



 **ATLASSIAN**

Sustainability Report

FISCAL YEAR 2022

Contents

01

CEO letter

02

Our progress

Summary of FY2022

This report

Our beliefs

Planet

People

Customers

Community

29

Governance

Our approach

Accountability

Company-wide collaboration

Public policy efforts

A note from Investor Relations

35

Appendix



CEO letter



ESG (environmental, social, and governance) is often mistaken as a climate conversation, with the “S” and the “G” becoming an afterthought. The irony here is each issue is interconnected. Separating them is as good as taking one step forward, then two steps back. 🌀

It’s why at its core our Sustainability program comes back to being human; socially, sustainably – in every way we can be. If Atlassian is to achieve our goal of being a 100-year company, we need to better define the connections between people, customers, communities, and planet.

These past 12 months have been about building the infrastructure needed to achieve this. Our Sustainability team is made up of Diversity, Equity, and Inclusion (DEI), Human Rights, and Climate, which helps us identify and tackle these as systemic and interconnected issues.

This year we’ve been incredibly mindful of progressing all three, in lockstep. It’s been about seeing our team as people with families, who need community as they carry the weight of an uncertain world. Understanding a wide range of digital rights so we can protect our customers and the larger ecosystem of rightsholders that we touch. Actually doing the hard work around greenhouse gas reduction while growing a business. And continuing to focus on our global community through our Atlassian Foundation, which has been a part of our company for almost as long as we’ve had a business.

No one has the luxury of being a single-issue business today. We all have to do the work of making long-term investments in the future of our people and planet Earth. And the hard truth is that nobody is moving fast enough, and incremental change won’t cut it. But we’re doing everything we can to drive meaningful impact, both at Atlassian and in the world at large. Here are a few ways you can join us:

- Commit to becoming net zero by 2040 and set verified science-based targets to get there.
- Be transparent and honest about your progress against your DEI goals.
- Use the UN Guiding Principles on Business and Human Rights as your North Star for decision-making.

“Don’t #@!% the customer” has always been a company value. When it comes to sustainability, we extend that to “Don’t #@!% people or the planet.” It’s the trifecta every business should be putting front and center in order to endure over the long run.

Mike Cannon-Brookes and Scott Farquhar
Co-Founders and Co-CEOs

Our progress

Working for social and environmental progress in whatever we do.



Our highlights

FISCAL YEAR 2022

PLANET

We are ahead of our scope 1 and 2 emissions reduction goal and have achieved 100% renewable for the last several years. Now we're accounting for work from home (WFH) emissions and took our first steps in addressing scope 3 reductions by urging our top 10 suppliers to set their own science-based targets (SBTs).

PEOPLE

As we committed to last year, we invested in building a team to deliver on the work, hiring four net new team members to drive progress. Our focus on sourcing, partnerships, and recruitment is paying off, with hiring rates increasing for underrepresented groups. We also improved talent management through equity reviews of our core programs, and established nine remote-first employee resource groups (ERGs).

CUSTOMERS

We published the [Atlassian Human Rights Statement](#) outlining our commitment to respect human rights. We also piloted an ethical advisory group to help Atlassian make complex business decisions.

COMMUNITY

The Atlassian Foundation donated US\$8.1 million+ and 4,500+ free or deeply discounted Community licenses to impact-driven organizations. Atlassian employees volunteered 45,600+ hours of their time towards making an impact on a global scale and in their local communities. We formed seven exciting new educational partnerships in fiscal year 2022, bringing our total to 15.

Our progress

Where we fell short

FISCAL YEAR 2022

PLANET

While our travel reduction goal is still on track, that's mostly due to pandemic restrictions. We know we're on borrowed time as business travel returns to normal and Atlassian grows its distributed workforce.

PEOPLE

While we made significant progress across responsible data collection and storage, we don't have baselines set for all our goals or the more sophisticated reporting capability we'd planned for.

CUSTOMERS

We didn't meet our full commitment to build a framework for ongoing human rights due diligence, but to continue to surface risks without a framework, we participated in a [Business for Social Responsibility \(BSR\) human rights assessment](#) of the software-as-a-service (SaaS) industry.

COMMUNITY

The guidelines we use to assess how and when the Atlassian Foundation responds to emergencies are effective for natural disasters but less so when it comes to social justice and humanitarian crises. Updating these guidelines is a priority for us as we start the new financial year.

Where we're going

FISCAL YEAR 2023

PLANET

Reducing emissions related to suppliers and business travel remain top priorities, and we'll work to beat our science-based targets by doubling down on renewables and addressing historical emissions in an equitable way.

PEOPLE

We'll keep fine-tuning our hiring game and people practices to improve representation across the company, increase leadership accountability, and provide managers with tools to support equitable decision-making.

CUSTOMERS

We are focused on operationalizing our human rights approach, therefore building a rights-aligned business. This includes developing frameworks for due diligence, ethical decision-making, and elevating the voice of rightsholders.

COMMUNITY

Through our Foundation, we'll bring the best of Atlassian funding, people, and products to unleash the potential of impact-driven organizations. And we'll continue to grow the Pledge 1% movement that we co-founded, to inspire businesses to bake social impact into their DNA.

This report

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

We know that our report is not a 1:1 comparison with others' sustainability reports, and that by not participating in specific frameworks, we may score lower on rankings. We believe that rankings and reporting frameworks can be informative, but because they are designed to be broad enough for all companies, they can fall short of being relevant for every company.

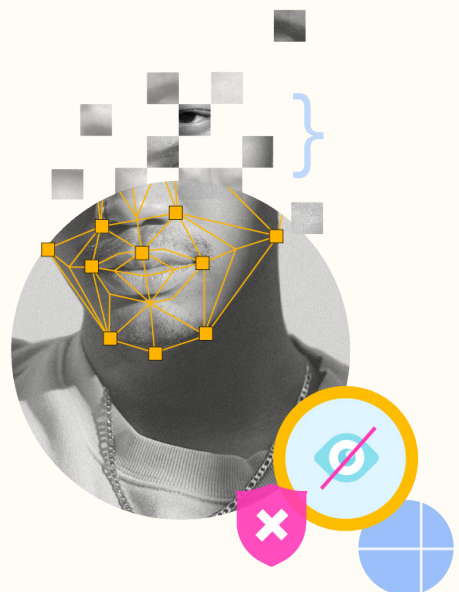
This speaks to our philosophy: while we strive for transparency, it is more important to us that we do the work, rather than checking every box on a framework just to say we did. We are, however, watching the evolving mandatory environmental, social, and governance (ESG) disclosures landscape in the United States, European Union, and California with keen interest.

Through key performance indicators (KPIs) and narratives (KPNs), we explain our progress in fiscal year 2022 (July 1, 2021 - June 30, 2022) and trajectory for fiscal year 2023. We also identify emerging issues we believe every company should be thinking about. Our [Appendix](#) section has a much larger set of disclosures, including details on our full carbon footprint and workforce diversity data.

We also have a new [Sustainability Data Sheet](#) with the same data as the [Appendix](#).

We strive to be open about what we have done well, where we fell short, and where we're going. And we want our stakeholders to hold us to our words.

In the spirit of one of our values, "Open company, no bullshit," email us at sustainability@atlassian.com to share your thoughts about this report.



Our beliefs

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



PLANET | A net-zero future

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



PEOPLE | Unleashing the potential of our team

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



CUSTOMERS | Moving forward as a rights-aligned business

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



COMMUNITY | A new approach to corporate philanthropy

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

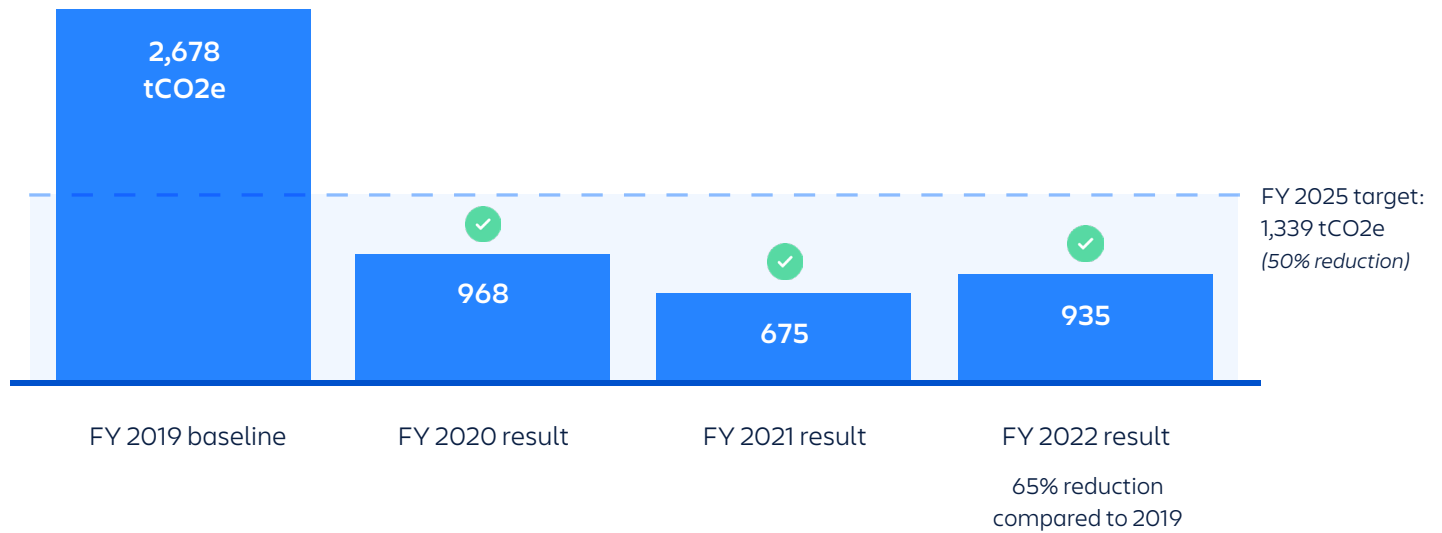


PLANET

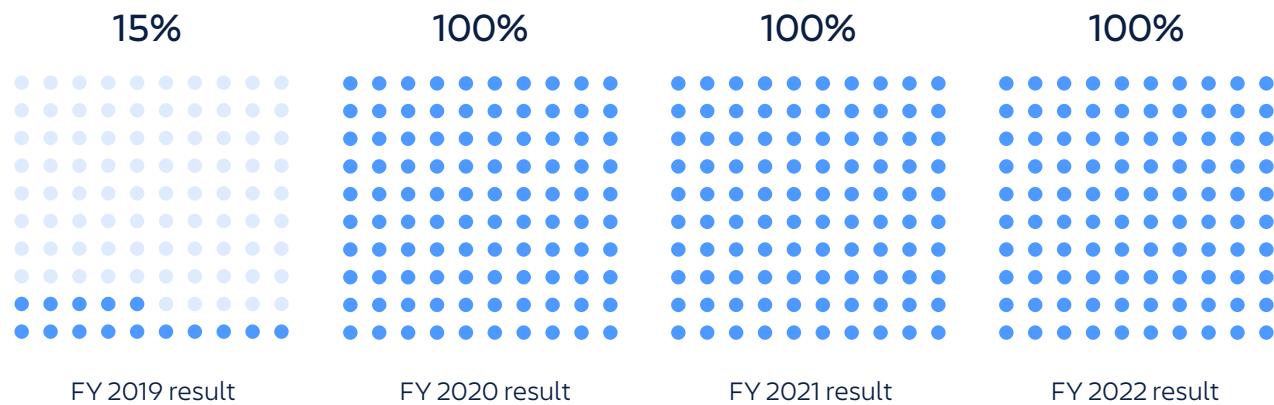


We've set science-based targets to limit warming to 1.5° C and achieve net-zero emissions by 2040.

1. Reduce scope 1 and 2 emissions by 50%



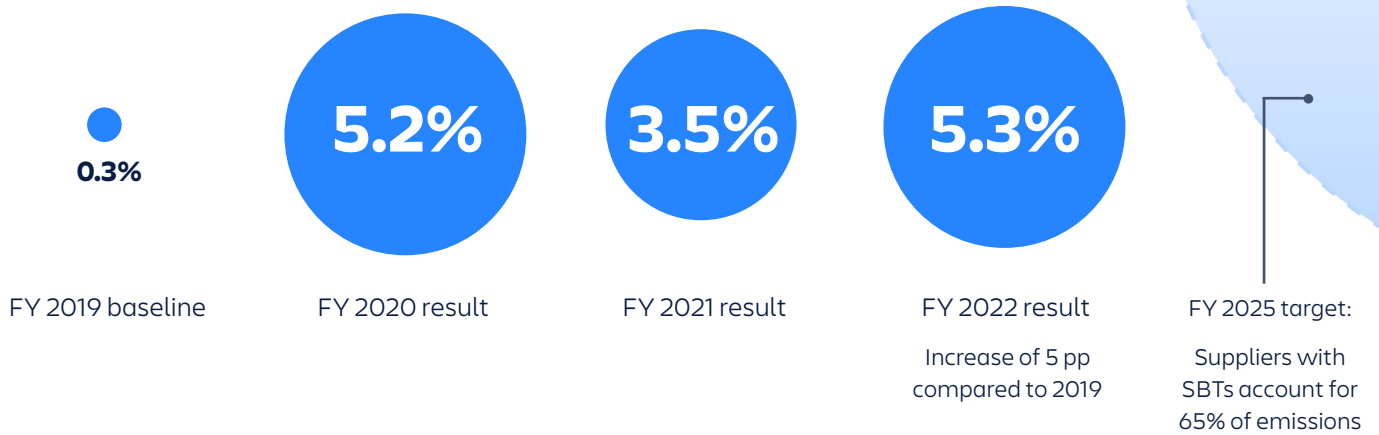
2. Run operations on 100% renewable electricity



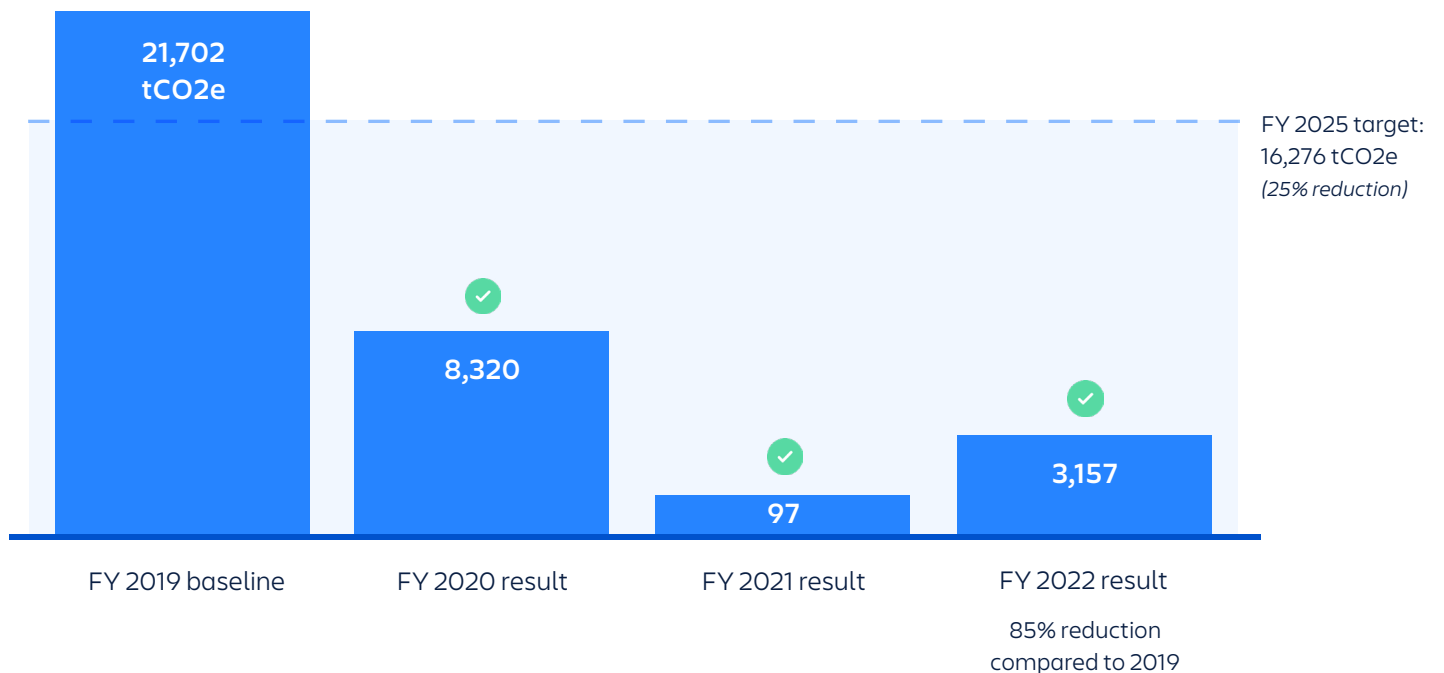
In fiscal year 2022 we recalculated our fiscal year 2019-21 data to reflect improved data collection methodology and ensure consistent estimation methods for each reporting year. That means that some data that we previously reported has changed. Please see the [Appendix](#) for details.

tCO2e = metric tonnes of carbon dioxide equivalent. The dip in emissions from business travel was a result of COVID-19 travel restrictions. See the [Appendix](#) for additional data and context regarding forward-looking statements.

3. Engage suppliers to set their own science-based targets



4. Reduce emissions from business travel by 25%



Leading up to COP 26 we moved our net zero goal up, to 2040, and followed that with calls to action for other **companies** and **governments** to join us in increasing ambition.

Reducing scope 1 and 2 emissions and addressing TEAM Anywhere

While we are tracking ahead of our scope 1 and 2 emissions reduction goal, we must acknowledge the tailwinds resulting from our **TEAM Anywhere** hybrid working environment (i.e., office emissions go down while work-from-home scope 3 emissions go up).

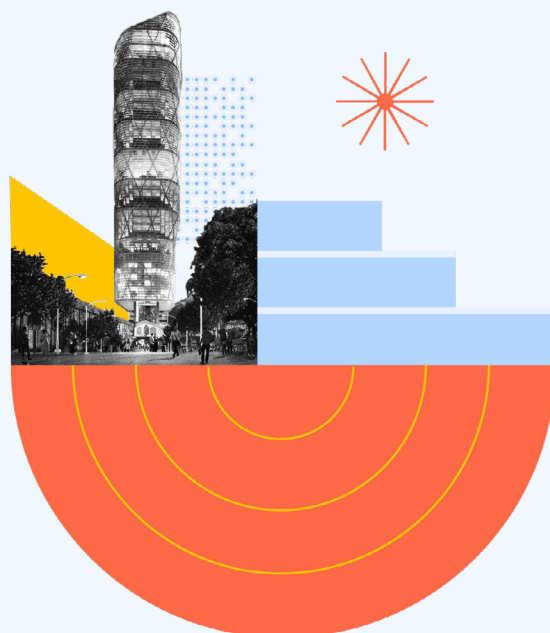
So while not required under our commitment, we've purchased Energy Attribute Certificates (EAC) for office electricity and work-from-home electricity and gas. Of course, offices are still a part of Atlassian's future, which is why we've continued to invest in building sustainably, winning **several awards for our new Sydney digs**.

Engaging top suppliers

Our goal for this year was to have direct conversations with our top 10 emitters with no emissions-reduction goals, and we achieved it! To do that, we partnered with procurement, trained Atlassian supplier relationship owners to understand the goal and talk to their suppliers, and then put out **guidance for suppliers** on how to set their own SBTs.

Anticipating travel emissions spike

While our travel emissions reduction goal has remained on track for the past two years, we're on borrowed time due to pandemic travel restrictions lifting – and Atlassian's growth ambition (**25,000 employees**) and a more distributed workforce mean things just got more complicated. While we know we need to make more progress on incentives to drive behavior and policies to hold Atlassians accountable, this work remained on hold for most of fiscal year 2022 due to a still uncertain environment.





SPOTLIGHT

Increasing impact of our renewables approach

Atlassian achieved 100% renewable electricity in fiscal year 2020, years ahead of our fiscal year 2025 goal and in line with criteria from RE100 and the Science Based Targets initiative (SBTi).

We’ve taken a go fast, then go far approach, focusing on achieving our goals through purchasing EACs first. Now we want to increase our impact by contributing to the development of *additional* renewables (“additionality”) in an equitable way. As we described in last year’s report, we want to be open about our journey – we still have a ways to go.

This year we engaged consultants and industry organizations to explore the feasibility of adding new renewables to the grid in Australia and/or the United States. Based on what we learned, a Virtual Power Purchase Agreement (VPPA) is likely the best option.

The next question was: *how?* Building on [Salesforce’s More than a Megawatt framework](#) and in collaboration with our partner Evergreen, we drafted a [scorecard](#) for holistic project evaluation. Some key decisions we made:

✓	Scope	Cover existing office footprint, employees' work from home energy use (electricity + gas), and scale as we grow to 25,000 Atlassians.
✓	Additionality	Get a new renewables project off the ground.
✓	Beyond CO2	Benefit the community the project will operate in, benefit people’s health, support a just transition, and incorporate wildlife, land use, and material impact considerations.

These projects can take several years. The next phase of this work will be a deep dive on the financials and complexities of contract terms, so this is by no means set in stone. What’s important is that we are open and share what we learn along the way.



TRAJECTORY

Beyond net zero

Our science-based targets are an ambitious foundation that we want to build on – starting with addressing emissions since founding (2002). We also won't limit our perspective to one metric, CO₂e, and will work on integrating an environmental equity lens across climate solutions.

Scaling reporting expertise

We will scale up our reporting capacity and expertise on our team, which will allow us to improve data collection and analysis so that we can better measure our impact and follow emerging climate disclosure regulations.

Shared climate goals

To scale change across Atlassian, we will need to find a way to distribute ownership of our climate goals, especially when team priorities pull us in multiple directions. This will allow us to accelerate our impact by encouraging more Atlassians to contribute to our goals.



EMERGING ISSUES

Category 15 emissions: money in the bank

A recent [report](#) reveals that anyone with a bank account has been fueling the climate crisis if their bank funds fossil fuel projects. This has gone unnoticed by most companies. However, forward-thinking companies will want to take this into account when calculating their GHG inventories, then determine how they want to address this hidden, yet potentially massive, source of emissions.

Methane and avoidance

Carbon removals are all the rage. Meanwhile, shorter-lived but much more harmful methane is still overlooked despite warnings from climate scientists. This highlights the need to (thoughtfully) re-evaluate avoidance offset approaches.



PEOPLE

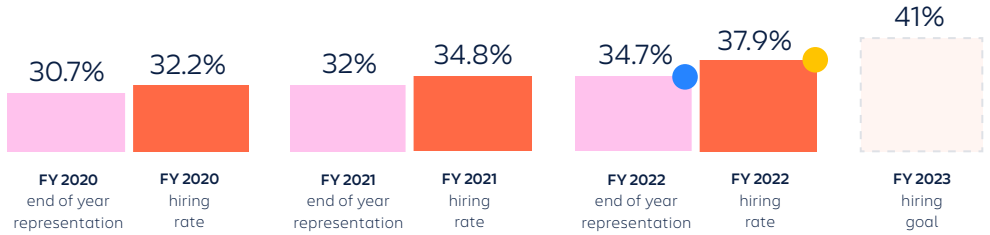


We believe in the power of diversity. We aim for nothing short of equity for every Atlassian and are committed to an authentic culture of inclusion.

Increase representation of women

Women

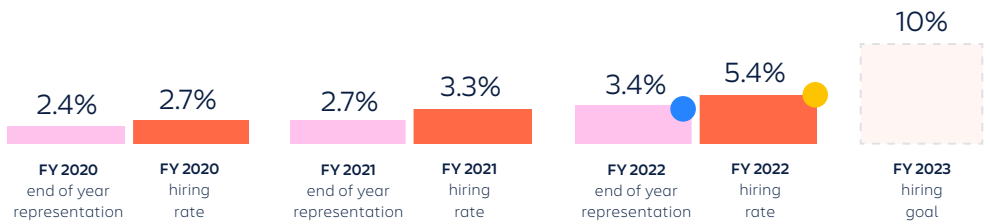
- Representation change (from FY21 - FY22): 8.4% ↑
- Hiring rate change (from FY21 - FY22): 8.9% ↑



Increase representation of underrepresented people of color

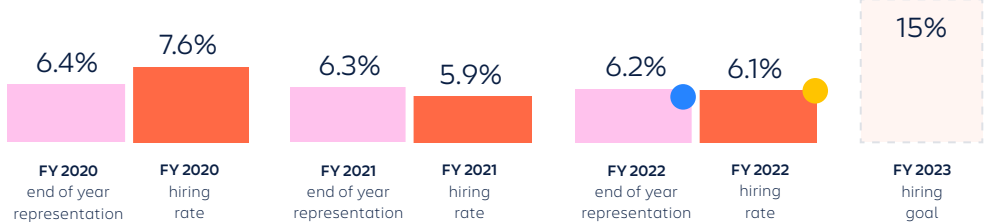
US-based Black Atlassians/ African-American Atlassians

- Representation change (from FY21 - FY22): 25.9% ↑
- Hiring rate change (from FY21 - FY22): 63.6% ↑



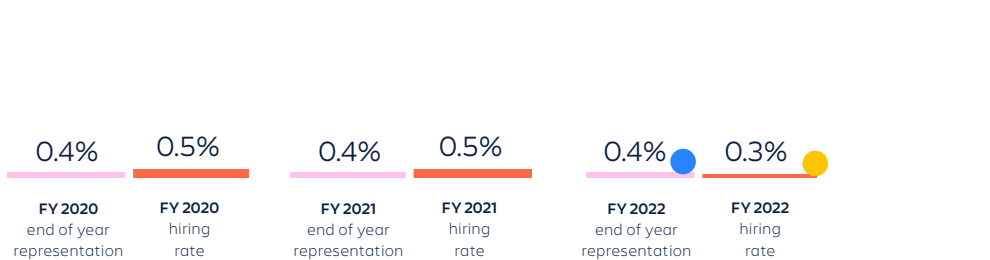
US-based Hispanic/ Latinx Atlassians

- Representation change (from FY21 - FY22): -1.5% ↓
- Hiring rate change (from FY21 - FY22): 3.3% ↑



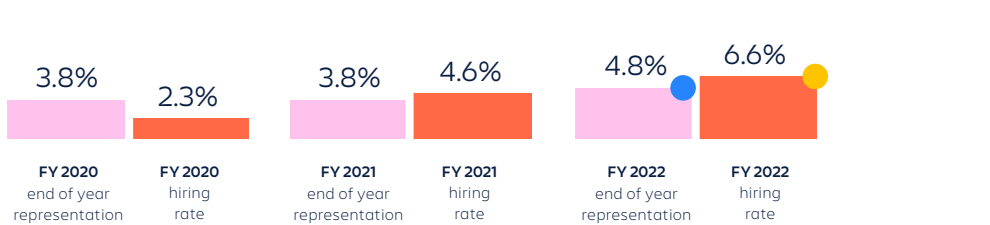
US-based American Indian, Alaska Native, Native Hawai'ian, or other Atlassians

- Representation change (from FY21 - FY22): -6.8% ↓
- Hiring rate change (from FY21 - FY22): -28.3% ↓



US-based Atlassians of two or more races

- Representation change (from FY21 - FY22): 26.3% ↑
- Hiring rate change (from FY21 - FY22): 43.5% ↑



Having a strategy and budget is one thing. Operationalizing it effectively is another. This was our first year of the long-term DEI strategy implementation, growing the team from three to seven and embedding DEI across Atlassian people programs while scaling (37% YoY FTE growth).

Increasing team diversity through sourcing

Hyper-growth doesn't have to come at the expense of diversity. In fiscal year 2022, we hired more Atlassians than ever (over 2,300 net new) and still saw our hiring rate percentages increase for women globally, as well as for Black and Latinx Atlassians in the United States. Although sourcing and enablement practices aren't flashy, they helped us make progress.

In the first year of our DEI plan, our Talent Acquisition team focused on reaching out to underrepresented talent we hadn't connected with before and expanding the diversity of our talent pool. This work was aided by resources built to assist recruiters in sourcing efforts and guidance on equitable assessment for hiring managers.

Equitable talent management

In fiscal year 2021, Atlassian improved our performance assessment and rewards programs by conducting equity design reviews with Paradigm, a consulting firm with exper-

tise in bias reduction. This year, we added job profiles to our design review. This enabled our in-house equitable design experts to ensure career competencies, minimize bias, and promote inclusion (especially competencies around teamwork and collaboration).

We also integrated equitable decision making content into manager training related to performance assessment and compensation decisions.

Inclusion through ERG communities

We launched our first nine ERG community groups, which are remote-first and representative of our global team. So that all the work isn't on ERGs to build their groups from scratch, we provided structure, funding, and support to get them up and running.

We also started providing stipends for all Atlassians to buy books from authors and booksellers from historically marginalized groups. Atlassians deepened their understanding of the cultures that make up our increasingly global workforce, and we get to use our resources to support diversity outside of the tech industry. Win-win.

Leadership and investment

The Atlassian Board reviewed our Sustainability and DEI score card for the first time in Q1, fiscal year 2022 (which will become an annual discussion). They asked us to consider the Atlassian ecosystem and how we add value for our customers.

Building on the Board's request, we took our first steps by partnering with the new [Atlassian Ventures](#) team to commit US\$100K to [/dev/color's](#) accelerator for Black technologists. This is a great example of how Board accountability can be transformative in integrating DEI across the business.



A NOTE ON DATA IN THE KEY PERFORMANCE INDICATORS SECTION

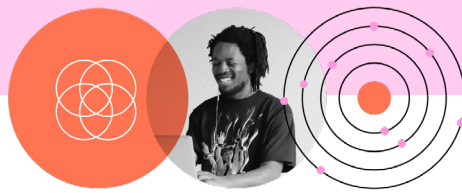
Representation change refers to the year-over-year % change, or the growth of underrepresented groups between fiscal year 2021 and fiscal year 2022 relative to our overall company growth.

The representation data excludes "null" values, i.e., data not available. 9.6% of Atlassians did not provide their race/ethnicity. Therefore, the percentages represent the distribution of the 90.4% of Atlassians who provided data.

The year-over-year percentage change is calculated before rounding numbers to the tenth decimal.

See [Appendix](#) for additional data, including leadership/technical team breakdowns, as well as context regarding forward-looking statements.

Note: Because we did not meet our fiscal year 2022 goals, fiscal year 2023 will remain the same. An explanation on how we set hiring rate goals is also in the [Appendix](#).



SPOTLIGHT

Impossible Alone: A no-bullshit approach to partnerships

Part of what makes Atlassian so valuable in the market is that we’re not simply a company – we’re an ecosystem. While we build DEI into employee programs, that’s just one slice of the opportunity (and responsibility) we have to make a meaningful impact throughout the Atlassian Economy.

Atlassian can use our people, products, investments, customer base, and voice to create meaningful partnerships with historically marginalized communities that are not transactional, but lift all boats. It’s still early days, but we want to share our journey candidly.

In 2020, in the wake of a global reckoning with racial injustice, Atlassian increased donations to organizations working to support historically marginalized communities in tech. One recipient was [/dev/color](#), a global career accelerator for Black software engineers, technologists, and executives.

Over the last two years, we’ve built an authentic partnership with [/dev/color](#), including membership for Black Atlassians, a speaker series between the two companies, and Atlassian Ventures program & mentorship support for [/dev/color](#)'s incubator program.

Initiative	Benefit to /dev/color	Benefit to Atlassian
Atlassian Ventures sponsorship of /dev/color entrepreneurship incubator	US\$100,000 investment in the program	Front row seat to ventures and innovations developed by Black technologists
Atlassian products free for entrepreneurs in incubator	Free access to our product suite	Potential for new products to be developed with and on top of our products
Atlassian mentors incubator entrepreneurs	Experienced, senior-level mentors for each member	Mentors expand their networks, connect with emerging entrepreneurs, and influence new product development
/dev/color A* program membership costs covered for Black Atlassians	A* program expands as more Black Atlassians learn about the organization and join	Black Atlassians receive additional mentorship and career support from peers outside the company
/dev/color leadership participates in speaker series and learning opportunities at Atlassian	Increased visibility and positioning as industry thought leaders	Leaders learn more about the global Black technologist movement
Shared amplification of each other’s work	Access to new community members and audiences connected to the Atlassian ecosystem	Our investment in DEI is validated by /dev/color support



TRAJECTORY

Accelerate underrepresented hiring velocity

We'll fine-tune our sourcing and hiring manager enablement, talent acquisition insight and tooling, and partnership strategy to build on our progress.

Equitable and inclusive leadership with accountability

Our leadership team asked for greater accountability, and so we'll give them better insights – and hold them to it. We'll also support managers on equitable decision-making.

Contribute to the Atlassian ecosystem

As we improve DEI within our walls, we also have a responsibility to support our customers. We'll do that through collaboration with the Atlassian Ventures team so both teams can share what we're learning and contribute to Atlassian's ecosystem.



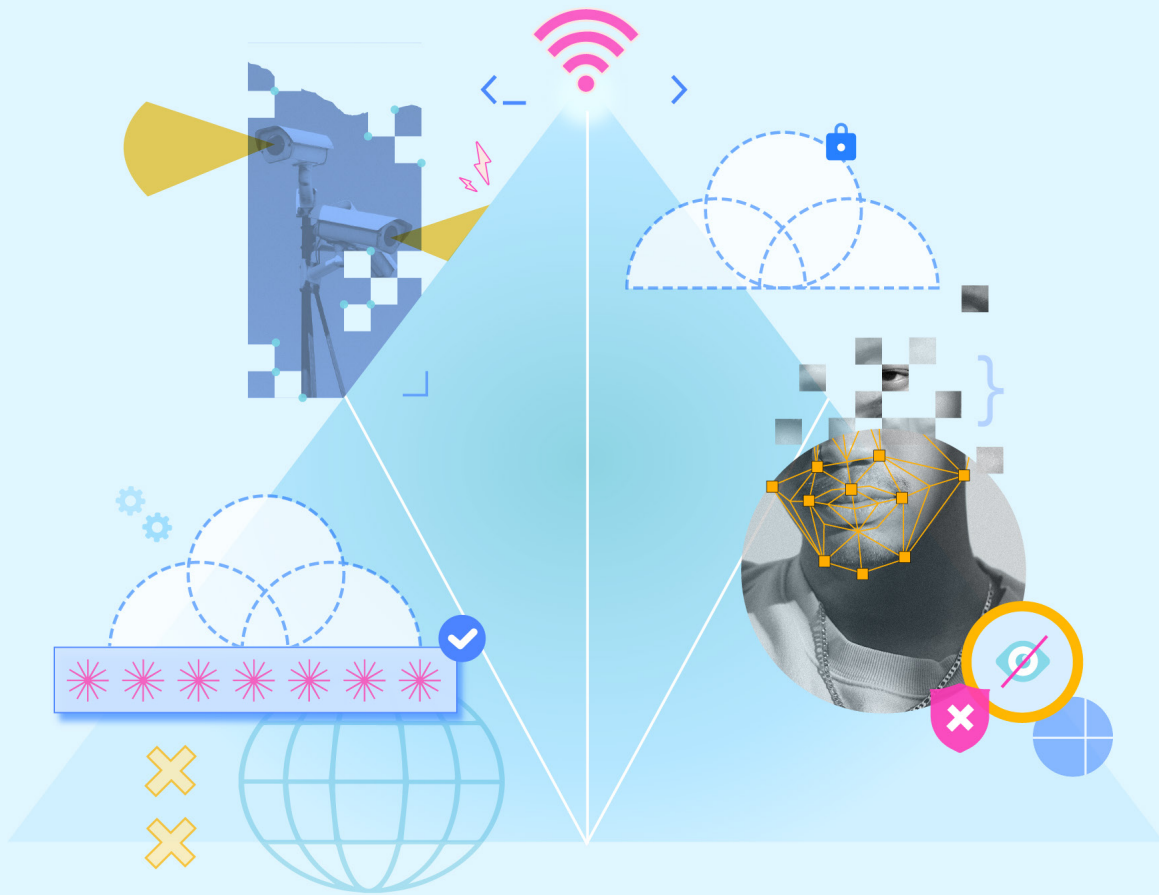
EMERGING ISSUES

Reporting, honestly

The lack of clarity and consistency in reporting DEI metrics makes comparison across companies difficult. To help the industry improve – not just conduct reporting for the sake of reporting – DEI practitioners should open up dialogue on cross-industry reporting standards. This should include shifting from an emphasis on top line representation to meaningful insights on which efforts do and don't work.

The apolitical clash

The friction for companies that limit political conversation internally while simultaneously being forced to publicly address the political issues that affect their workforce is only growing – and several companies that have gone the apolitical route have seen it impact their attrition.



CUSTOMERS

Transparency and accountability live at the core of our business and form the foundation of our human rights approach, as do our values, mission, and the UN Guiding Principles on Business and Human Rights.

Human rights commitment

- **Fiscal year 2022 goal:** We have a public human rights statement aligned to the UN Guiding Principles on Business and Human Rights (UNGPs), and reflective of Atlassian’s mission, values, and scope of impacts.
- **Fiscal year 2022 progress:** We drafted a **public human rights statement** in fiscal year 2022 and published it early fiscal year 2023.
- **Fiscal year 2023 goal:** Continue to have a public human rights statement.


Process to identify, mitigate, and prevent human rights impacts


- **Fiscal year 2022 goal:** Establish a due diligence framework so we can perform regular checks and deep dives into specific risk areas.
- **Fiscal year 2022 progress:** We conducted due diligence by participating in **BSR’s human rights assessment for the SaaS sector**, but failed to implement a framework for ongoing due diligence.
- **Fiscal year 2023 goal:** Establish ongoing human rights due diligence and add external stakeholder engagement.


While this chapter is entitled “Customers,” our human rights program encompasses any and all rightsholders who may be affected by Atlassian’s business operations and decisions. See [Appendix](#) for additional data and context regarding forward-looking statements, as well as why we don’t include key performance indicators for the human rights chapter.

Human rights issues and management

- **Fiscal year 2022 goal:** Continue to manage our prioritized list of risks and track emerging risks.
- **Fiscal year 2022 progress:** We managed salient risks across the following categories:

 **Right to privacy**, as related to customer and employee data, which is managed by our Risk, Privacy, Trust & Security, and R&D teams.

 **Ethical product use**, as related to potentially harmful content hosted in our products or products being used in ways that may harm customers, users, and others. This is managed by our Anti-Abuse and Trust & Security teams. The Human Rights team also addressed risks related to our Russian customer base.

 **Discrimination and systemic bias**, as related to our employees, which is managed by our People, DEI, and Employment legal teams; also as related to the accessibility of our products for customers and users, which is managed by our Accessibility team. A Human-Rights-team-led working group also addressed employee and customer risks around the use of artificial intelligence.

- **Fiscal year 2023 goal:** Continue to manage our prioritized list of risks and track emerging risks.

With our strategy approved, we focused on the basics of building a rights-aligned company and managing identified and emerging human rights risks.

Human rights statement

We drafted a public human rights statement aligned with the [UN Guiding Principles on Business and Human Rights \(UNGPs\)](#) outlining our commitment and responsibility to the rights of employees, contingent workers, customers, suppliers, business partners, community, and the planet. We published [Atlassian's Human Rights Statement](#) in early fiscal year 2023.

Due diligence and risk management

While we aspired to have an ongoing due diligence framework in place, we deprioritized that effort due to competing needs, including responding to Russia's invasion of Ukraine. To continue to surface risks without a framework, we participated in a [Business for Social Responsibility \(BSR\)](#) human rights assessment, which identified human rights risks and interventions for the software-as-a-service (SaaS) industry as a whole.

We continued to use Atlassian's enterprise risk management system to track human rights risks and engage with teams across the business to understand how their work was mitigating, preventing, or contributing to potential impacts. And we partnered with

Atlassian's Procurement team to include human rights stipulations in a refreshed [Supplier Code of Conduct](#).

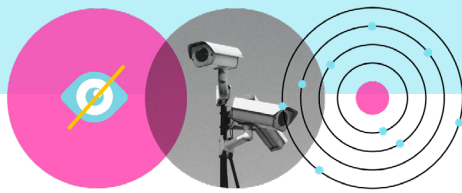
Establishing human rights and ethical frameworks

We designed an ethical advisory group model to address gray-area topics not covered by Atlassian policies or legal requirements and piloted the cross-functional group throughout fiscal year 2022 using mock scenarios and real cases (see Spotlight below).

A working group made up of Human Rights, Privacy, Public Policy, and DEI began to explore questions related to artificial intelligence and machine learning when it comes to our products and the use of third-party software in contexts like recruiting.

The Human Rights team also helped Atlassian respond to the end of U.S. federal protection for abortion access by designing a scenario planning exercise months before the U.S. Supreme Court Dobbs decision. We then led a cross-functional crisis response group to execute a range of activities related to employee support and healthcare coverage, internal and external communications, and public policy advocacy.





SPOTLIGHT

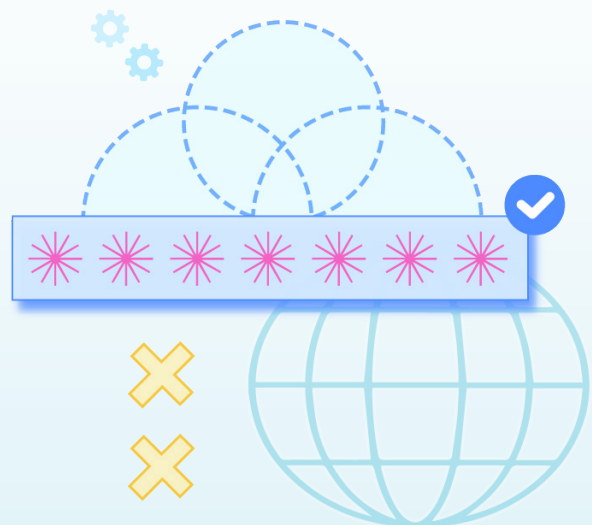
Navigating ethical gray areas

Tech companies are grappling with complex ethical questions. The concept of digital rights is becoming mainstream, the industry’s hyper-growth and adoption of emerging technology is outpacing regulation, and geopolitical instability requires companies to take stances they’ve not had to address before.

To help Atlassian navigate these issues while we build out a formal human rights program, the human rights working group designed and piloted an ethical use advisory group. This included a cross-functional membership model to bring in Atlassians with relevant subject matter expertise to make non-binding ethical recommendations to requesting teams, examining both real and mock cases. For example:

- The group reviewed a third-party product that deployed AI capabilities at the interview screening stage, which surfaced the need for a larger-scale ethical framework around third-party recruiting AI.
- We are currently in the process of drafting this framework in collaboration with the Talent Acquisition team.
- We piloted the approach with a set of questions regarding our request for proposals process.

The pilot will continue in the early stages of fiscal year 2023 as we work to establish due diligence frameworks that will clearly define Atlassian’s stance and to further refine how Atlassian will tackle gray-area topics.





TRAJECTORY

Due diligence

We will build a due diligence framework – including defining an ongoing process, engaging with external stakeholders, and doing deep dives across high-risk areas.

Ethical innovation and business

We will explore first principles for rights-aligned innovation and how to integrate ethical decision-making into the way we conduct business by establishing frameworks and adjusting our ethical advisory group model.

Elevating the voice of rightsholders

While we have a [third-party reporting hotline](#) for unethical and illegal activity, we will begin to explore best practices to elevate the voice of rightsholders, such as by expanding reporting/grievance mechanisms.



EMERGING ISSUES

Do the right thing – but have a framework

Stakeholders (including employees) increasingly expect companies to take stances on current events. But basing those on gut feel, rather than established frameworks, may lead to unintended impacts or precedents, plus inconsistent decisions.

New platforms, same problems

Advances in technology offer exciting opportunities, but we must account for historical inequity and resource consumption in their design and use. Otherwise, they'll only perpetuate or even exacerbate harm.



COMMUNITY

We created the Atlassian Foundation with the belief that education and business have the power to change the world.

Our founders baked their passion for social impact into Atlassian's DNA with the creation of the Atlassian Foundation in 2008.

Atlassian contributes 1% of equity, profit, employee time, and product to the Foundation.

We feel a responsibility to tackle inequity wherever we find it, focusing on three areas: Education, Pledge 1%, and volunteering and giving.



Education

In support of the [United Nations Sustainable Goal 4](#), we're aiming to educate millions of disadvantaged young people, equipping them with the skills they need to thrive in the 21st century.



Pledge 1%

We co-founded the global [Pledge 1%](#) movement, inspiring thousands of businesses to join us.



Volunteering and giving

All Atlassian employees get five paid days of leave every year to help impact-driven organizations, and we also offer a donation-matching program.

Through these efforts, the Atlassian Foundation has donated over US\$43 million, volunteered 163,000+ employee hours, and provided 130,000+ free or deeply discounted Community licenses of our products to impact-driven organizations since 2013.

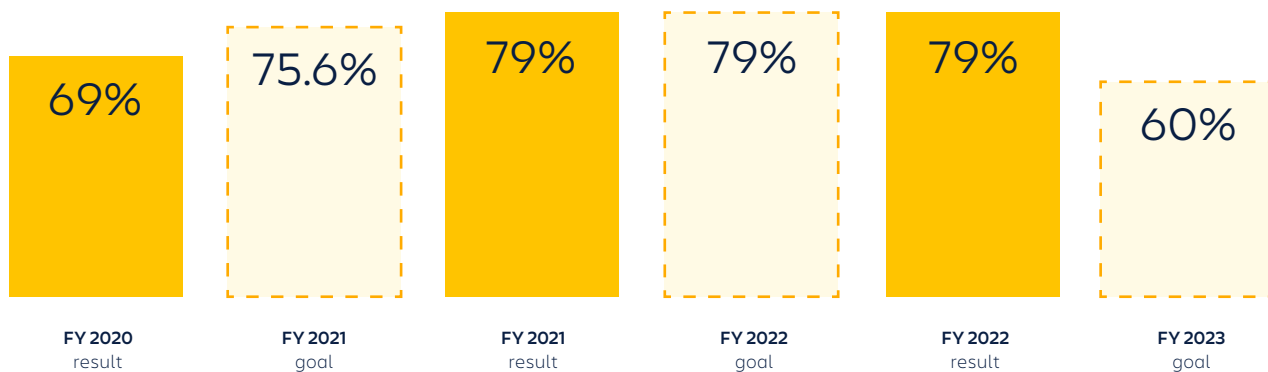


This year, we're refining our volunteering and giving strategy to amplify the impact we're having for the organizations we support.

We're focusing on skilled volunteering that helps impact-driven organizations do their best work. And while we aim to maintain a participation rate of 60% across the company, our focus is shifting. Instead of pushing for more Atlassians to volunteer at least once, we're investing more in supporting those who consistently volunteer 40 hours every year. The key performance indicators below have been adjusted to help drive this new strategy.

Participation in volunteering efforts

Percentage of Atlassians who logged Foundation Time:*



Delivering skilled volunteering outcomes for our partners



See [Appendix](#) for additional data and context regarding forward-looking statements. We've also included disclosures for two KPIs that we have historically reported on - but will not continue to disclose after this report.

*All permanent Atlassian employees get 5 days (or 40 hours) of paid leave to volunteer every financial year (known as "Foundation Time").

We bring the best of Atlassian – funding, people and products – to unleash the potential of impact-driven organizations.

Education

In fiscal year 2022, the Atlassian Foundation worked with 15 inspiring education innovators. We contributed US\$5.7 million and provided 1,700+ volunteer hours to support these organizations' efforts to equip young people with the skills they need to thrive in the 21st century.

A highlight of the year was our EDlassian campaign, which invited Atlassians to interact with our local and global education partners. This included a virtual “trek” to Room to Read in Cambodia to learn more about their programs and how Atlassians have changed the lives of more than 422,000 eager young students, as well as funding almost 35,784 years of girls' education.

Pledge 1%

The Pledge 1% global [community platform](#) launched in November 2021. We are working closely with Pledge 1% and the Asia-Pacific Pledge 1% community to increase collaboration and knowledge sharing via the platform.

Volunteering and giving

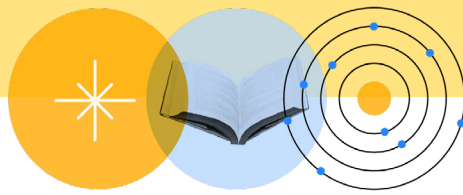
In fiscal year 2022, Atlassian employees put 45,600+ hours towards social and environ-

mental good, and donated US\$1.8+ million (before matching from the Atlassian Foundation*).

Some examples of how Atlassians made an impact last year include:

- **Education** – Atlassians worked with our local and global partners to help 2,700 young people communicate more confidently, use Atlassian software, learn to code, practice interviewing, think about tech career pathways, use design thinking, and more.
- **Engage4Good** – We delivered 130 skilled volunteering projects, including using artificial intelligence to detect frog species, refreshing a website for a fashion label that employs refugee women, and using Jira Service Management to manage sea bins that collect rubbish from our oceans.
- **Humanitarian efforts** – Atlassian employees raised almost US\$640,000 (including matching from Atlassian Foundation) for organizations providing desperately needed humanitarian relief to Ukraine's refugee population. Atlassians also got involved in volunteering opportunities to support Ukraine, including Save the Children's Library For All program which is developing a digital library for Ukrainian children so they can continue to learn remotely.

* Total donations by Atlassian and the Atlassian Foundation in fiscal year 2022 were US\$8,112,017 including matching for employee donations and grants.



SPOTLIGHT

Helping low-income students attend college

In April 2022 we committed US\$1 million over 3 years to fund **UPchieve**, an organization addressing the opportunity gap in academic support and tutoring services. This multi-year grant partnership will support UPchieve in offering free tutoring and college counseling so low-income students in the United States can attend college and achieve upward mobility.

Building on a skills-based volunteering partnership through which Atlassian's Search Engine Optimization team supports UPchieve's growth marketing team, this grant will fund UPchieve's goal of scaling to reach all 8 million low-income high school students in the United States by 2030.

Founded in 2016 by Aly Murray, a former low-income high school student, UPchieve has made it possible for 10,000+ low-income students to access academic support any time they need it. On UPchieve's free, online platform, students can request help with a specific subject and get paired with a live, volunteer tutor in under five minutes. UPchieve also recruits, trains, and certifies volunteers to be tutors on the platform.

This grant in support of UPchieve demonstrates the unique way in which the Atlassian Foundation bets on inspiring leaders driving evidence-backed, early-stage innovations. Our grant partnership with UPchieve represents a unique opportunity for us to have outsized impact where, beyond our financial investment, Atlassian's tools, time, and talent can be a game-changer for innovators in the global education space.

Collectively, this partnership represents an opportunity to democratize access to academic support for millions of youth from low-income communities.



TRAJECTORY

Products, practices, and support for impact-driven teams

We launched the [Atlassian Impact Hub](#) in June 2022, dedicated to helping non-profit and impact-driven teams benefit people, communities, and the planet using Atlassian products and practices. Eligible non-profits receive a 75-100% discount on Atlassian's cloud products. Stay tuned for more exciting developments in this space in fiscal year 2023.



EMERGING ISSUES

Unrestricted funding

Over the past three years, for our large-scale global education partnerships, we have shifted to provide unrestricted or flexible funding as our default, which allows organizations to focus on making an impact rather than meeting funders' reporting demands. We believe that if we trust a leadership team enough to support them, then we can trust them to use our funding optimally. While there are cases where restricted funding may remain appropriate, this will be the exception.



Our goal is to build a company that thrives over the next 100+ years. We continue to make strategic bets through a long-term lens, even when it requires making short-term tradeoffs ([see our annual Investor Day materials for details](#)).

The problem we're trying to solve

Atlassian doesn't just sell products. We also export our way of being and bring others on the journey with us. Honoring our "Don't #@!% the customer" and "Be the change you seek" values, we inspire our 8,800+ employees and 240k+ customers to put sustainability first, and support their ambitions.

The reality is we can't (and shouldn't) take on every issue. But we need to lead and collaborate where we have the leverage to do so. Starting with a materiality assessment, led by [BSR](#) in 2018, we identified our priorities and have been refining our focus every year as trends emerge and our business evolves.

Where we are in the journey

When we set out to build a sustainability program, we were aware of the critiques around companies simply paying lip-service to ESG, DEI, human rights, and climate change. And even though landing the basics (analyzing the data and research, setting ambitious goals, and building the infrastructure to meet them) doesn't grab headlines, we knew we needed to do that first.

Governance

So how's our track record?

- In fiscal year 2019 we committed to run operations on 100% renewable energy by 2025 and set science-based targets to achieve net-zero emissions by 2050. We achieved our 100% RE goal in 2020, pulled our net-zero goal up to 2040, and are starting to address scope 3 emissions.
- In fiscal year 2020 we made a commitment to human rights and conducted a human rights assessment. As of today, we've built the basics of a human rights program, including a [human rights statement](#), and are contributing to [industry-wide momentum](#).
- In fiscal year 2021 we openly shared we'd historically underinvested in DEI. Over the last 12 months, we've dramatically increased operational spending and team size. As a result, hiring rates for our under-represented groups are going up.


Now we've reached the next phase: making the structural changes needed to demonstrate progress year to year as we deliver on our goals.

This requires significant leadership support. That's why in fiscal year 2022 we brought the Atlassian Board of Directors into our governance approach, centered on an annual sustainability and DEI score card.

The Board is helping push our thinking of what leadership looks like and how we better deliver for our customers.

We've got the right long-term ambitions and the plans to get there, but progress isn't always linear. We'll need to make tough decisions and engage more players including Atlassians, our customers, and the broader industry to achieve our aspirations.

We look forward to sharing our plans, progress, and setbacks as well as learning from you!



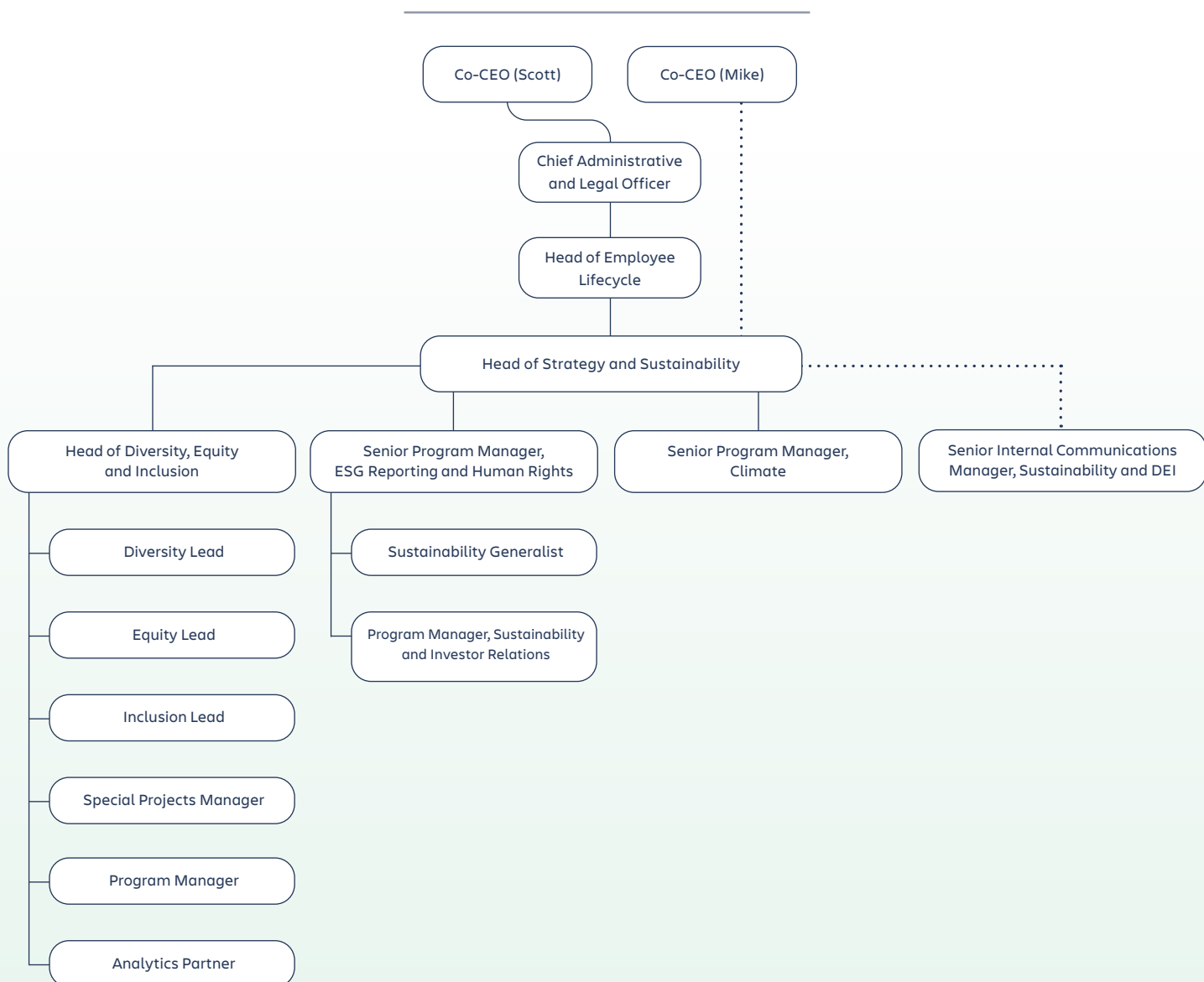
Jessica Hyman
Head of Strategy and Sustainability

Governance ACCOUNTABILITY

We believe the best way to drive an effective sustainability program is to work as one Atlassian team. That’s why we’re integrating our sustainability initiatives into the business.

Starting at the top, our co-founders/co-CEOs Mike and Scott meet with the head of sustainability quarterly to provide input and track progress against goals. We gave our first sustainability update to the Board of Directors in fiscal year 2022 and will continue to do so at least annually.

Sustainability Team *(as of June 30, 2022)*



The Sustainability team separates the signals from the noise as we unite teams across Atlassian to drive operational change. As such, we've organized issue-specific working groups.

Planet

Climate working groups include team members from Sustainability, Treasury, Procurement, Risk, Public Policy, Travel, Workplace Experience, and Real Estate (to name a few). Team members help advance progress on our climate goals, including reducing emissions in the built environment, engaging suppliers, understanding climate-related risk and business impact, and policy advocacy.

People

DEI working groups include team members from Sustainability, Legal, IT, Talent Acquisition, Talent Management, HR Business Partners, Total Rewards, Workplace Experience, and Public Policy. They organize into squads focused on each pillar of our strategy: diversity, equity, inclusion, and influence. This year, we also launched nine employee-designated global Employee Resource Groups to raise company-wide visibility and appreciation for the experiences of our many different identities and cultures.

Customers

The human rights working group includes team members from Sustainability, Public Policy, Privacy, Commercial Legal, Risk, and Trust & Security. They integrate our human rights approach across Atlassian and track progress against work led by each team. Our sustainability and policy working group and ad-hoc crisis response working groups include the full Sustainability and Public Policy teams as well as members from Risk, Communications, Foundation, and other subject matter experts as needed. These groups respond to issues in communities where we have team members.

Community

The Atlassian Foundation Board is our Foundation's principal governing body. We also have Foundation Councils in each region that help to connect Atlassian employees to skilled volunteering opportunities with impact-driven organizations.

ESG Reporting

The reporting working group includes team members from Sustainability, Investor Relations, Accounting, Legal, and Communications. This group analyzes trends, internal and external factors, stakeholder needs, and brand positioning to build a more open and authentic sustainability report.

To advocate for our values before governments and public agencies, we work closely with the [Public Policy team](#) on a variety of initiatives. These are some of the positions and activities Atlassian signed its name to in fiscal year 2022.

Planet

- [Climate Action Can't Wait](#), Atlassian
- [Don't 🌍 the Planet](#), Atlassian
- [Business support for U.S. federal clean energy investments](#), CERES
- [Open Letter urging G20 leaders to meet the Paris 1.5°C target](#), We Mean Business

Customers

- [Trusted Cloud Principles](#), a shared initiative from Amazon, Google, Microsoft, Atlassian, Cisco, IBM, Salesforce, Slack, and SAP
- [Multistakeholder Manifesto on Cybercrime: A call for responsible action and inclusion](#), Tech Accord and CyberPeace Institute

People

- [Don't Ban Equality](#) and [Don't Ban Equality in Texas](#)
- [Businesses for Paid Leave](#), Paid Leave for the U.S. (PL+US)
- [Open Letter in Support of the Pregnant Workers Fairness Act From Leading Private-Sector Employers](#), National Partnership for Women and Families

Our governance structure allows us to take a long-term view in pursuit of meaningful, lasting progress.

Collectively, active employees own over 45% of total shares outstanding, as of the end of fiscal year 2022. Co-founders and co-CEOs Mike Cannon-Brookes and Scott Farquhar are the largest owners and collectively own approximately 88% of the voting power due to our dual-class share structure. We believe this dynamic provides us a competitive advantage because it ensures we can stay true to our values and drive sustainable, responsible business practices that will make us more successful in the long run.

Our founders' voting power means we don't have to bow to short-term market pressures. Rather, we can make thoughtful long-term decisions and invest purposefully to pursue opportunities that will benefit our customers, people, communities, planet, and ultimately our shareholders. Mike and Scott understand that Atlassian's success and potential to create lasting impact are directly proportional to how successful our business can be over the long term.

Incorporating in the USA

In July 2022, we announced our intention to redomicile our parent holding company from the United Kingdom to the United States. We closed this transaction on September 30, 2022.

We believe moving our parent entity to the United States will broaden our access to investors, support inclusion in additional stock indices, improve financial reporting comparability with our industry peers, streamline our corporate structure, and provide more flexibility in accessing capital.

We do not anticipate significant operational or business model changes as a result.

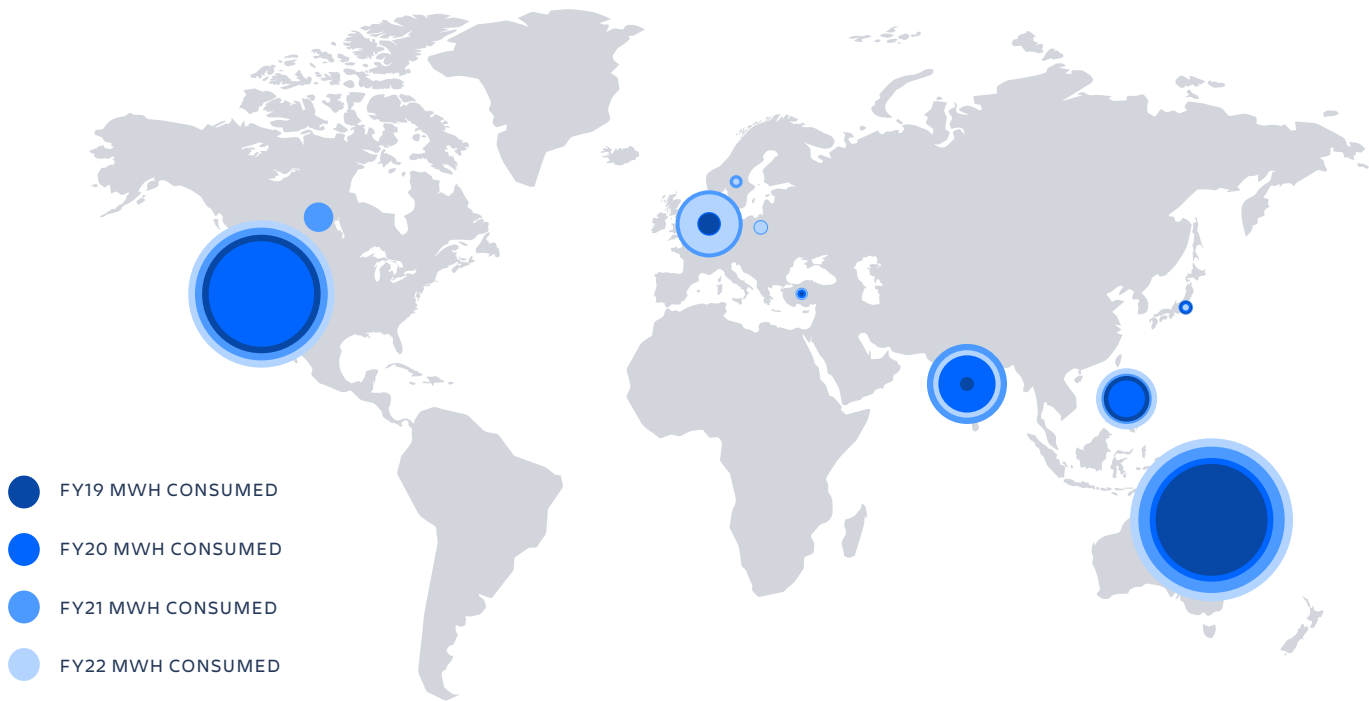
Appendix

A note regarding forward-looking statements:

This report includes forward-looking statements. Forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause actual results, performance, or achievements to be materially different from any future results, performance, or achievements expressed or implied by the forward-looking statements. 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, and we disclaim any obligation to update or revise them should they change or cease to be up-to-date.

Further information on these and other factors that could affect the company's financial results is included in filings we make with the Securities and Exchange Commission from time to time, including the section titled "Risk Factors" in our most recent Form 20-F and quarterly Form 6-K.

Planet



FISCAL YEARS 2019-2022 OFFICE ELECTRICITY DATA

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

	FISCAL YEAR 2019 MWh (BASELINE)	FY20 MWh CONSUMED	FY20 MWh EACS	FY21 MWh CONSUMED	FY21 MWh EACS	FY22 MWh CONSUMED	FY22 MWh EACS
Australia	1,259	1,337	1,647	1,044	1,977	1,157	1,157
India	59	644	901	51	1,070	48	48
Japan	57	47	58	10	70	3	3
Netherlands	292	296	933	250	1,120	235	235
Philippines	514	413	520	201	623	283	283
Turkey	31	66	93	22	111	20	22
US	1,334	1,188	1,495	1,025	1,059	1,412	1,412
Canada	–	–	–	124 (new)	124	(closed)	–
Poland	–	–	–	59 (new)	59	29	29
Sweden	–	–	–	39 (new)	39	3	39
TOTAL MWh	3,548	3,991	5,647	2,825	6,252	3,190	3,228

FISCAL YEARS 2019-2022 | WFH energy data (electricity + gas converted to kWh)

WORKING FROM HOME (WFH)	FISCAL YEAR 2022 WFH ENERGY (ELECTRICITY + GAS) ESTIMATES MATCHED WITH EACS
Global Total WFH energy	22,012

FISCAL YEARS 2019-2022 | Scope 1-3 emissions data (rebaselined) in tons CO2e

CATEGORY	FISCAL YEAR 2019 TONS CO2e	FISCAL YEAR 2020 TONS CO2e	FISCAL YEAR 2021 TONS CO2e	FISCAL YEAR 2022 TONS CO2e	% CHANGE FROM FISCAL YEAR 2019
SCOPE 1					
Natural gas	118	187	41	364	209
Diesel	2	88	0	0	-100
SCOPE 1 TOTAL	119	275	41	364	205
SCOPE 2 MARKET BASED					
Fugitive emissions *not covered by EACs	146	201	211	207	42
Purchased electricity *covered by EACs	1,940	2,308	1,357	1,573	-19
Purchased heating *not covered by EACs	394	492	423	363	-8
Colocation datacenters *covered by EACs	78	78	33	12	-85
Scope 2 market-based total before EACs	2,559	3,079	2,024	2,156	-16
Scope 2 market-based total w/ EACs	2,559	693	634	571	-78
Avoided emissions	0	2,386	1,390	1,585	

FISCAL YEARS 2019-2022 | Scope 1-3 emissions data (rebaselined) in tons CO2e

CATEGORY	FISCAL YEAR 2019 TONS CO2e	FISCAL YEAR 2020 TONS CO2e	FISCAL YEAR 2021 TONS CO2e	FISCAL YEAR 2022 TONS CO2e	% CHANGE FROM FISCAL YEAR 2019
SCOPE 2 LOCATION BASED					
Fugitive emissions	146	201	211	207	42
Purchased electricity	1,887	2,328	1,393	1,579	-16
Purchased heating	394	492	423	363	-8
Colocation datacenters	78	78	33	12	-85
Scope 2 location-based total before EACs	2,505	3,099	2,060	2,161	-14
SCOPE 3					
Purchased goods and services	36,066	46,221	60,165	67,688	88
Capital goods	8,418	12,992	11,429	17,258	105
Fuel and energy	573	605	614	380	-34
Transportation	191	166	176	80	-58
Waste	124	298	16	5	-96
Business travel	21,702	8,320	97	3,158	-85
Commuting	6,308	5,216	177	442	-93
*WFH electricity	(within Commuting)	1,476	3,365	4,123	179**
*WFH gas	not estimated	not estimated	3,810	4,218	11**
Leased assets	28	22	20	5	-82
Scope 3 upstream total	73,409	73,840	79,869	97,356	33
Total Footprint (S1+S2MB+S3)	76,088	74,808	80,544	98,290	29

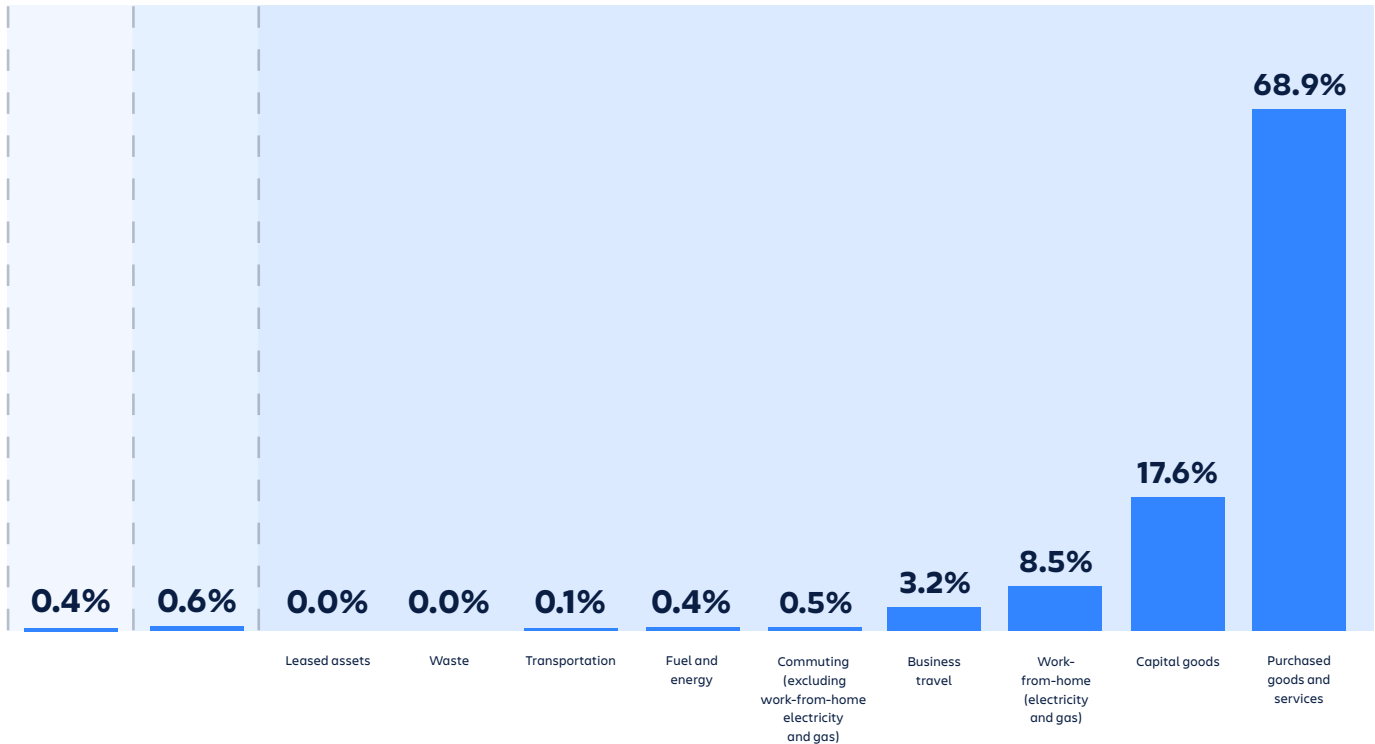
*Voluntary categories within the GHG Protocol to report on and usually reported as a total within commuting. We pulled these numbers out for more transparency.

**Compared to first year data available

Planet

ATLASSIAN FOOTPRINT BY SCOPE

Scope 1 Scope 2 Scope 3



Totals may not add to 100% due to rounding to one decimal place.

Correction, 28 November 2022:

We have made updates to this graph to correct errors and more accurately reflect the makeup of our Scope 1-3 emissions.

In our initial version of the report, there was a data transfer error, a double-counting error within the graph, and due to rounding to one decimal place, the numbers didn't add up to 100%.

As a result, we have made following corrections:

- Added a note to state that “Totals may not add to 100% due to rounding to one decimal place.”
- Corrected Scopes 1 and 2 to the values of 0.4% and 0.6% (previously noted as 0.04% and 0.06%).
- Corrected Commuting value to 0.5% (previously noted as 8.9%) and changed the caption to “Commuting (excluding work-from-home electricity and gas).”
- Combined WFH Electricity and Gas values as a single entry, Work-from-Home, and updated the value to the combined total of 8.5%.

Planet

Data sources and methodology

A note on recalculating/rebaselining: We have restated our base year (fiscal year 2019) across a specific set of categories to reflect an improved data collection methodology and ensure consistent estimation methods for each reporting year.

- The restated categories are purchased goods and services, capital goods, upstream transportation and distribution, and upstream leased assets emissions.
- We have assessed the implications of this restatement on our Science Based Targets initiative (SBTi)–approved near-term target and have not identified a need to update the target.
- This is because, with the revised emissions values, our scope 3 targets continue to capture over 67% of our total scope 3 emissions in the base year.

Atlassian measures and reports our scope 1-3 greenhouse gas emissions in compliance with the GHG Protocol Corporate Standard and SBTi. All emissions calculations are conducted by an independent third party.

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

Specifically:

Scope 1

- Natural Gas & Diesel fuel – quantity used multiplied by emissions factor.

Scope 2

- Natural Gas – when actuals not available in Scope 1, estimated usage based on square footage of building used.
- Electricity – kWh used multiplied by an emissions factor. When actuals not available, estimated usage based on square footage of building used. When market specific emission factors available, those were applied for market-based consumption.
- When applying EACs to market-based consumption, the EACs cover purchased electricity & colocation data centers.
- Refrigerants – an estimate for all office buildings was used based on square footage for fugitive emissions.

Planet

Scope 3

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

Specifically:

- **Category 1: purchased goods & services**
 - Emissions estimated based on USD spent and an EEIO factor for the category of purchase.
- **Category 2: capital goods**
 - Emissions estimated based on USD spent and an EEIO factor for the category of purchase.
- **Category 3: fuel & energy related emissions**
 - Fuel & electricity consumption was used to calculate related emissions.
- **Category 4: upstream transportation & distribution**
 - Emissions estimated based on USD spent and an EEIO factor for the category of purchase.
- **Category 5: waste generated in operations**
 - Based on data received, weight of waste per regular not-home office employee was extrapolated and an emissions factor based on weight of waste category was applied.
- **Category 6: business travel**
 - Emissions factors applied to number of passenger air miles flown, number of nights spent in a hotel, number of days a car was rented, number of rail miles traveled, and an EEIO factor was used for reimbursed travel based on USD spent.
- **Category 7: employee commuting & work from home**
 - Zip code data and assumptions about commuting distance and patterns used. For the work-from-home portion of Fiscal Year 21, basic energy use intensities were used for electricity and gas consumption, and emissions applied based on country.
- **Category 8: upstream leased assets**
 - Emissions estimated based on USD spent and an EEIO factor for the category of purchase.

Energy Attribute Certificates are purchased and retired for us by an independent third party.

Science-based targets

- [Atlassian's near-term 2025 targets](#), approved by Science Based Targets initiative steering committee

Memberships and collaborations

- [Business Council on Climate Change](#)
- [Clean Energy Buyers Association](#)
- [Business Renewables Centre Australia](#)
- [RE100](#)
- [Science Based Targets initiative](#)

People

GLOBAL REPRESENTATION OF WOMEN | Atlassian Team

GROUP	FISCAL YEAR 2020 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	EOY REPRESENTATION
Technical roles	12.1%	10.6%	14.7%	12.8%	14.3%	14.0%
Non-technical roles	20.0%	20.1%	20.1%	19.2%	23.5%	20.7%
Overall	32.2%	30.7%	34.8%	32%	37.9%	34.7%

GLOBAL REPRESENTATION OF WOMEN | Leadership

GROUP	FISCAL YEAR 2020 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	EOY REPRESENTATION
Senior leadership	38.1%	28.0%	56.5%	32.4%	44.7%	37.4%
Executive Leadership team	–	33.3%	–	30.0%	–	33.3%
Board of Directors	–	22%	–	22%	–	30.0%

U.S. RACE & ETHNICITY REPRESENTATION | Atlassian Team

GROUP	FISCAL YEAR 2020 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	EOY REPRESENTATION
American Indian, Alaska Native, Native Hawaiʻian, or other	0.5%	0.4%	0.5%	0.4%	0.3%	0.4%
Asian	41.3%	31.9%	35.2%	32.9%	31.9%	32.6%
Black/African-American	2.7%	2.4%	3.3%	2.7%	5.4%	3.4%
Hispanic/Latinx	7.6%	6.4%	5.9%	6.3%	6.1%	6.2%
Middle Eastern	0.5%	0.3%	0.1%	0.3%	0.7%	0.5%
Two or more races	2.3%	3.8%	4.6%	3.8%	6.6%	4.8%
White	42.8%	52.7%	47.6%	51.3%	47.2%	50.0%
Declined to state	2.2%	1.9%	2.8%	2.0%	1.8%	1.9%

People

U.S. RACE & ETHNICITY REPRESENTATION | Technical Roles

GROUP	FISCAL YEAR 2020 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	EOY REPRESENTATION
American Indian, Alaska Native, Native Hawai'ian, or other	0.0%	0.1%	0.0%	0.1%	0.2%	0.1%
Asian	54.6%	39.7%	49.4%	43.5%	45.7%	44.0%
Black/African-American	0.9%	1.2%	1.1%	1.1%	4.6%	2.0%
Hispanic/Latinx	3.9%	4.8%	4.5%	4.7%	5.3%	5.3%
Middle Eastern	1.3%	0.4%	0.4%	0.5%	0.9%	0.6%
Two or more races	2.2%	4.5%	3.4%	4.0%	5.7%	4.6%
White	34.5%	47.2%	39.3%	44.1%	35.8%	41.4%
Declined to state	2.6%	2.0%	1.9%	1.9%	1.8%	1.8%

U.S. RACE & ETHNICITY REPRESENTATION | Senior Leadership Roles

GROUP	FISCAL YEAR 2020 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	EOY REPRESENTATION
American Indian, Alaska Native, Native Hawai'ian, or other	0.0%	1.3%	0.0%	1.1%	0.0%	0.8%
Asian	33.3%	29.1%	21.1%	28.7%	36.1%	29.5%
Black/African-American	0.0%	0.0%	5.3%	2.1%	8.3%	4.1%
Hispanic/Latinx	0.0%	0.0%	0.0%	0.0%	5.6%	2.5%
Middle Eastern	N/A	N/A	N/A	N/A	N/A	N/A
Two or more races	0.0%	1.3%	0.0%	2.1%	0.0%	2.5%
White	66.7%	67.1%	52.6%	61.7%	50.0%	59.0%
Declined to state	0.0%	1.3%	21.1%	4.3%	0.0%	1.6%

People

U.S. RACE & ETHNICITY REPRESENTATION | Executive Leadership team

GROUP	FISCAL YEAR 2020 REPRESENTATION	FISCAL YEAR 2021 REPRESENTATION	FISCAL YEAR 2022 REPRESENTATION
American Indian, Alaska Native, Native Hawai'ian, or other	8.3%	9.0%	6.2%
Asian	16.7%	18.1%	18.8%
Black/African-American	0.0%	0.0%	6.3%
Hispanic/Latinx	0.0%	0.0%	0.0%
Middle Eastern	0.0%	0.0%	0.0%
Two or more races	0.0%	0.0%	0.0%
White	66.7%	72.7%	68.8%
Declined to state	8.3%	0.0%	0.0%

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

GROUP	FISCAL YEAR 2020 REPRESENTATION	FISCAL YEAR 2021 REPRESENTATION	FISCAL YEAR 2022 REPRESENTATION
American Indian, Alaska Native, Hawai'ian, or other Pacific Islander	0.0%	0.0%	0.0%
Asian	0.0%	0.0%	10.0%
Black/African-American	0.0%	0.0%	0.0%
Hispanic/Latinx	11.1%	11.1%	10.0%
Two or more races	11.1%	11.1%	20.0%
White	55.6%	55.6%	50.0%
Declined to state	22.2%	22.2%	10.0%

People

GLOBAL AGE REPRESENTATION | Atlassian Team

GROUP	FISCAL YEAR 2020 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	EOY REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	EOY REPRESENTATION
20s	26.3%	16.6%	33.3%	21.9%	34.5%	26.3%
30s	52.7%	54.7%	47.3%	52.9%	47.4%	51.1%
40s	17.2%	23.0%	15.7%	20.3%	14.5%	18.2%
50+	3.7%	5.7%	3.7%	5.0%	3.7%	4.4%

Explanations on the data above

- Analysis includes full-time employees who were employed on the last day of the fiscal year (for this reporting cycle, June 30, 2022).
- Hiring rate (new hires) includes external candidates only (i.e., excludes internal transfers and promotions).
- Senior leadership roles are defined as our CEOs, plus the four manager levels and one individual contributor level below CEO.
- Executive Leadership roles are defined as our CEOs, plus the two manager levels below the CEOs.
- Hiring rate demographics for the Executive Leadership team and the Board of Directors are not included due to privacy standards for groups in which the number of new hires is less than five.
- Technical roles are defined by job family, rather than role. Therefore, a technical worker on a non-technical team is coded as non-technical, and a non-technical worker on a technical team is coded as technical.
- Gender data is self-reported binary gender for insurance purposes. Internally, we use self-reported gender beyond the binary to measure equity and inclusion efforts.
- Race/ethnicity data is self-reported. A few other notes:
 - Approximately 40% of our employees are based in the United States.
 - 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 Respond).
 - In July 2021, Atlassians were invited to respond to this question with expanded, multiple-select options.
 - 9.6% of full-time U.S. employees have missing ethnicity information, and therefore are excluded from race/ethnicity analysis. Therefore, the percentages represent the distribution of the 90.4% of Atlassians who provided data.
 - 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.

People

Our approach to hiring goals

In fiscal year 2021, we took a first pass at setting aspirational hiring goals for underrepresented groups to help us focus on increasing the diversity of candidates in our applicant pool. These were not quotas or targets, but high-level goals co-owned by the People team and Atlassian leaders to move us in the right direction at a pace we could be proud of.

The process of goal setting was based on industry benchmarking and reflected our aspirations to move from the lower tier of representation for underrepresented groups to the middle of the pack in short order. Unfortunately, we didn't have the data on our applicant pool to help us set those goals with precision – and we still don't.

So our DEI, Talent Acquisition, People Analytics, and HR Business Partner teams came together to use the data we had at the time, an analysis of the talent market, and our estimated fiscal year 2022 open headcount to set our goals. While we made progress toward those goals, we didn't hit them, so they will remain the same for fiscal year 2023.

Memberships, collaborations, recognition

- [/dev/color](#)
- [Code2College](#)
- [Thurgood Marshall Scholarship Fund](#)
- [Anita B.org Grace Hopper Celebration](#)
- [Afrotech](#)
- [Lesbians Who Tech](#)
- [Human Rights Campaign Best Places to Work for LGBTQ+ Equality 2022](#)
- [India's Best Workplaces™ for Women 2021](#)
- [PEOPLE Companies that Care® 2021, Great Place to Work®](#)
- [Fortune 100 Best Companies to Work For](#)
- [Netherlands 2022 Best Multinational Workplaces List](#)
- [India's Best Companies to Work For 2022](#)
- [Philippines' Best Workplaces 2022, Great Place to Work®](#)
- [Best Workplaces for Parents™ List](#)
- [Fortune Best Workplaces for Millennials™ 2021](#)

Annual compliance demographic reporting

- United States
 - [EEO-1](#)
 - [DFEH](#)
 - [NASDAQ](#)
- Australia
 - [WGEA](#)

Data sources

- Workforce data was based on demographic data and categories in Workday, some of which are self-reported, and reviewed by our People Analytics team.

Customers

Atlassian April 2022 outage

On Tuesday, April 5, 2022, starting at 7:38 UTC, 775 Atlassian customers lost access to their Atlassian products. The outage spanned up to 14 days for a subset of these customers, with the first set of customers being restored on April 8th and all customer sites progressively restored by April 18.

To read more about about what happened, see [Atlassian's public post-incident review](#).

Change in appendix disclosures

In past reports, we have reported our bug bounty program results and time to resolve bugs. We have decided to remove this disclosure going forward, as it feels less relevant as we expand the focus of our human rights program from security and privacy as it relates to our customers to a wider range of digital rights and rightsholders. You can explore more about bug bounty and bugfix policies in our “Policies, principles, and approaches” section below.

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

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

Customers

Policies, principles, and approaches

These are some of the policies and pages that detail our approach to trust, privacy, security, and compliance. Like all Atlassian policies, they are reviewed at least annually and updated as needed.

Acceptable Use, Compliance, and Ethics

- [Atlassian Human Rights Statement](#)
- [Compliance homepage \(including certifications, e.g. ISO, FedRAMP\)](#)
- [Common Controls Framework](#)
- [Risk Management Program](#)
- [Modern Slavery Act transparency statement](#)
- [Business Code of Conduct and Ethics](#)
- [Third-party Ethics and Compliance Portal](#)
- [Supplier Code of Conduct](#)
- [Acceptable Use Policy](#)

Memberships and collaborations

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

Privacy

- [Privacy page](#)
- [Privacy Principles](#)
- [Privacy policy](#)
- [How we handle your data](#)
- [Manage your personal data privacy](#)
- [Intelligent Experiences](#)

Trust and Security

- [Trust Center](#)
- [Transparency Report](#)
- [Security homepage](#)
- [Security practices](#)
- [External Security Testing](#)
- [Handling Security Incidents](#)
- [Bug Bounty Program](#)
- [Security Bugfix Policy](#)
- [Guidelines for Law Enforcement](#)

Accessibility

- [Accessibility homepage](#)

Data sources

Narrative and data were reported by our human rights team and/or is available publicly on [Atlassian's website](#).

Community

AVERAGE NUMBER OF HOURS VOLUNTEERED PER ATLIASSIAN

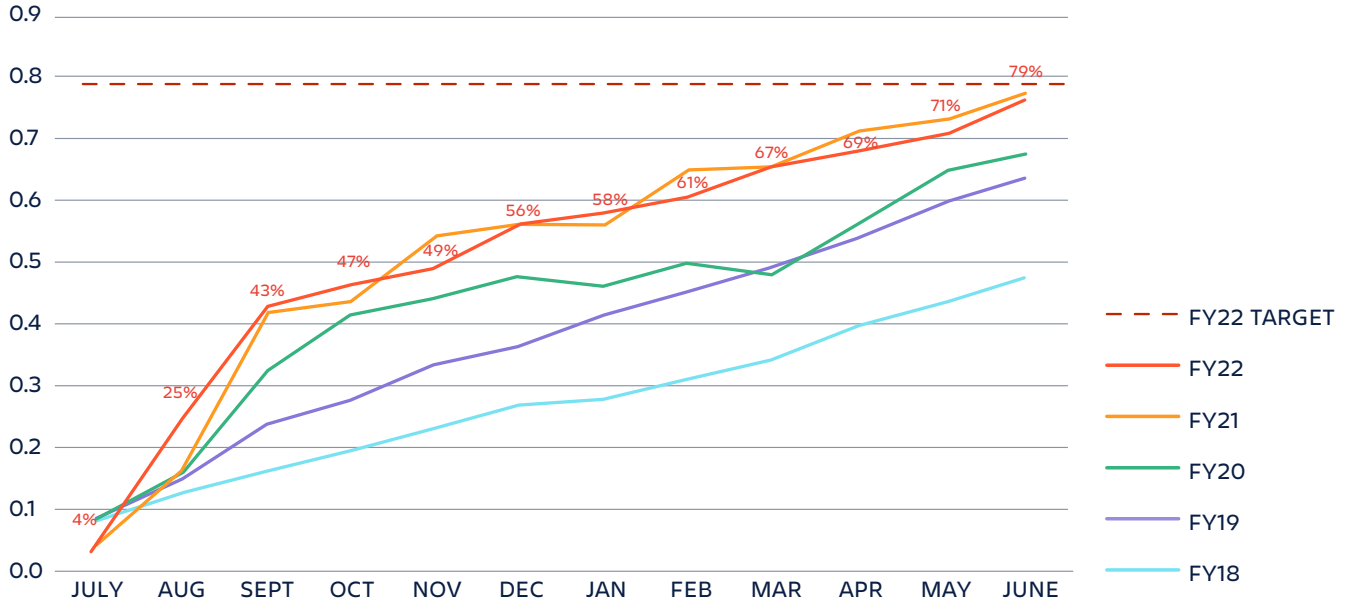
	FISCAL YEAR 2020 RESULT	FISCAL YEAR 2021 GOAL	FISCAL YEAR 2021 RESULT	FISCAL YEAR 2022 GOAL	FISCAL YEAR 2022 RESULT	FISCAL YEAR 2023
Average number of hours logged as “Foundation Time”	4.78 hours	5.98 hours	5.70 hours	7.13 hours	5.18 hours	will no longer be measured in this report

PARTICIPATION IN COMPANY-MATCHED DONATIONS AND OUR DOLLARS-A-DAY WORKPLACE GIVING PROGRAM

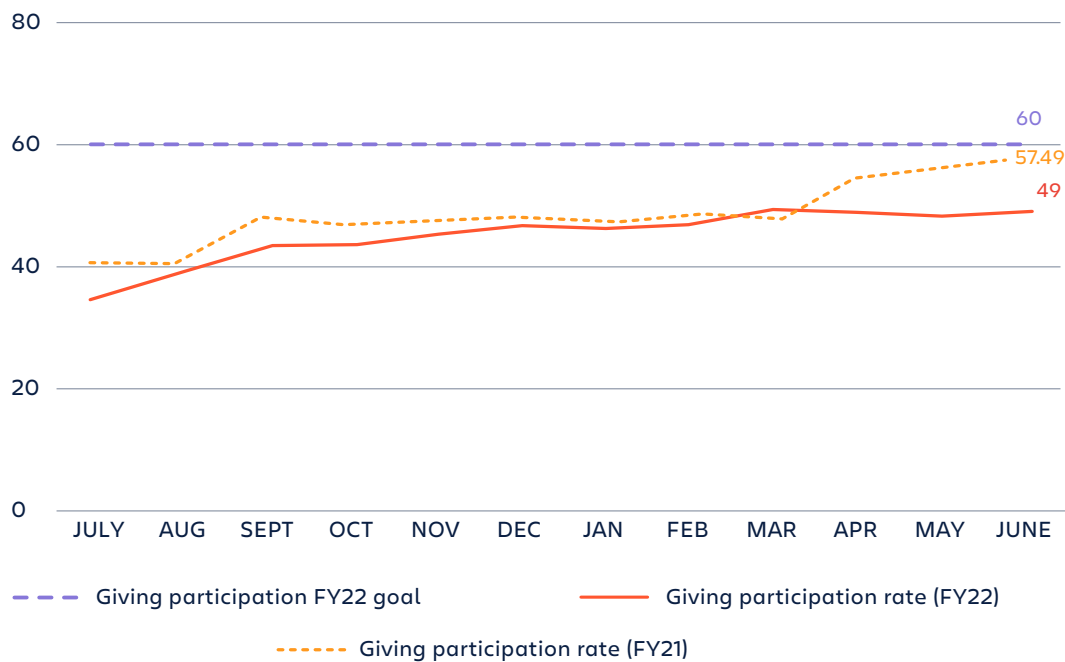
	FISCAL YEAR 2020 RESULT	FISCAL YEAR 2021 GOAL	FISCAL YEAR 2021 RESULT	FISCAL YEAR 2022 GOAL	FISCAL YEAR 2022 RESULT	FISCAL YEAR 2023
Percentage of Atlassians who gave to an eligible non-profit	54%	65%	58%	60.4%	49%	will no longer be measured in this report

Community

ATLASSIAN VOLUNTEERING PARTICIPATION RATE (YEAR ON YEAR) COMPARISON



ATLASSIAN GIVING PARTICIPATION RATE FOR FISCAL YEAR 2022



Community

Responding to grantee feedback

In early 2021, we commissioned an independent [Grantee Perception Report \(GPR\)](#) to obtain candid and substantive insights into our effectiveness based on anonymous feedback from those we fund.

Across the different categories of feedback, a key opportunity for improvement was related to our processes. Specifically, in regard to our new partner onboarding process, partners expressed a desire for greater clarity around the roles and responsibilities of various Atlassian Foundation team members and internal structures, as well as more explicit expectation setting regarding the frequency of communications and interactions.

In response to this feedback, we have put in place a new overall grantee experience with streamlined onboarding and an end-to-end grants management process that reduces friction for our partners. A key component of this is a new onboarding process and streamlined support for partners by providing a single source of information, tools, and processes to ensure clarity around our internal team structures and roles and responsibilities of team members, as well as guidelines for reporting and expectations around frequency of communications. Additionally, we are building in explicit focus and clarity on how our partners' funded work fits within the broader goals of the [Atlassian Foundation's theory of change](#) while maintaining the flexibility grantees value.

Links

- [Atlassian Foundation](#)
- [Why we're passionate about education](#)
- How we can amplify your impact through [skilled volunteering](#)
- Products, practices, and support for impact-driven teams through our [Impact Hub](#)
- [Pledge 1% Community](#)
- [Want societal impact? Try an equity pledge](#)

Data Sources

- Our Foundation team provided this data.

Governance

Board of Directors

Members

10

Independent directors

80% (8 members)

Standing board committees

3

Separate CEO and Chair roles

Yes

Formal Board Diversity Policy

No

Sustainability formally considered at board/committee level

Yes, see [Accountability section](#) in the Governance chapter

See [People Appendix](#) for Board diversity data

Design and photography credits

This report was designed in-house by the Atlassian Creative team, led by Senior Designer Megan J. Rowe.

The photography in this report is a mix of stock imagery and Atlassian photos.

The photos were taken by:

Anastasia Taioglou, Annie Spratt, Ben Mullins, Christin Hume, Engin Akyurt, Good Faces Agency, Jared Craig, Michal Jakubowski, NASA, NONRESIDENT, Sam Barber, Sushil Nash, The New York Public Library, and Trung Thanh.

Company Facts

Via our Fiscal Year 2022 Fourth Quarter Shareholder Letter

Customers	242,623
Revenue	USD\$2.8B
Free cash flow	USD\$764M
Employee Headcount	8,813

Links

- [Sustainability program](#)
- Sustainability Reports - [Fiscal Year 2019](#), [Fiscal Year 2020](#), [Fiscal Year 2021](#)
- [Code of Business Conduct and Ethics](#)
- [Investor Relations](#)
- [Corporate Governance](#)
- [Board of Directors](#)
- [Public Policy](#)
- Proud member of [BSR](#), Business for Social Responsibility

Data sources

Company facts and data were provided by our Investor Relations team.

