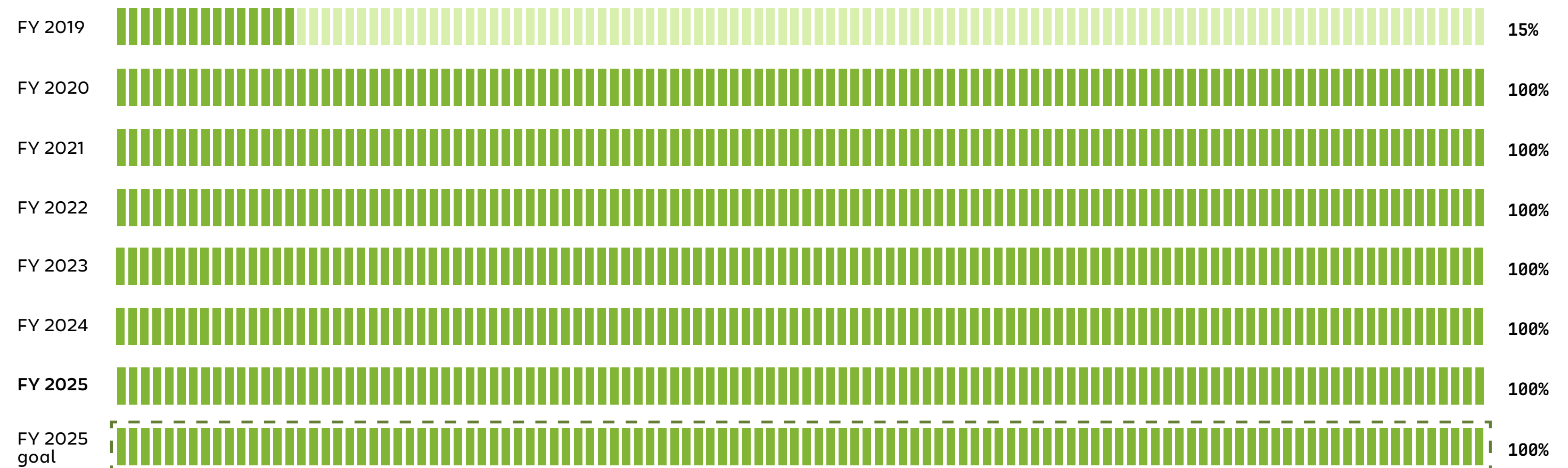
Key performance indicators

We set near-term science-based targets (SBTs) to reduce our emissions by fiscal year 2025, in line with our commitment to achieve net-zero emissions by 2040. We'll set new targets in fiscal year 2026.

Reduce scope 1 and 2 emissions by 50% from our FY2019 baseline



Run operations on 100% renewable electricity





PLANET

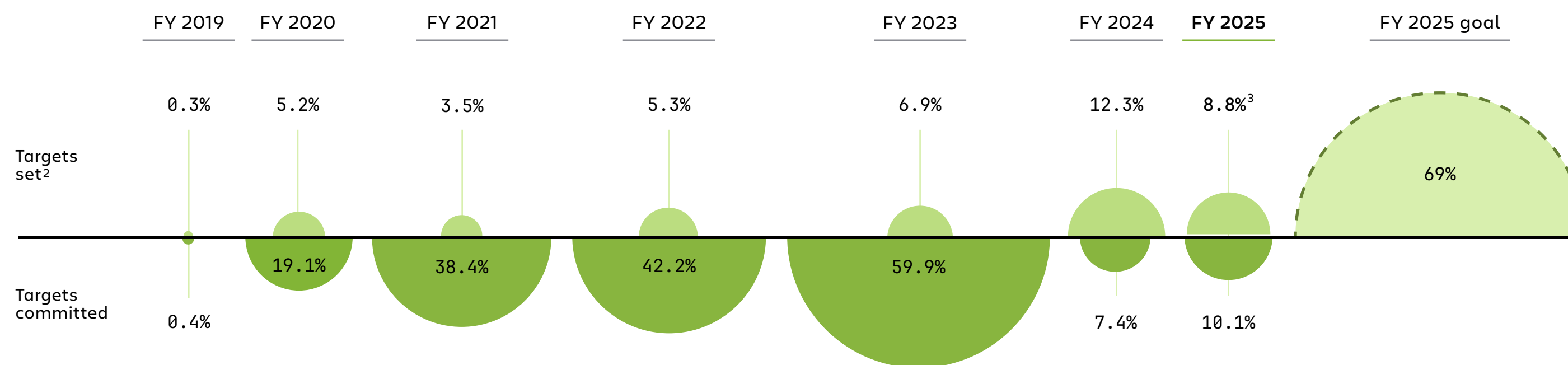
Key performance indicators

We set near-term science-based targets (SBTs) to reduce our emissions by fiscal year 2025, in line with our commitment to achieve net-zero emissions by 2040. We'll set new targets in fiscal year 2026.

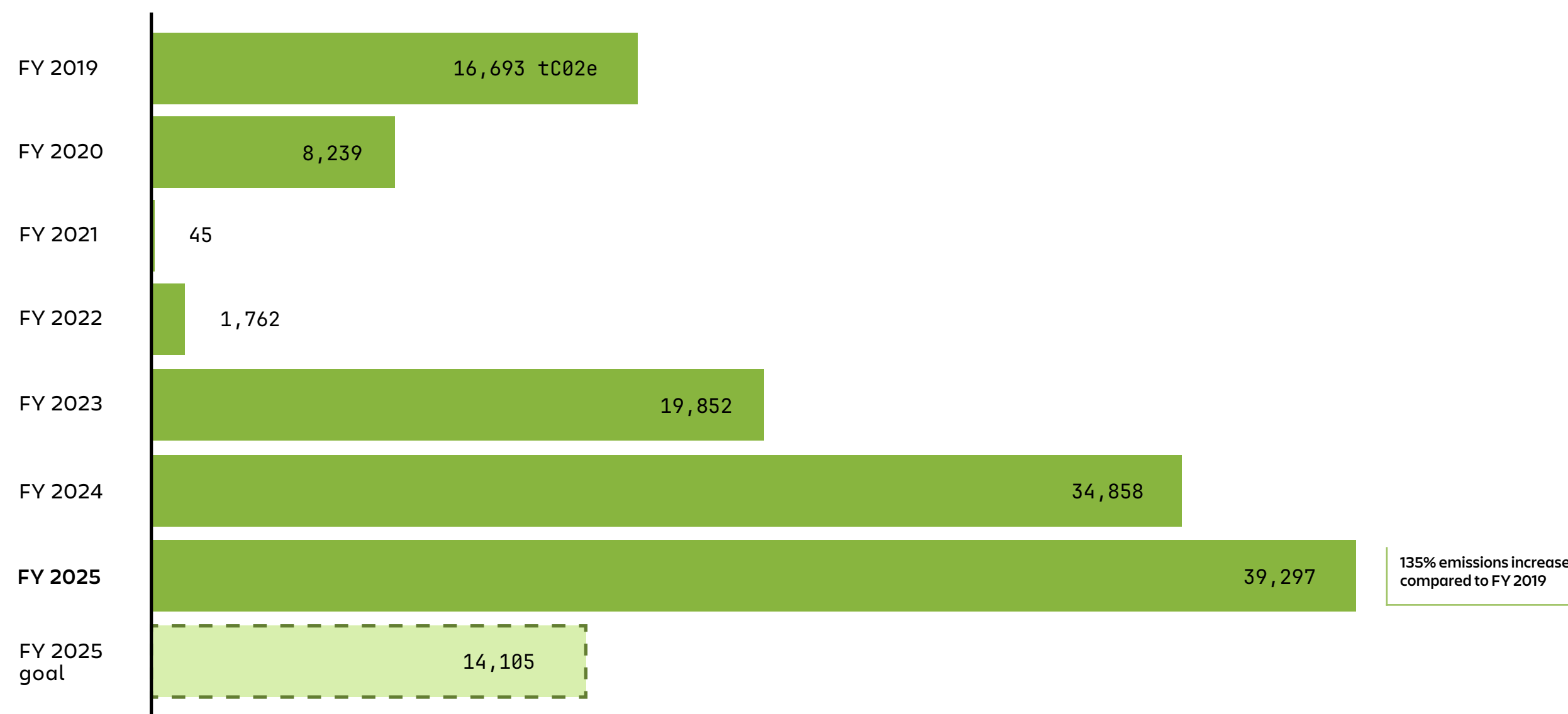
Footnotes:

1. "Suppliers by emissions" is 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%.
2. "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, either on their own or by signing Atlassian's climate addendum. We track suppliers who are committed to setting SBTs as an indicator of which suppliers are likely to set their SBTs next.
3. Our percentage of suppliers with set targets decreased from fiscal year 2024 due to annual changes in our procurement mix.

Ensure 69% of suppliers by emissions have set science-based targets (SBTs)¹



Reduce emissions from business travel by 25%

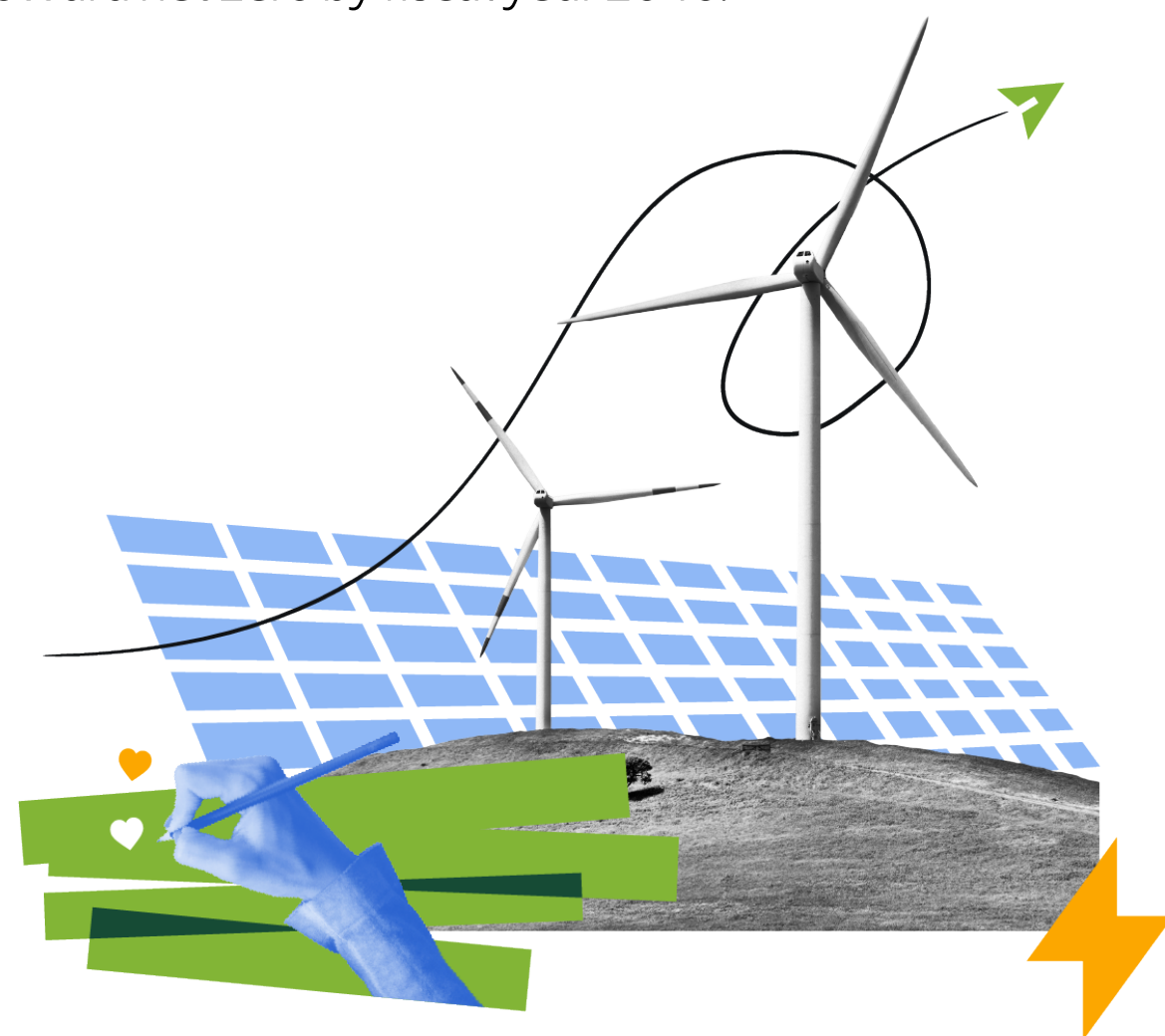




PLANET

Milestones

Five years in, signs of progress light the way toward net zero by fiscal year 2040.



Going beyond 100% renewable to invest in future demand

Our renewable energy strategy has been “go fast, then far.” In fiscal year 2025, we began prioritizing additionality in an effort to drive increased renewable energy capacity across the grid. As such, 52% of our Renewable Energy Certificates (RECs) came from long-term power purchase agreements. Looking ahead, we’re preparing to execute a Virtual Power Purchase Agreement (VPPA) designed to cover Atlassian’s remote workforce and office electricity use in Australia. This will include [Atlassian Central](#), our sustainably designed global headquarters in Sydney, targeted for 2028.

Play as a team with suppliers

Urging suppliers (including data center and AI providers) to set their own targets means we’re on a net-zero trajectory together. That’s why we include a climate addendum in our supplier agreements. To date, 10% of suppliers have either signed our agreement or committed directly to the Science Based Targets initiative (SBTi), and 9% have taken the next step by formally setting an SBT.¹ We see this as a team effort, so Atlassian also offers suppliers [free advisory services](#) and resources through our partnership with [BC3](#) to get started. Ultimately, achieving net zero will hinge on our largest data center supplier setting their own science-aligned decarbonization goal, which they have not yet committed to do.

Progress over perfection on business travel

The hard, “open company, no bullshit” truth is that business travel emissions increased 135% compared to our fiscal year 2019 baseline. This is largely due to company growth, with a 282% increase in headcount over that period.

While we did not meet our overall 25% emissions reduction milestone, emissions per head decreased 38% from fiscal year 2019 to 2025. In other words, company growth has out-paced emissions growth. Updates to our business travel policy and travel guidance for Atlassians were a move in the right direction. But as travel emissions continue to rise by 13% year over year, we must do more.

So we’re adding a new tool to our toolbox: an internal carbon fee that directly funds the purchase of Sustainable Aviation Fuel Certificates (SAFc).² This approach also provides greater visibility and accountability as we work towards our business travel emissions reduction goal and net zero.

Footnotes:

1. The percentage of suppliers with set targets dropped from 12% in fiscal year 2024 to 8% in fiscal year 2025. This is largely because our supplier list and how much we spend with individual suppliers changes every year.
2. This includes matching private aviation emissions related to Atlassian travel.



PLANET

Customer spotlight

EDP is accelerating their journey toward renewable energy using Atlassian tools

“

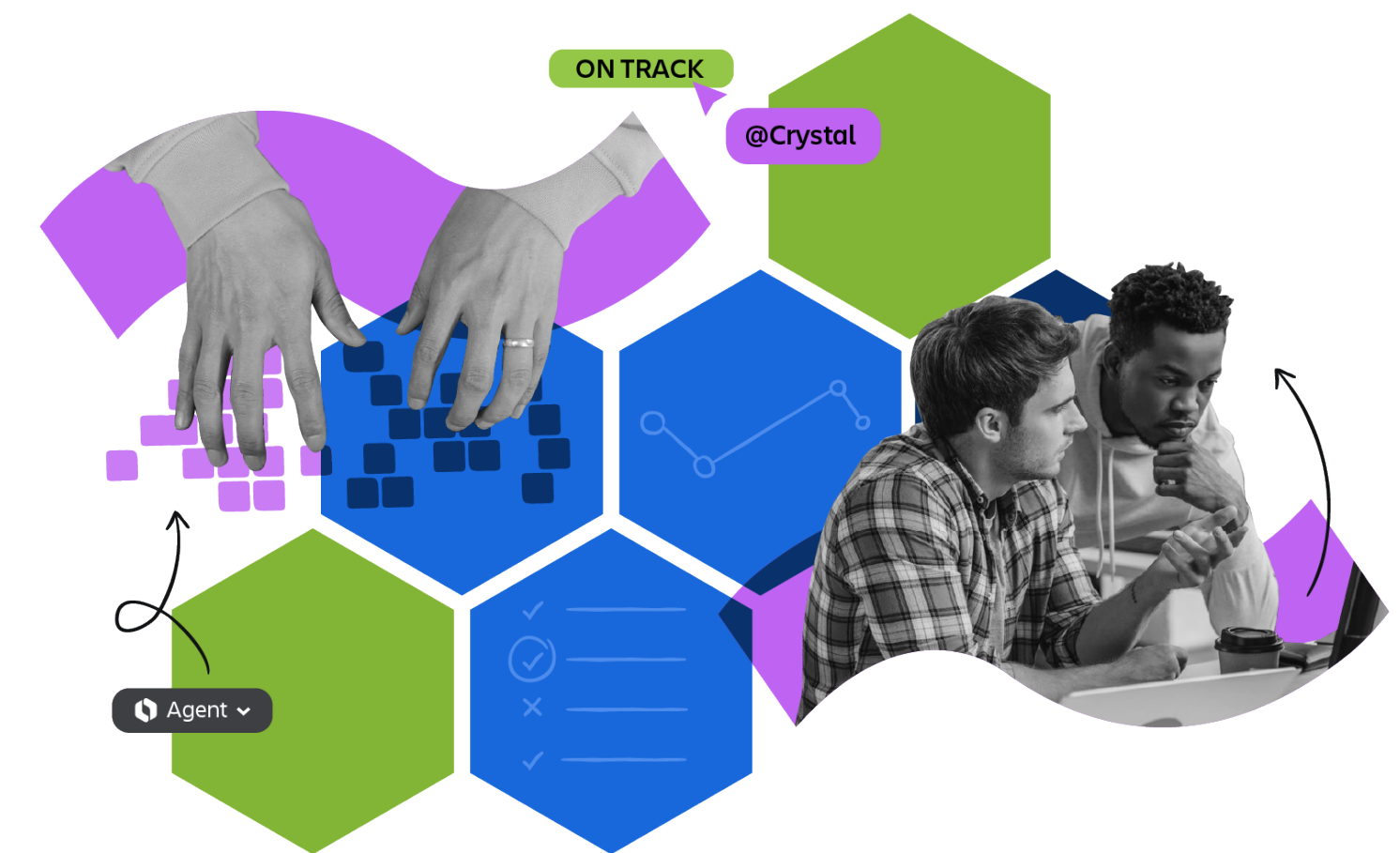
Atlassian tools were the ideal match to support us in the rollout of an agile methodology. Without them it would have taken a lot more work and money to get to where we are today.”

-João Sepúlveda Maia, IT Head of Global Competence Centers at EDP

EDP, a global renewable energy firm with more than 13,000 employees and 9+ million customers, is on a mission to transition to 100% renewable energy by 2030. The company embarked on an agile and digital transformation with Atlassian to respond to market demands faster.

These transformations required new tooling and ways of working to boost productivity, collaboration, transparency, and knowledge sharing. EDP wanted an agile solution that balances flexibility with scalability and governance – all qualities they found in Atlassian.

Today, EDP employees around the world turn to Jira, Confluence, and Bitbucket to power their work. Now that teams have standardized their processes and tools with Atlassian, they can collaborate more, deliver faster, and share learnings with each other as they strive for net zero.



40% Reduction in project lead times, enabling faster progress toward renewable energy



PLANET

Our trajectory and emerging issues



Our trajectory

Ramping up for mandatory reporting

Looking toward the horizon, we will need to comply with the Australian Sustainability Reporting Standards (ASRS), followed by the European Union’s Corporate Sustainability Due Diligence Directive (CSDDD), and Corporate Sustainability Reporting Directive (CSRD). These regulations will require Atlassian to advance our climate strategy, programs, policies, processes and data with laser focus over the next several years.

Setting the next set of voluntary goals

Having reached the first milestones year on our SBT emissions journey, we’ll establish new near-term targets for the next phase. We plan to continue to leverage high-quality offsets¹ to cover residual emissions we haven’t been able to reduce, adapting as SBTi Net-Zero and GHG Protocol standards evolve. We’ll also focus on understanding product- and AI-related emissions to meet customer expectations.



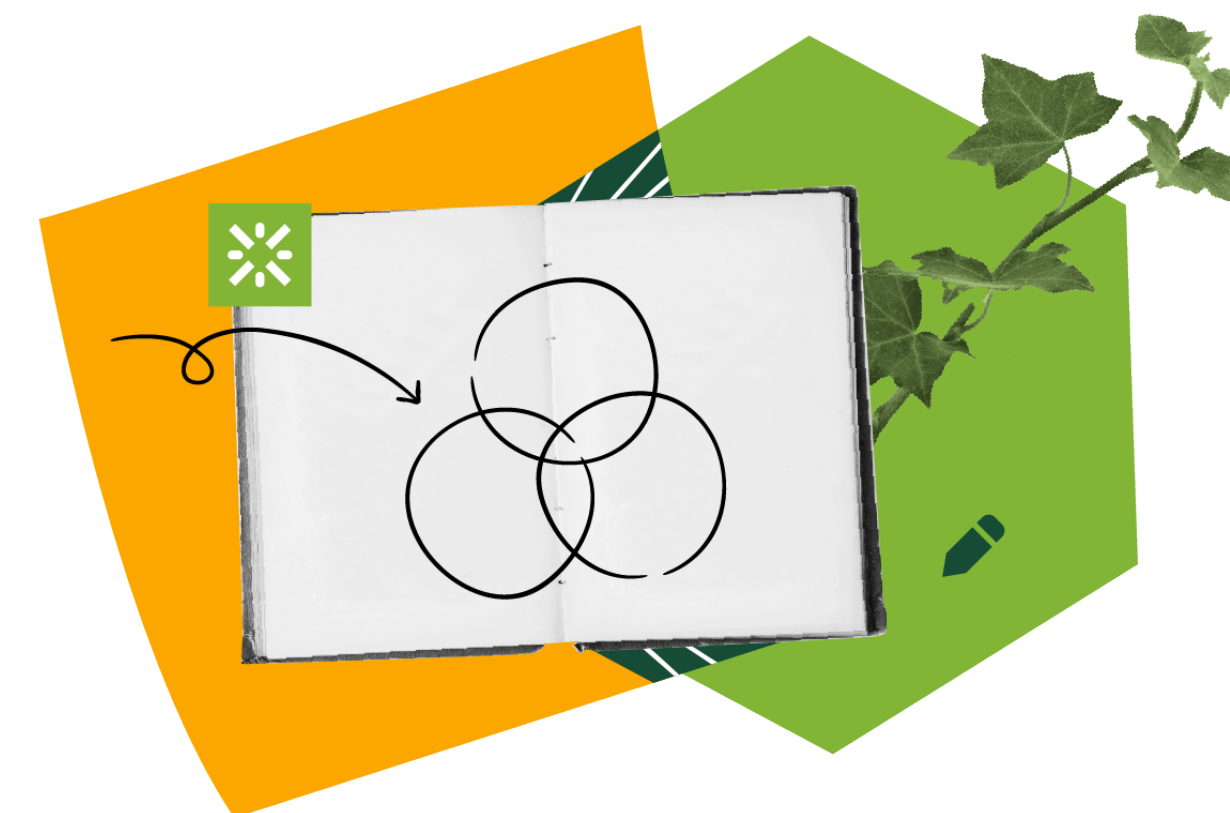
Emerging issues

AI and the next frontier of transparency

Concerns over AI-related emissions are being raised by many stakeholders, including customers. Companies across industries (and the AI model providers they source from) may need to expand emissions reporting practices in order to provide more transparency.

Customer expectations are evolving

Atlassian saw an 83% increase year over year in sustainability-related information requests from customers in fiscal year 2025. Requests included climate topics ranging from our energy usage to our net-zero targets. This is a trend we expect to continue given the regulatory requirements for greater supply chain due diligence and the proliferation of corporate climate commitments globally.



Footnotes:

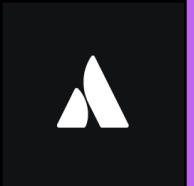
1. Please see “Carbon credits purchased for beyond value chain mitigation” and “Additional context and further reading” in the appendix for more details on our high-quality offsets.



PEOPLE

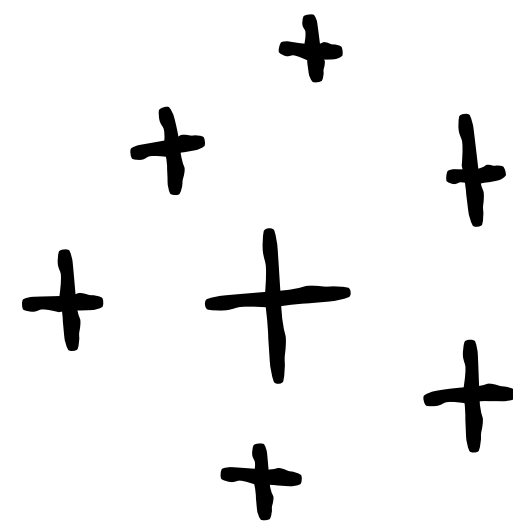
We shape the **practices, systems, tools, and communities** that ensure every Atlassian feels a genuine sense of belonging, fairness, and potential to do the best work of their lives





PEOPLE

Key performance narrative



Deploying Atlassian tools, including AI, to increase velocity of our teams

Fiscal year 2025 progress:

- ✔ Built and deployed an AI-powered Rovo agent to help leaders plan high-quality team gatherings that improve team connection and effectiveness
- ✔ Increased usage of Atlassian products among new hires in their first week
 - 8x increase in AI usage
 - 6x increase in Loom recordings and 7x increase in Looms viewed
 - 2x increase in collaboration within Confluence

Fiscal year 2026 goals:

- ✔ Develop AI workshops that help teams prompt, brainstorm, spar, and produce content with generative AI
- ✔ Leverage AI to help managers accelerate onboarding
- ✔ Integrate performance management into onboarding to support the early success of new hires

Leveraging Team Anywhere as our differentiator

Fiscal year 2025 progress:

- ✔ Opened new workspaces in four countries: India, Poland, the U.S., and Australia
- ✔ Updated employee benefits to optimize for our globally distributed workforce

Fiscal year 2026 goals:

- Enhance the overall employee benefits experience to foster greater engagement and satisfaction no matter where each Atlassian lives

Ensure Atlassian is a team (for everyone)

Fiscal year 2025 progress:

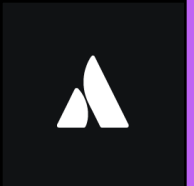
- ✔ Launched **Team Everyone** to build inclusive cultures, drive engagement, and create communities of connection
- ✔ Improved the availability of information for those seeking reasonable accommodations

Fiscal year 2026 goals:

- Strengthen our Employee Resource Groups (ERGs), with an emphasis on veterans and disability inclusion
- Advance our **Reconciliation Action Plan** to promote conscientious corporate citizenship in Australia

Footnote:

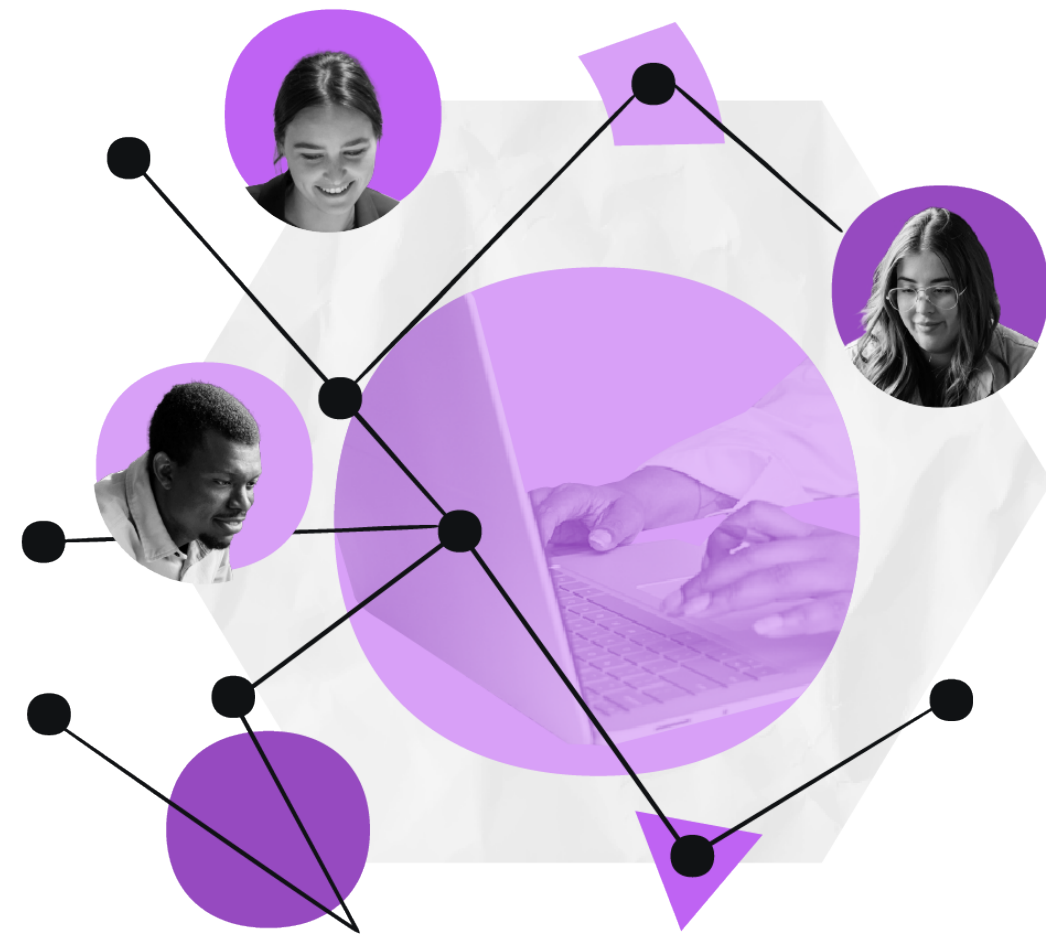
Please see the [appendix](#) for explanations about the data, additional data disclosures (e.g., leadership/technical team breakdowns), and our approach to hiring rate goals.



PEOPLE

Milestones

Building on the foundations laid in previous years, we focused on accountability and continuous improvement to support all Atlassians.



Deploying AI to increase velocity of Atlassian teams

We streamlined our new-hire onboarding program by leveraging our own AI-powered tools to accelerate the ramping-up process. “Newlassians” have shown an 8x increase in AI usage, 6x increase in Loom recordings, 7x increase in Looms viewed, and a 2x increase in collaboration within Confluence during their first week. To further support new hires, we built NORA, an internal Rovo agent that has answered nearly 10,000 questions and boasts the most weekly active users (WAU) of any agent within Atlassian.

Leveraging Team Anywhere as our differentiator

Team Anywhere, our approach to distributed work, empowers Atlassians to choose work locations beyond just our office spaces. But it's one thing to talk about distributed work, and another to ensure it's successful. We've adjusted how we think about everything from intentional team gatherings to the benefits we provide to all Atlassians. For example, this year we evolved the Flex Wallet, an annual stipend, to include wellbeing needs like caregiving, mental health, or home office upgrades. We also enhanced our 24/7 mental wellbeing resources to better support Atlassians across the globe.

Ensuring Atlassian is a team (for everyone)

While remote work is critical to our Team Anywhere approach, that doesn't take away from our commitment to creating places for our teams to come together. Case in point: we opened new workspaces in India, Poland, the U.S., and Australia this year. And we're committed to making our spaces work for everyone. This year, we created new research-backed design principles for our workplace build-outs that better serve global teams. These principles are reflected in designs for **Atlassian Central**, our upcoming headquarters in Sydney, which was designed in partnership with a First Nations Design Advisory Panel to integrate Indigenous knowledge, driven by our commitment to reconciliation and inclusion.



PEOPLE

Customer spotlight

Remote’s globally distributed teams went all-in on async work with Loom

“

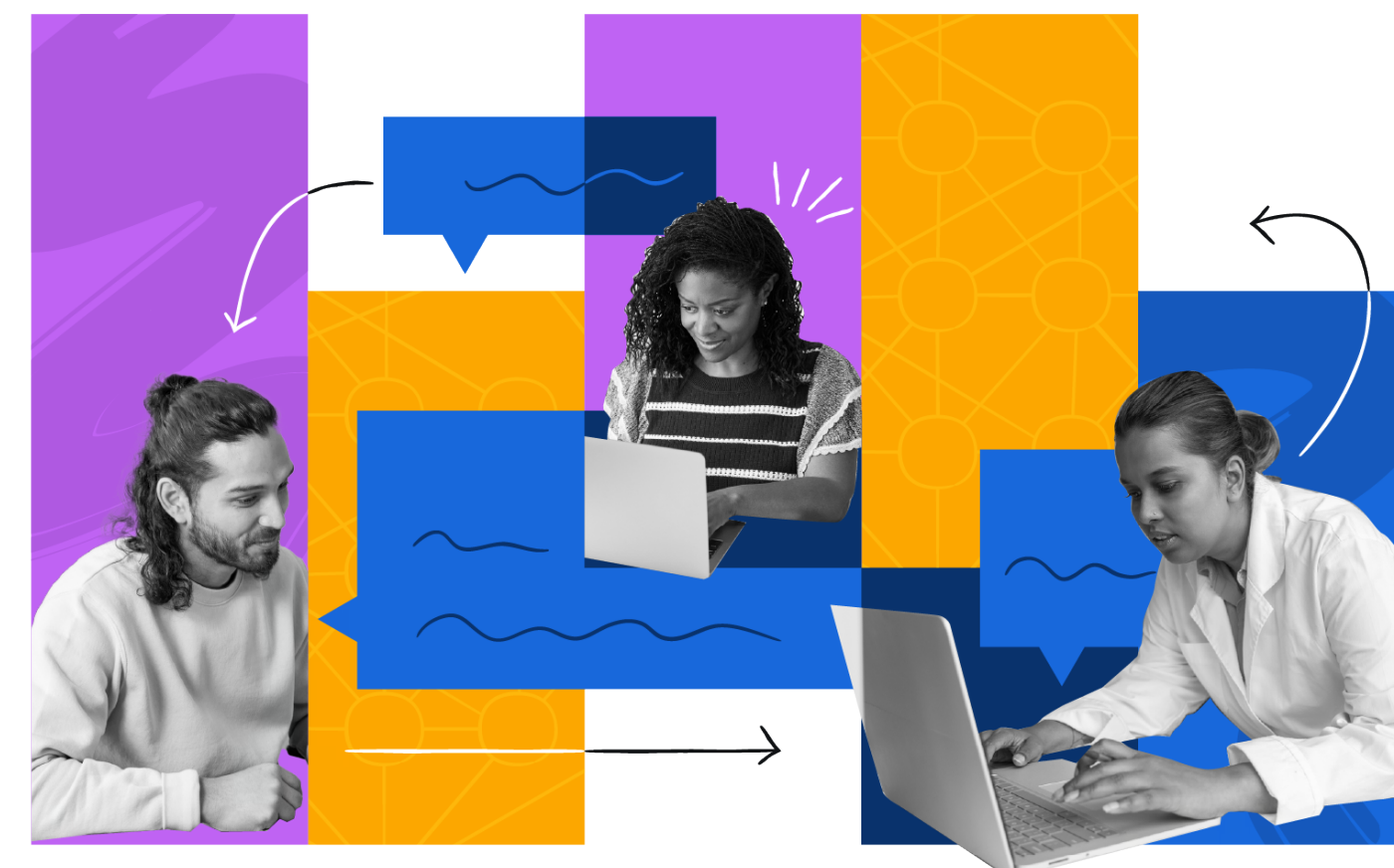
Loom is the best product on the market to support asynchronous communication. You can convey a lot of information in a short amount of time, reliably, with minimal effort. I can’t speak highly enough about it.”

–Sean Stanley, Documentation & Internal Communications Partner at Remote

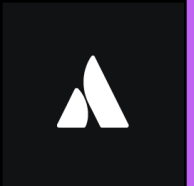
Remote, the makers of an all-in-one global HR platform for teams distributed around the world, is at the forefront of a growing distributed work movement that’s turning traditional ways of communicating upside down – and reaping the benefits. The company, which has 1,500+ employees based in 75+ countries, has built an efficient, fully remote organization following asynchronous principles (meaning work and communication don’t happen in real time) – proving that creating effective, globally dispersed teams is not just possible, but preferable.

As Remote grew, so did their collection of communication tools. To simplify and standardize their toolset, Remote chose to use Loom and Slack for asynchronous communication. Expanding their usage of Loom has increased efficiency and collaboration, even when employees can’t (or don’t want to) meet live.

Now, Remote’s distributed teams can connect anywhere, anytime – even if it’s not in real time. While employees are using Loom in countless ways, there’s one main benefit they all agree on: saving thousands of meeting hours every year while improving communication and collaboration. This shift is not only increasing Remote’s efficiency as a business, but also serving as a model for their distributed customers around the world.



20k+ Meeting hours saved in two years with Loom, powering the future of distributed work



PEOPLE

Our trajectory and emerging issues



Our trajectory

Boosting team effectiveness with AI

Building on insights from our [AI Collaboration Report](#), we're equipping teams to collaborate more effectively with the help of AI. Our current training initiative is focused on AI skills development, integrating AI into the employee experience, and addressing information overload.

Rolling out Team Everyone

Our new [Team Everyone](#) program fosters a culture centered on belonging and fairness. This initiative will address areas like veteran support, disability inclusion, and psychological safety. We'll also work to reduce potential bias in people processes, strengthen ERGs, and advance our [Reconciliation Action Plan](#) to promote harmony and reconciliation in Australia.



Emerging issues

AI as a simplifier

Information overload leaves employees feeling overwhelmed and less informed. By fostering continuous learning, [modern work practices](#), and [AI-driven solutions](#), companies can help teams navigate complexity, work more effectively, and reduce stress.

Renewed importance of psychological safety

Companies adopting AI need to be mindful of how AI-powered decision-making or the perception of "being watched" can introduce anxiety amongst employees. The solution is to preemptively double down on fostering psychological safety to avoid higher rates of turnover and burnout, also fostering more engaged, innovative teams.





CUSTOMERS

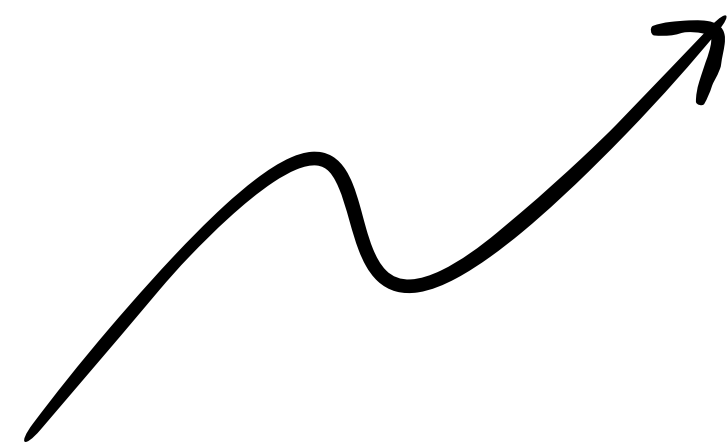
Transparency and accountability to our customers and stakeholders underpin our approach, as do the Atlassian values and UN Guiding Principles on Business and Human Rights.





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, as outlined in our [Human Rights Statement](#).

Please see the [appendix](#) for additional data and narrative, including details on our accessibility progress, and context regarding forward-looking statements.

Follow through on our public commitments

Fiscal year 2025 progress:

We've maintained public commitments that outline our responsibility to respect human rights.

- [Human Rights Statement](#)
- [Modern Slavery Statement](#)
- [Responsible Technology Principles](#)

To live up to those commitments, we:

- ✓ Updated Human Rights and Modern Slavery Statements to include program improvements, scope of impacts, and details on how we mitigate risk
- ✓ Collaborated on 115 responsible technology reviews with internal product teams
- ✓ Refined our prioritized risks in collaboration with Atlassian's Human Rights Working Group
- ✓ Shared insights with industry peers via three AI roundtables
- ✓ Updated [Acceptable Use Policy](#) to prohibit using AI for specific kinds of professional advice, automated decisions, political activities, and misrepresentation

Fiscal year 2026 goal:

Continue to build a culture of responsibility by integrating commitments into the day-to-day work of Atlassians through policies and programs.

Identify, assess, and manage salient issues

Fiscal year 2025 progress:

With the help of our Human Rights Working Group, we analyzed our risks, which are disclosed publicly.

Privacy

What: Customer and employee data

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

Ethical use

What: Potentially harmful content hosted in our products, or using our products (including AI) in ways that may cause harm

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 related to hiring, career growth, and other employee lifecycle milestones

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

Fiscal year 2026 (and beyond) goal:

Update risk identification and management process to align to emerging regulation.

Address potential risks

Fiscal year 2025 progress:

- ✓ Built a consistent scoring and decision-making process for customer due diligence
- ✓ Maintained stakeholder engagement program, now in its third year
- ✗ Did not update reporting/grievance mechanisms

Fiscal year 2026 goal:

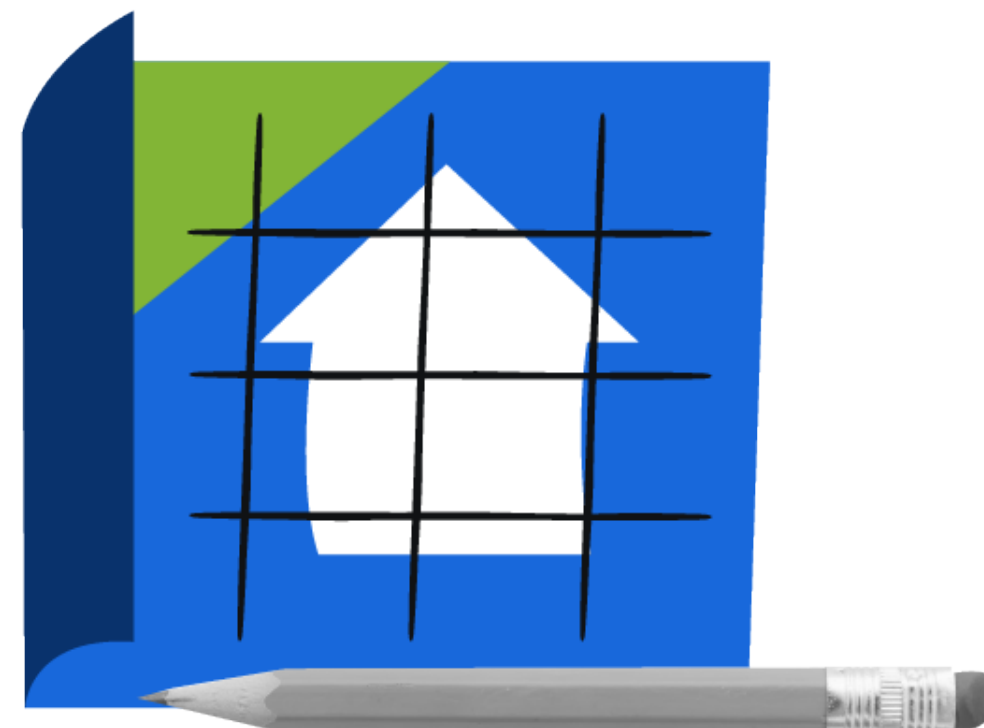
Deepen investment in stakeholder engagement and due diligence, particularly those mandated by new regulations.



CUSTOMERS

Milestones

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



Refining our human rights program

Atlassian released an updated [Human Rights statement](#), endorsed by our CEO. This update was informed by feedback we received from external stakeholders and reflects how our approach has matured over time.

We completed our annual Human Rights Risk exercise with Atlassian’s Human Rights Working Group. This year, we shifted from an in-person discussion to an asynchronous survey, which scaled better and allowed us to capture feedback from more internal subject matter experts. The working group agreed that for fiscal year 2025, the Human Rights team should focus on risks related to customers and AI, while other salient risks (e.g., privacy) should continue to be managed by other Atlassian teams.

Preparing for regulatory compliance

We finalized a gap assessment for the Corporate Sustainability Due Diligence Directive (CSDDD) to help us advance and improve our human rights programs, while preparing for upcoming reporting regulations. This will include expanding our due diligence and risk identification programs and extending our stakeholder engagement program to include direct engagement with rights holders in addition to human rights experts.

Industry collaboration on AI trends

Throughout fiscal year 2025, Atlassian contributed to industry roundtables focused on how companies are managing the transition to generative AI. Participants discussed challenges, strategies, and synergies around building and scaling responsible AI governance while also supporting innovation. Solutions included finding ways to leverage and adapt existing review and assessment processes, using large language models to automate those processes, and updating policies to include generative AI considerations.

Following our “accountability is a team sport” principle, we also strengthened cross-sector partnerships with organizations like the [Human Technology Institute](#), [TeachAI](#), the Australian [National AI Centre](#), [CAIDE](#), and [Article One’s Roundtable on Human Rights and AI](#).



CUSTOMERS

Customer spotlight

California’s Department of Health Care Services modernized, improved governance, and saved **\$2.2M+** with Atlassian Cloud Enterprise



These tools help us facilitate the governance conversation. They support the visibility of what we’re doing and allow us to grow and mature.”

–Ryan Mosley, Chief of Factory & Engineering Modernization at DHCS

Siloes and outdated technology hinder even the most advanced government thinkers and ambitious doers – a challenge the California Department of Health Care Services (DHCS) was feeling firsthand.

As more employees embraced Atlassian apps, the DHCS Modernization Team saw that they were working faster and collaborating more. Seeing this opportunity, the agency began standardizing on Atlassian cloud to accelerate progress toward their purpose of providing Californians with equitable access to quality health care.

Since centralizing and upgrading to Atlassian Cloud Enterprise, divisions across the agency have seen many improvements. In addition to time and costs savings, some of the biggest advancements have been in security, privacy, and enterprise governance. Centralizing information has increased visibility, improving governance and laying the foundation for further growth.

By bringing business and technology teams together with Atlassian Cloud Enterprise, DHCS is serving as a government modernization role model and a vital provider of care for Californians.



3x Faster delivery on the same project with Atlassian



CUSTOMERS

Our trajectory and emerging issues



Our trajectory

Evolving our responsible tech practices

We will continue to iterate on and improve our responsible technology guidance, reviews, and training based on the feedback and insights that teams across Atlassian have gained over the past two years.

Pursuing CSDDD compliance

We will update our human rights program to prepare for CSDDD, including expansions of our due diligence, risk identification, and rights holder engagement practices.



Emerging issues

Regulations are setting the bar for human rights

Emerging regulations such as the CSDDD are requiring companies to enhance their human rights programs, while the EU AI Act outlines how organizations should address the risks and opportunities associated with artificial intelligence. These regulations push us to do better by providing clear guidelines to follow.

AI and the right to access water

As AI increases demands on water usage to cool data centers, nearby communities may experience negative impacts on their access to water and a clean environment. Evaluating the environmental *and* human impacts of data center siting could affect procurement decisions for some companies.





COMMUNITY

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



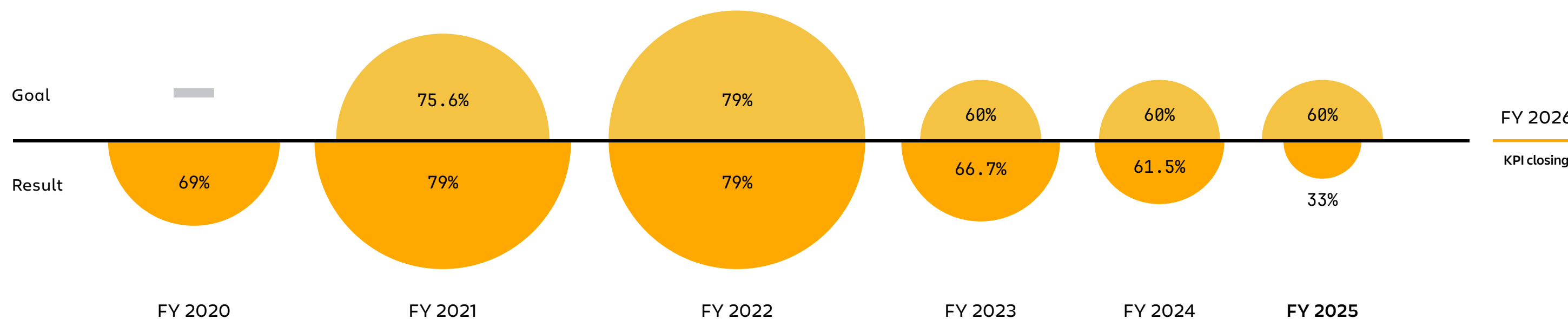


COMMUNITY

Key performance indicators

Participation in volunteering efforts

Percentage of employees who volunteered through the Atlassian Foundation¹



Note on KPI performance

Due to a data migration issue, we weren't able to include all of our team volunteering data in our volunteering participation key performance indicator (KPI) reporting. This issue will be rectified in fiscal year 2026.

Another reason we fell short of the 60% participation goal was our mid-year pivot to focus more on skilled volunteering rather than just driving participation in volunteering efforts.

We are developing metrics that better capture the impact Atlassian employees make through both volunteering and donating. As a result, we are closing this volunteer participation KPI and will create a new KPI for fiscal year 2026.

Footnotes:

1. All permanent Atlassian employees get five days (or 40 hours) of paid leave to volunteer and up to US\$1,000 in donations matched every financial year.



COMMUNITY

Milestones

Creating a better world is impossible alone.



Taking a team approach to philanthropy

Atlassian’s approach to impact is rooted in partnership. This year, we backed 20 [education partners](#) with a total of US\$12 million in funding, as well as free Atlassian apps and employee volunteer support. We also had the opportunity to host our partners alongside 500 global education leaders for [workshops and discussions](#) during the 79th UN General Assembly.

Since 2021, Atlassian Foundation funding has evolved from 100% restricted project-based grants to primarily multi-year, unrestricted support, enabling our partners to focus on mission delivery rather than administrative requirements. This approach has earned us recognition in the top 1% of funders globally for approachability and trust in our partners’ organizations, according to [benchmarking by the Center for Effective Philanthropy](#).

Celebrating a decade of Pledge 1%

We celebrated 10 years of [Pledge 1%](#) and Atlassian co-founder Scott Farquhar was appointed to the role of Board Chair to help steward the organization’s next phase of growth. Since we co-founded this global movement, more than 19,000 companies across 130 countries have joined Atlassian in pledging to use a percentage of their staff time, product, profit, and/or equity as a force for good, igniting US\$3 billion in new philanthropy.

Providing the Atlassian System of Work to social impact customers

We made Atlassian tools more accessible to social impact teams by opening up Atlassian Cloud Enterprise plans to eligible nonprofits at a 50% discount¹ and adding Loom, Rovo, and the Teamwork Collection to our discount suite. We also expanded our support program, [Ask an Atlassian](#), to help over 100 nonprofit customers make the most of Atlassian’s [System of Work](#). In fiscal year 2025, 3,198 new nonprofit organizations started using free or discounted Atlassian apps, bringing our nonprofit cohort to 199,967 nonprofit professionals across 12,500 organizations as active users.

Rewarding (and retaining) Atlassians who give back

We launched “Foundation Rewards,” powered by a new platform we co-designed with [Goodstack](#), to inspire Atlassians to self-organize around volunteering and donating. When they do, they earn rewards for themselves and nonprofits they care about – with high-impact activities unlocking bigger rewards.

We found that Atlassians who volunteer are more likely to stay at the company. We shared these findings, as well as our guide to running volunteering campaigns, on Atlassian’s [Work Life blog](#).

Footnotes:

1. Previously, Enterprise discounts were not publicly accessible and were offered to nonprofit customers on a case-by-case basis. This change increases transparency and access to Atlassian Cloud Enterprise features for nonprofits.



COMMUNITY

Customer spotlight

Mary's Meals feeds **2.6 million children a day** with support from Atlassian cloud

“

My greatest accomplishment in this role is helping build the infrastructure we've used to double how many children we feed. I'm confident now that we're on Atlassian cloud, we can do that again and again.”

–Stephen Neil, Head of Infrastructure and Operations at Mary's Meals

Mary's Meals began by feeding 200 children in Malawi. Today, it's an international organization that feeds 2.6 million children across 16 countries every day, with help from Atlassian cloud.

Mary's Meals' global network of affiliate programs includes their feeding programs worldwide and more than 20 fundraising entities. Mary's Meals International is responsible for distributing funds to these programs and supporting their teams so they run smoothly.

Mary's Meals had big dreams of scaling their impact, which meant their infrastructure needed to scale too. To lay the foundation for growth, the organization decided to migrate from Atlassian Data Center to cloud.

Migrating is a big change – especially for nonprofits with more limited resources than traditional enterprises. But as Mary's Meals contemplated the transition, the Atlassian Foundation stepped up to help minimize costs and disruption. Through **Atlassian Solution Grants**, the Atlassian Foundation funded Mary's Meals engagement with New Verve, a Solution Partner, for a complete, cost-effective cloud migration.

Now, teamwork is easier on the cloud, and the Mary's Meals team has confidence in their infrastructure to continue to scale their impact to more children around the world.



2x More children fed daily by doubling program capacity with Atlassian cloud



COMMUNITY

Our trajectory and emerging issues



Our trajectory

Shining a light on social impact customers

Staying true to Atlassian’s “[Don’t #@!% the customer](#)” value, we’re putting social impact customers front and center. This will include increasing nonprofit representation in product beta programs and customer storytelling so our ecosystem can learn from and support these organizations.

Harnessing the power of AI

The Atlassian Foundation team is piloting Atlassian AI tools to improve how the team works and delivers so we can better support our nonprofit partners and customers. For example, we’ll use [Rovo agents](#) to help respond to employee inquiries, and investigate how AI can better match employees to skilled volunteering requests from nonprofits through our [Ask an Atlassian](#) program.



Emerging issues

Helping nonprofits progress their AI journeys

Atlassian’s [State of Nonprofit Teams 2025](#) report found that only 51% of nonprofit professionals believe AI will improve the speed and quality of their team’s work. That’s 15% below the average across other industries. The biggest barriers are awareness, confidence, and technical expertise. Corporate social impact teams, especially early AI adopters, have a huge opportunity in building awareness and helping the nonprofit sector leverage AI in targeted ways that will amplify their impact.¹

Support beyond nonprofit discounts

Technical leads and digital transformation champions in the nonprofit sector are constantly resource-constrained. And they don’t just need affordable technology – they need guidance for effective adoption. To bridge this gap, technology companies should provide accessible, ongoing support that helps nonprofit teams make the most of their tools and optimize their teamwork practices.



Footnotes:

1. Explore the potential of Rovo to amplify change and transform how organizations measure and manage impact with our Team '25 conference webinar, [“Trailblazing with Rovo: Empowering all teams through AI.”](#)



GOVERNANCE

Working together to
**advance responsible
business practices**





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 provides quarterly updates to the CEO to track progress against our sustainability goals. Our executive team and **Board of Directors** receive periodic updates on our sustainability strategy, progress, and challenges, typically at least once per year.

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, Team Everyone, and Atlassian Foundation.

During this reporting year, the Atlassian Foundation team finalized its transition to the Legal department, reporting to the Chief Sustainability Officer, which helps us better collaborate across 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.

Sustainability team

- **Reporting Line:** Chief Sustainability Officer reports to Deputy General Counsel – IP, Policy & Regulatory Affairs (four levels from CEO)
- **Department:** Legal
- **Team size:** 7
- **Focus:** Implementing programs and disclosing progress on Atlassian’s climate and human rights commitments

Team Everyone team

- **Reporting Line:** Head of Team Everyone reports to Chief People Officer (two levels from CEO)
- **Department:** People
- **Team size:** 6
- **Focus:** Drive inclusion and belonging across Atlassian and unleash the potential of our team

Atlassian Foundation team

- **Reporting line:** Head of Atlassian Foundation reports to Chief Sustainability Officer (five levels from CEO)
- **Department:** Legal
- **Team size:** 25
- **Focus:** Backing social impact teams (particularly teams changing lives through education) with a combination of Atlassian’s funding, people, 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, Governance, Risk & Compliance, Public Policy, Travel, Cloud FinOps, Workplace Experience, and Real Estate, as well as supplier relationship owners. These Atlassians help further our climate goals, including reducing emissions in our operations and value chain, working with suppliers to set their own climate goals, understanding climate-related risk and business impact, and advocating at the policy level.

People

Team Everyone’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 connect Atlassian across communities and across the globe.

Customers

The Human Rights Working Group includes team members from Sustainability, Global Public Policy & Regulatory Affairs, Privacy Legal, Commercial Legal, and Governance, 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, Team Everyone, and Human Rights. Our Central Accessibility team, Accessibility Product Leads team, and volunteer Accessibility Champions drive initiatives across the company to make sure our working environment works for the broadest range of people – especially people with disabilities.

Community

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

Governance

An ESG Reporting Working Group – including the Sustainability, Investor Relations, Accounting, Legal, Public Policy, and Internal Audit teams – informs annual disclosures for the sustainability report and other disclosures, as well as develops improved processes for transparent and accurate reporting. An ESG Regulation Tracking Working Group – including the Sustainability, Legal, and Regulatory Affairs teams – was created in fiscal year 2025 to track updates to mandatory regulations that are proposed, passed, and modified in jurisdictions around the world. An ESG Crisis Response Working Group helps 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 to advocate for policy initiatives that align with our values and perspectives.

This year’s work focused on legislative proposals and government programs that intersect with Atlassian’s commitments to responsible technology and sustainability.

Around the globe, our engagements with governments on AI policy were rooted in our [Responsible Technology Principles](#). Building on our [No BS Guide to Responsible Technology Reviews](#), we approached policy dialogues with practical recommendations for the safe and responsible adoption of AI.

In Australia, we continued advocating for clear standards concerning responsible innovation through our contributions to the [Australian Government’s ongoing Safe and Responsible AI consultation process](#). We also had the honor of [testifying before the Australian Senate](#) to inform their deliberations about AI regulation. In Europe, we joined over 100 companies and institutions in making voluntary commitments under the [EU AI Pact](#), a precompliance initiative for the EU AI Act organized by the European Commission. And in the U.S., we [provided input](#) to the White House Office of Science and Technology Policy to inform development of the forthcoming AI Action Plan.

On the sustainability front, we are monitoring regulatory developments around the world, including the Corporate Sustainability Reporting Directive (CSRD) and Corporate Sustainability Due Diligence Directive (CSDDD) in the EU, and the Australian Sustainability Reporting Standards (ASRS). Through our partnership with CERES, a leading nonprofit organization focused on climate advocacy, we joined over 70 companies, trade associations, and other organizations in providing feedback on the implementation of California’s climate disclosure laws.

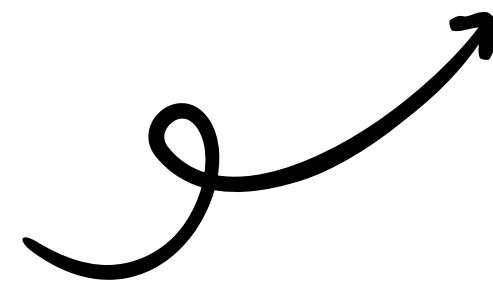




APPENDIX

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; uncertainties in the legal, regulatory, political or geopolitical landscape, including with respect to ESG matters; changes in trade policies; 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 the Investor Relations section of our website: investors.atlassian.com.

Data measurement and uncertainty

All reported values represent the best data reasonably 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 assurance from an independent third party, [Apex](#), for our scope 1, scope 2 (location-based and market-based), and scope 3 GHG emissions. For more details, see our [verification statement](#).



APPENDIX

Planet

Office electricity data Fiscal years 2019-2025

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

Country	FY2019 (baseline)	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Australia	1,283	1,338	1,076	1,141	1,325	1,229	1,326
Japan	60	46	10	2.4	10	17	17
Netherlands	298	272	241	292	349	339	348
Philippines	530	385	232	340	384	520	340
Poland	-	-	234	25	19	21	63
Türkiye	55	64	27	22	42	76	20
U.S. ¹	2,332	1,732	2,244	1,530	4,573	4,456	4,352
Canada	-	-	325	(closed)	(closed)	(closed)	(closed)
India	1,410	644	1,166	1,013	(closed)	(closed)	(closed)
Sweden	-	-	85	35	(closed)	(closed)	(closed)
Total electricity (MWh)	5,968	4,481	5,640	4,400	6,702	6,658	6,466
Total SCOPE 2 MWh matched with RECs	-	100%	100%	100%	100%	100%	100%

Built environment Fiscal years 2024-2025

Category	FY2024	FY2025
Number of buildings with green certifications ²	6	7
Percentage of buildings with green certifications (as a percent of total active square footage)	65%	68%

Work-from-home energy data Fiscal years 2022-2025

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

Category	FY2022	FY2023	FY2024	FY2025
Total energy (MWh)	15,086	19,022	17,748	12,696
MWh matched with RECs	100%	100%	100%	100%

Footnotes:

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

- 1. Within the U.S., 100% of these renewables are from a fixed price VPPA.
- 2. Green certifications as of June 30, 2025, include:

- Leadership in Energy and Environmental Design (LEED) Certified: Austin, Bellevue, Gdansk, 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.).

We've also set sustainability goals as we design [Atlassian Central](#), our new global headquarters in Sydney, which will be the largest hybrid timber/steel skyscraper in the world when completed:

- 50% less embodied carbon in construction compared to a conventional building
- 50% less energy consumption compared to a conventional building
- 100% renewable energy from day one, including solar panels built into the facade



APPENDIX

Planet

Scope 1 emissions data in tCO2e Fiscal years 2019-2025

Category	FY2019 (baseline)	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	% change from FY2019
Natural gas	167	313	275	322	347	281	306	83%
Refrigerants	160	170	183	206	222	206	240	50%
Company-owned vehicle ¹	-	-	-	-	2	-	-	-
Diesel ²	1.4	10	-	-	-	-	-	-
Energy use ³	2.1	-	-	-	-	-	-	-
Scope 1 total	331	493	458	528	571	487	546	65%

Scope 2 emissions data in tCO2e Fiscal years 2019-2025

Category	FY2019 (baseline)	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	% change from FY2019
Market-based								
Purchased electricity covered by RECs	2,029	-	-	-	-	-	-	-
Colocation data centers covered by RECs	648	-	-	-	-	-	-	-
Energy use ³	0.9	-	-	-	-	-	-	-
Scope 2 market-based total w/ RECs	2,677	-	-	-	-	-	-	-
Location-based								
Purchased electricity ⁴	3,119	2,367	2,644	2,307	2,809	2,831	2,538	-19%
Colocation data centers ⁴	648	495	470	127	5	4.4	2.2	-100%
Energy use	0.9	-	-	-	-	-	-	-
Scope 2 location-based total	3,768	2,862	3,114	2,434	2,814	2,835	2,540	-33%

Footnotes:

1. 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 2025 GHG emissions.
2. 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.
3. In fiscal year 2019, Atlassian relied on estimates based on building data.
4. Starting in fiscal year 2020, RECs were applied to market-based electricity consumption covering purchased electricity and colocation data centers.



APPENDIX

Planet

Scope 3 emissions data in tCO2e Fiscal years 2019-2025

Country	FY2019 (baseline)	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	% change from FY2019
Category 1, purchased goods & services	45,639	60,745	67,307	62,920	86,811	111,088	124,576	173% ¹
Category 2, capital goods	11,517	15,758	18,653	11,051	5,943	10,293	14,220	23%
Category 3, fuel & energy related activities	1,119	537	649	573	525	516	734	-34%
Category 4, upstream transportation & distribution	131	115	124	55	57	23	8	-94%
Category 5, waste generated in operations	788	637	26	52	182	435	1,094	39%
Category 6, business travel ²	16,693	8,239	45	1,762	19,852	34,858	39,297	135%
Category 7, employee commuting	7,139	5,987	334	561	1,929	4,357	15,866	122%
Category 8, upstream leased assets	-	3.5	0.4	39	337	333	367	10,386% ³
Scope 3 upstream total	83,026	92,022	87,138	77,013	115,636	161,903	196,162	136%

Total emissions footprint Fiscal years 2019-2025

Country	FY2019 (baseline)	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	% change from FY2019
SBTI-aligned total emissions footprint								
Scope 1 + Scope 2 Market-based + Scope 3	86,034	92,515	87,596	77,541	116,207	162,390	196,708	129%
Voluntary emissions beyond SBTi guidance in tCO2e⁴								
Work-from-home electricity	Not estimated	1,449	3,727	4,837	6,074	5,660	3,877	168%
Work-from-home gas	Not estimated	Not estimated	1,254	1,607	2,008	1,861	1,213	-3%
Radiative forcing (air travel)	10,030	3,675	21	1,027	11,352	19,428	23,454	134%
Lodging (business travel)	2,113	1,713	46	185	1,424	1,956	2,200	4%

Footnotes:

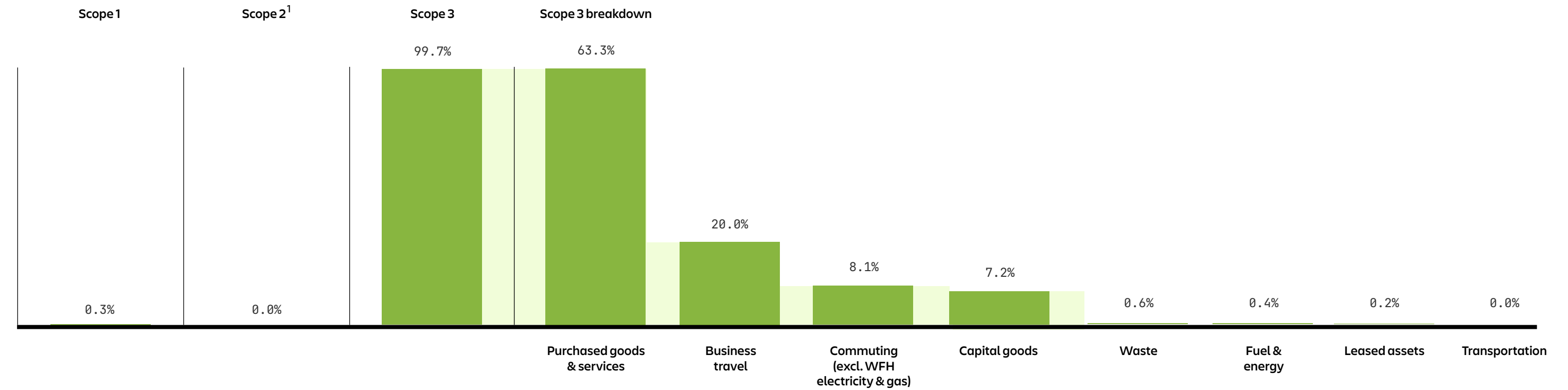
- Since fiscal year 2019, we've seen a significant increase in our cloud-based emissions, with a 27% increase from fiscal year 2024.
- Business travel emissions includes sustainable aviation fuel (SAF) purchased in fiscal year 2025 equaling 3,787 tCO2e.
- The significant increase in emissions from fiscal year 2020 is due to the addition of office space we lease but is outside Atlassian's operational control.
- 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) and lodging fall 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.



APPENDIX

Planet

Atlassian footprint by scope Fiscal years 2019-2025



Legacy emissions data and carbon removal credits purchased in tCO₂e Fiscal years 2024-2025

Category	FY2024	FY2025
Total operational emissions (scope 1 + 2) from founding to date (fiscal years 2002-2025) ²	10,841	546
Total removals applied to operational emissions	10,841	546
Total business travel emissions (scope 3, category 6) from founding to date (fiscal years 2002-2025)	120,460	134,181
Total removals applied to business travel emissions	13,259	25,576

Footnotes:

- 1. Scope 2 is market-based. Totals may not add to 100% due to rounding to one decimal place.
- 2. Total operational emissions (Scope 1 + 2) from founding to date (fiscal year 2002-2025) were removed in fiscal year 2025.



APPENDIX

Planet

Carbon credits purchased for beyond value chain mitigation¹ Fiscal years 2024–2025

FY2024								
Category	Project	Volume (tCO2e)	Location	Standards / Protocol	IDs	Seller & Registry	Verification	Vintage(s)
Carbon removal	ICICO IFM	19,900	Mexico	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
	Pacific Biochar	4,200	U.S.	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
FY2025								
Carbon removal	Andes Microbial Carbon Mineralization	3,122	U.S.	Microbial Carbon Mineralization I Version 1.0.1	Andes MCM USA 2022	Seller: Andes Registry: Andes	Earthood Services Private Limited	2022
	Carbon Sequestration and Grassland Restoration in India	3,028	India	Global Artisan C-Sink I Version 2.1A	GCSP1013	Seller: Varaha Registry: Carbon Standards International	CERES	2025
Carbon removal and avoided emissions	Kuamut Improved Forest Management	9,972	Malaysia	VM0010 Version 1.3	VCS2609	Seller: Freepoint Carbon Registry: Verra	Earthood Services Private Limited	2019
Avoided emissions	Tradewater U.S. - Plugging Orphaned Oil and Gas Wells 2	10,000	U.S.	Plugging Orphaned Oil and Gas Wells I Version 1	ACR915	Seller: Tradewater Registry: ACR	GHD Limited	2024

Carbon intensity² Fiscal years 2019–2025

Description	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
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	US\$5,215,304
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	0.6
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	37.7

Footnotes:

1. This data is intended to comply with the 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

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



APPENDIX

Planet

Assessing climate risk Task force on climate-related disclosures (TCFD)

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 and other current and periodic reports filed with the SEC, which can be viewed at investors.atlassian.com.

TCFD Recommendation	Response
<p>Governance</p> <p>Describe board oversight and management's role in climate-related risks and opportunities.</p>	<p>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.</p> <p>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.</p> <p>Atlassian's Executive Management team is responsible for balancing risk and opportunity in support of Atlassian's objectives. Atlassian's Enterprise Risk Management (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:</p> <ol style="list-style-type: none"> 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 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 Atlassian's exposure to emerging risks <p>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.</p> <p>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.</p>



APPENDIX

Planet

Assessing climate risk Task force on climate-related disclosures (TCFD)

TCFD Recommendation	Response
<p>Strategy</p> <p>Disclose the actual and potential impacts of climate-related risks and opportunities in the company's businesses, strategy, and financial planning.</p>	<p>Atlassian evaluates physical and transition climate-related risks across short (0-1 year), medium (2-10 years), and long-term (10+ years) time horizons.</p> <p>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:</p> <ul style="list-style-type: none"> • Coastal flooding • Cyclones • Drought • Extreme heat • Pluvial flooding • Riverine flooding • Water stress • Wildfire <p>These potential hazards were modeled across three climate scenarios for the years 2030 (medium-term) and 2050 (long-term):</p> <ul style="list-style-type: none"> • 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 <p>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 GHG 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.¹ 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 socioeconomic 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).</p> <p>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 associated with 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.</p> <p>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.²</p> <p>Physical risks</p> <p>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.</p> <ul style="list-style-type: none"> • 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. <p>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.</p> <ul style="list-style-type: none"> • 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.

Footnotes:

1. 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.
2. 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.



APPENDIX

Planet

Assessing climate risk Task force on climate-related disclosures (TCFD)

TCFD Recommendation	Response
<p>Strategy (con't)</p> <p>Disclose the actual and potential impacts of climate-related risks and opportunities in the company's businesses, strategy, and financial planning.</p>	<p>Acute and chronic physical impacts on other vendor services: An increase in physical climate risk impacts can lead to supplier service disruptions.</p> <ul style="list-style-type: none"> • Time horizon: Short-term; Medium-term; and/or Long-term • Business impacts: Climate hazards can impact the supplier operations, which can lead to delays in service provision and disrupt Atlassian operations. <p>Transition risks</p> <p>Regulatory: Existing and pending legislation regarding climate-related disclosures can result in compliance costs and potential penalties for non-compliance.</p> <ul style="list-style-type: none"> • Time horizon: Short-term • Business impacts: Climate regulations can add costs related to internal efforts to comply, in addition to penalties for non-compliance. <p>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.</p> <ul style="list-style-type: none"> • 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.
<p>Risk management</p> <p>Disclose how the company identifies, assesses, and manages climate-related risks.</p>	<p>Atlassian identifies, analyzes, assesses, manages, and reports on risks, including climate-related risks, through our defined ERM processes.¹</p> <p>Climate risks are managed by the following steps:</p> <ol style="list-style-type: none"> 1. The Sustainability team reviews current and emerging climate risks annually, and will continue to collaborate with a third-party consultant for a comprehensive review every 2-5 years to guide decision-making. The Sustainability team then engages with internal 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. <p>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 2025. 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.</p>
<p>Metrics and targets</p> <p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.</p>	<p>Please see the GHG data tables in the appendix of Atlassian's Fiscal Year 2025 Sustainability Report for disclosure of our scope 1, scope 2, and scope 3 emissions.</p> <p>Please see the Planet chapter in Atlassian's Fiscal Year 2025 Sustainability Report for more information on our science-based targets.</p>

Footnotes:

1. Further information on these risks and our risk management practices is 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



APPENDIX

Planet

Data sources

Atlassian measures and reports our scope 1-3 greenhouse gas emissions in accordance with the [GHG Protocol Corporate Standard](#) and the [SBTi](#).

About independent third-party verification

We engaged an independent third party, [Apex](#), to provide limited assurance of our scope 1, scope 2 (location-based and market-based), and scope 3 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 a United States Environmental Protection Agency (U.S. EPA) emissions factor of direct fuel combustion for heating. In fiscal year 2025, 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 an Ecoinvent emissions factor of direct fuel combustion for vehicles. 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 2025 GHG emissions.

Scope 1, diesel: Quantity used multiplied by a U.S. EPA emissions factor of direct fuel combustion for heating. 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, and an International Energy Agency (IEA) heating fuel mix emissions factor specific to the location of the office.

Scope 2, electricity: kWh used multiplied by an IEA emissions factor of electricity consumption specific to the location of the office. 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, and an IEA heating fuel mix 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 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 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.

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 the data received, the weight of waste per regular non-home office employee was extrapolated, and an emissions factor from the U.S. EPA or the United Kingdom Department of Environment, Food, and Rural Affairs (UK DEFRA) was applied, based on weight and waste category.

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, office attendance data, and assumptions regarding commuting distances and patterns were used. For the WFH segment of fiscal year 2025, we based our calculations on standard energy use intensities and home office size assumptions for electricity and gas consumption. Emission factors were applied according to the country, and in some cases, the state, where data is 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.



APPENDIX

Planet

Voluntary emissions data

Work from home (WFH): WFH emissions are a voluntary subcategory of employee commuting (scope 3, category 7).

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](#).

Lodging (business travel): Lodging is a voluntary subcategory of business travel (scope 3, category 6).

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 restated our fiscal year 2019 through fiscal year 2023 emissions data across all categories in fiscal year 2024 after transitioning to a new emissions calculation tool to ensure consistent estimation methods for each reporting year.

“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.



APPENDIX

Planet

Additional context

Renewable Energy Certificates (RECs)

In our effort to introduce new renewable energy sources to the grid, we shifted toward procuring all 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 Evergreen. We also purchased unbundled RECs (these 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. 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 credits through an independent third party, Patch. For further information regarding these carbon removal credits, including the information required by California AB-1305, please see the “Carbon credits purchased for beyond value chain mitigation” table in the appendix.

Sustainable aviation fuel certificates (SAFcs)

Business travel is our second-largest source of emissions. To address these emissions, we purchased sustainable aviation fuel certificates through United Airlines as part of our new travel carbon fee.

Science-based targets (SBTs)

Atlassian’s SBTs include near-term fiscal year 2025 targets, and a long-term net-zero commitment by fiscal year 2040, which were approved by the SBTi steering committee. Since our fiscal year 2025 targets ended, we will set new near-term targets.

The near-term 2025 targets are as follows:

- Atlassian aims to reduce absolute scope 1 and 2 GHG emissions by 50% from fiscal year 2019 baseline to fiscal year 2025.
- Atlassian aims to increase annual sourcing of renewable electricity from the fiscal year 2019 baseline of 15% to 100% by fiscal year 2025.
- Atlassian aims to reduce absolute scope 3 GHG emissions from business travel by 25% from fiscal year 2019 baseline to fiscal year 2025.
- Atlassian aims to ensure that 69% of its suppliers by emissions covering purchased goods and services and capital goods would 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 commits to reduce absolute scope 3 GHG emissions 90% by 2040 from a 2019 base year.

Further reading

- [Atlassian Williams Racing: Keeping Sustainability On-Track](#), Sustainability Magazine, 2025
- [Atlassian Takes Next Step: 39-Storey Tower to Start on Timber Habitats!](#), Woodcentral, 2024

Memberships and collaborations

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



APPENDIX

People

Global gender Atlassian overall

Group	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
	% of workforce					
Men overall	69.0%	67.8%	65.1%	65.1%	65.4%	65.5%
Non-binary Atlassians overall	-	-	-	0.4%	0.4%	0.4%
Women overall	30.7%	32.0%	34.7%	34.4%	34.2%	34.1%

Global gender Technical and non-technical roles

Group	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
	% of workforce					
Men in technical roles	79.8%	77.4%	74.3%	73.6%	74.2%	74.9%
Women in technical roles	10.6%	12.8%	14.0%	26.1%	25.5%	24.8%
Men in non-technical roles	55.5%	53.9%	51.3%	51.5%	49.9%	50.6%
Women in non-technical roles	20.1%	19.2%	20.7%	48.0%	49.6%	49.0%

Global gender Senior leadership roles

Group	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
	% of workforce					
Men in senior leadership	71.8%	68.7%	63.8%	60.3%	64.6%	61.8%
Women in senior leadership	28.0%	32.4%	37.4%	39.2%	35.4%	37.8%

Global gender Executive leadership roles

Group	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
	% of workforce					
Men in executive leadership	81.3%	81.3%	66.7%	68.2%	70.8%	76.9%
Women in executive leadership	33.3%	30.0%	33.3%	31.8%	29.2%	23.1%



APPENDIX

People

U.S. race and ethnicity Atlassian overall

Group	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
	% of workforce					
American Indian, Alaska Native, Native Hawaiian, or other Pacific Islander	0.4%	0.4%	0.4%	0.3%	0.5%	0.3%
Asian	31.9%	32.9%	32.6%	33.0%	35.1%	36.1%
Black/African American	2.4%	2.7%	3.4%	4.0%	3.7%	3.3%
Hispanic/Latinx	6.4%	6.3%	6.2%	6.2%	6.5%	6.7%
Middle Eastern	0.3%	0.3%	0.5%	0.7%	0.9%	0.9%
Two or more races	3.8%	3.8%	4.8%	5.1%	5.8%	6.1%
White	52.7%	51.3%	50.0%	48.8%	45.6%	39.4%
Declined to state	1.9%	2.0%	1.9%	1.9%	1.9%	1.6%

U.S. race and ethnicity Technical roles

Group	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
	% of workforce					
American Indian, Alaska Native, Native Hawaiian, or other Pacific Islander	0.1%	0.1%	0.1%	N<5	N<5	N<5
Asian	39.7%	43.5%	44.0%	45.1%	47.2%	49.3%
Black/African American	1.2%	1.1%	2.0%	2.6%	2.6%	2.4%
Hispanic/Latinx	4.8%	4.7%	5.3%	5.1%	5.4%	5.5%
Middle Eastern	0.4%	0.5%	0.6%	0.9%	1.2%	1.1%
Two or more races	4.5%	4.0%	4.6%	4.8%	5.3%	5.7%
White	47.2%	44.1%	41.4%	39.9%	36.6%	34.6%
Declined to state	2.0%	1.9%	1.8%	1.7%	1.7%	1.3%



APPENDIX

People

U.S. race and ethnicity Non-technical roles

Group	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
	% of workforce					
American Indian, Alaska Native, Native Hawaiian, or other Pacific Islander	0.5%	0.8%	0.7%	0.6%	0.6%	0.6%
Asian	25.3%	23.4%	20.8%	19.3%	19.5%	21.7%
Black/African American	3.2%	4.2%	4.8%	5.6%	5.0%	4.3%
Hispanic/Latinx	7.7%	7.7%	7.1%	7.5%	7.8%	8.1%
Middle Eastern	NR	NR	0.5%	0.5%	0.6%	0.7%
Two or more races	3.3%	3.7%	4.9%	5.5%	6.4%	6.5%
White	58.0%	57.6%	58.8%	58.9%	57.9%	56.5%
Declined to state	1.7%	2.3%	2.3%	2.2%	2.2%	1.9%

U.S. race and ethnicity Senior leadership roles

Group	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
	% of workforce					
American Indian, Alaska Native, Native Hawaiian, or other Pacific Islander	1.3%	1.1%	0.8%	N<5	0.0%	0.0%
Asian	29.1%	28.7%	29.5%	33.1%	44.9%	40.2%
Black/African American	0.0%	2.1%	4.1%	5.1%	N<5	N<5
Hispanic/Latinx	0.0%	0.0%	2.5%	3.7%	N<5	3.4%
Middle Eastern	NR	NR	N<5	N<5	N<5	N<5
Two or more races	1.3%	2.1%	2.5%	N<5	N<5	N<5
White	67.1%	61.7%	59.0%	52.9%	48.6%	50.6%
Declined to state	1.3%	4.3%	1.6%	N<5	0.0%	N<5



APPENDIX

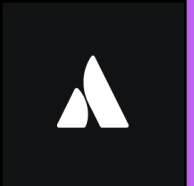
People

U.S. race and ethnicity Executive leadership roles

Group	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
	% of workforce					
American Indian, Alaska Native, Native Hawaiian, or other Pacific Islander	8.3%	9.0%	6.2%	N<5	0.0%	0.0%
Asian	16.7%	18.1%	18.8%	N<5	35.7%	43.8%
Black/African American	0.0%	0.0%	6.3%	N<5	0.0%	0.0%
Hispanic/Latinx	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Middle Eastern	NR	NR	0.0%	N<5	N<5	N<5
Two or more races	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
White	66.7%	72.7%	68.8%	60.0%	57.1%	50.0%
Declined to state	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%

Global age Atlassian overall

Age	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
	% of workforce					
20s	16.6%	21.9%	26.3%	22.9%	23.9%	22.5%
30s	54.7%	52.9%	51.1%	51.5%	50.1%	49.7%
40s	23.0%	20.3%	18.2%	20.5%	21.0%	22.1%
50+	5.7%	5.0%	4.4%	5.1%	5.1%	5.6%



APPENDIX

People

Data sources and methodologies

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, 2025).

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.

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

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

Technical roles: These are defined by an employee’s job family. A few other notes:

- Regardless of their role type, all executive leaders are classified as non-technical roles.
- Starting in fiscal year 2023, we used technical and non-technical populations as separate denominators, to better illustrate the demographic diversity within technical and non-technical roles. Due to this, there may be some percentages that do not total up to 100 in years before fiscal year 2023.

Employee demographic data sources:

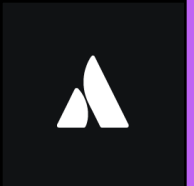
Atlassians voluntarily self-report their demographic information in Workday.

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.

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). We did not report on Men prior to fiscal year 2023, and have decided not to report recalculated data, which means there may be some percentages that do not total up to 100 in years before fiscal year 2023.

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

- Approximately 39.1% 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.
- 12.5% 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 87.5% of U.S.-based Atlassians who provided data.



APPENDIX

People

Additional context and further reading

Recruiting practices

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

To support our efforts to attract and source a broad pool of candidates, our [careers webpage](#) highlights our [Team Everyone](#) approach, the importance of our ERGs, our anti-bias mitigation approach to hiring, 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 [this link](#) to access these reports.

Global pay equity audit

We annually review global pay equity to ensure Atlassians doing like-for-like work are paid fairly and equitably. Atlassian performs this work in partnership with [Syndio](#).

Minimum pay requirements

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

Employee benefits

For more on Atlassian's approach to employee benefits (including employee support, perks, and work-life balance), visit our [global benefits page](#).

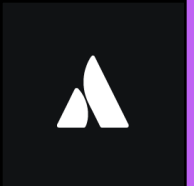
Distributed work

Team Anywhere is Atlassian's approach to distributed work: Employees can work from home, the office, or a combination of the two within 15 countries in which the company has legal entities, with the option to work outside of an 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 our workforce and customers.

For more about our approach to Team Anywhere, visit: [Team Anywhere: Distributed Work](#).

Teamwork Lab

The Teamwork Lab is a dedicated group of Atlassians who develop research-backed guidance on workday "rituals" that unlock productivity for teams. In fiscal year 2025, we published the "[AI Collaboration Report](#)" sharing key learnings both for Atlassian teams and for our customers.



APPENDIX

People

Further reading

- [Team Everyone – Atlassian Careers](#)
- [State of Teams 2025 – Work Life by Atlassian](#)
- [New research: better meetings start with a page – Work Life by Atlassian](#)
- [How Atlassian Teams Saved 5,000 Hours of Meeting Time in Two Weeks – Work Life by Atlassian](#)
- [Prioritize your work with the \\$10 game – Work Life by Atlassian](#)
- [Stop talking about work – do work together instead – Work Life by Atlassian](#)

Recognition

- [Australia’s Best Workplaces™ in Technology 2025](#), Great Place to Work
- [Top Companies 2025: Australia](#), LinkedIn
- [Top Companies in Technology 2025: Australia](#), LinkedIn
- [Top Companies 2025: The Netherlands](#), LinkedIn
- [Top Companies 2025: India](#), LinkedIn
- [Best Workplaces in Philippines 2025](#), Great Place to Work
- [U.S. Best Large Places to Work 2025](#), Built In
- [Remote Best Places to Work 2025](#), Built In
- [Austin Best Places to Work 2025](#), Built In
- [New York City Best Places to Work 2025](#), Built In
- [San Francisco Best Places to Work 2025](#), Built In

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



APPENDIX

Customers

Data sources and methodologies

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

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

Our progress on accessibility and internationalization includes:

- 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 2.2](#) 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 annually. 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 who 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

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](#)
- [Modern Slavery Act transparency statement](#)
- [Transparency Report](#)
- [Guidelines for Law Enforcement](#)

Privacy

- [Comprehensive Data Protection: Privacy](#)
- [Privacy Principles](#)
- [Privacy Policy](#)
- [Privacy at Atlassian](#)
- [How we handle your data](#)
- [Manage your personal data privacy](#)

Trust and security

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

Memberships and collaborations

- [Article One Advisors](#)
- [Article One Roundtable on Human Rights and AI](#)
- [Australian Information Security Association](#)
- [Business Software Alliance](#)
- [Cloud Security Alliance](#)
- [Cybersecurity Tech Accord](#)
- [FedRAMP](#)
- [Future of Privacy Forum](#)
- [Human Technology Institute](#)
- [Future of AI Regulation in Australia Project](#)
- [Information Security Forum](#)
- [International Association of Privacy Professionals](#)
- [Open Web Application Security Project](#)
- [Open Source Security Foundation](#)
- [TeachAI Advisory Committee](#)
- [Technology Council of Australia](#)
- [Trusted Cloud Principles](#)



APPENDIX

Community

Impact statistics

Total Atlassian Foundation donations to nonprofits & social enterprises (since 2017)	US\$85 million
Total employee volunteering hours logged (since 2017)	318,000
Number of nonprofit organizations actively using free or discounted Atlassian apps	12,500
Number of organizations that have joined Pledge 1% (since 2014)	19,000

Data sources

Ask an Atlassian data: The Atlassian Foundation records the number of organizations that participate in the program via Jira Service Management.

Employee volunteering data: In fiscal year 2025, we co-built a new employee volunteering and donating platform with [Goodstack](#). Employees self-report by logging their volunteer hours in the Goodstack platform. We also engaged a new supplier to support our global team volunteering program.

Financial distribution data: Provided by the Atlassian Foundation International Limited.

Free and discounted Atlassian apps for nonprofits: We offer discounted Atlassian tools (called [Community licenses](#)) to nonprofits that are non-governmental, non-commercial, and non-political. We partner with [Goodstack](#) to verify nonprofit eligibility. We use Atlassian customer data to track the number of active Community license users.

Pledge 1% data: Reported publicly on the [Pledge 1% website](#).

State of Nonprofit Teams Report 2025: This report draws on research conducted by Atlassian’s Teamwork Lab, a dedicated group focused on advancing best practices for modern teams. The study surveyed 12,000 knowledge workers globally, including a targeted segment of 207 nonprofit professionals.

Further reading

- [Atlassian Foundation](#) – about the Atlassian Foundation, our focus areas, and our partners
- [Atlassian for Nonprofits](#) – about nonprofit discounts, support programs, and resources to help social impact teams work effectively
- [CERN case study](#) – how Jira and Confluence drive scientific discovery and foster collaboration across teams at CERN
- [2025 State of Nonprofit Teams Report](#)
- [Demo – Braven: Sharing knowledge with Confluence](#)
- [Demo – Humanitix: Move work forward with Loom](#)
- [Guide to Running an Employee Volunteering Campaign](#)
- [Team '25 Nonprofit Panel – Trailblazing with Rovo: Empowering all teams through AI](#)

Memberships

- [Asian Venture Philanthropy Network \(AVPN\)](#)
- [Chief Executives for Corporate Purpose \(CECP\)](#)
- [Foundations Group for Impact Investing](#)
- [Governance Institute of Australia](#)
- [International Education Funders Group \(IEFG\)](#)
- [NationSwell](#)
- [Pledge 1%](#)
- [Social Impact World](#)

Recognition

Ranked in top 1% of funders globally for approachability and trust in our partners’ organizations in benchmarking by the [Center for Effective Philanthropy](#).



APPENDIX

Governance

Board of Directors

Board 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
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.

Company information

Customers (as of June 30, 2025)	300,000+
Full-time employees (as of June 30, 2025)	13,813
Revenue (FY2025)	US\$5,215,304
Net cash provided by operating activities (GAAP) (FY2025)	US\$1,460,393
Free cash flow (non-GAAP) (FY2025)	US\$1,415,543

Data sources and methodologies

For Board of Directors and company information data, please see our most recent Form 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.



APPENDIX

Governance

Additional context

Atlassian public policy activities

We work with governments around the world with a public policy and regulatory affairs team primarily focused on Australia, the U.S., and Europe. We disclose relevant lobbying activity and expenditure with third-party consultants, including [LD-1 and LD-2 filings in the U.S.](#) and our [EU Transparency Register listing](#). Atlassian does not make political contributions 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](#), [fiscal year 2024](#)

[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

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 Noele Lusano. The photography in this report is a mix of stock imagery and Atlassian photos. The photos were taken by:

Al-Mamun

Caia Image

chungking

Dusan Petkovic

fizkes

Miljan Živković

olrat

Satellite Stocks

the_pixel

your123



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	<p>Atlassian’s total energy consumption was 29,560 gigajoules (GJ) in the reporting year, of which 74% was grid-based electricity.</p> <p>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.</p> <p>Please refer to the Planet Appendix in Atlassian’s Fiscal Year 2025 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.</p>
	(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	<p>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 and sensors for water taps and toilet flushes.</p>
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	<p>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.</p> <p>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.</p> <p>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 2025 Sustainability Report for more information.</p>
Data privacy and freedom of expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	<p>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.</p>
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	<p>Atlassian provides customers and data subjects with notice of the data we collect and the purposes we process it for in our customer terms. Atlassian is not a data broker and does not sell personal information for monetary consideration. For more information, please see our Data Processing Addendum, Privacy Policy, and Trust Center.</p>
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	<p>In the last fiscal year, Atlassian has not incurred any fines or penalties relating to user privacy or freedom of expression.</p>
	(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	<p>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.</p>



APPENDIX

SASB Index

Topic	Accounting metric	Code	Response/Location
Data privacy and freedom of expression (cont)	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.
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 , and Security and Trust Policies . Our list of certifications and standards is available in our Compliance Resource Center .
Recruiting and managing a global, diverse, and skilled workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Atlassian does not specifically disclose “Percentage of employees that are (1) foreign nationals and (2) located offshore.” Atlassian is a global company with more than 13,000 employees working in 15 countries (as of fiscal year 2025): Australia, Canada, France, Germany, India, Japan, New Zealand, Netherlands, Philippines, Poland, Singapore, South Korea, Turkey, United Kingdom, and United States.
	Employee engagement as a percentage	TC-SI-330a.2	Atlassian does not specifically disclose “Employee engagement as a percentage.” We revamped our employee listening strategy in April 2024 to 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 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 2025 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 related policies and programs can be found in the People chapter of Atlassian’s Fiscal Year 2025 Sustainability Report.



APPENDIX

SASB Index

Topic	Accounting metric	Code	Response/Location
Intellectual property protection and 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 2025 Annual Report on Form 10-K, which can be found on our Investor Relations page .
Activity metrics	(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	Atlassian ended fiscal year 2025 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 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. In September 2025, Atlassian announced the phase-out of its data center offerings over a three-year period. For a carbon intensity metric based on revenue, please refer to the Planet appendix of Atlassian’s Fiscal Year 2025 Sustainability Report. For Atlassian’s definition of customer numbers, see Atlassian’s fiscal year 2025 Annual Report on Form 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.