

Atlassian Sustainability Report

FISCAL YEAR 2020

July 1, 2019 - June 30, 2020





It's been a hard year.

Wildfires, floods, and a global pandemic. Democracies in crisis. Economic upheaval. A long overdue societal awakening about racial injustice. These disruptions aren't going away, and they'll continue to deepen the cracks in the foundation of our companies, systems, communities, and cultures that were so starkly revealed this year.

While Atlassian *cannot* solve these issues alone, we *can* commit to focusing on making progress. We *can* commit to having hard conversations and making hard decisions. We *can* commit to being honest about where we are, and where we want to go in the future, and our pace to close that gap.

We've never run away from being open when we've fallen short. As a Co-Founder of Atlassian, I want to acknowledge that we have so much work to do to better integrate diversity, equity, and inclusion into every aspect of our company, and that we have to start making structural shifts to truly unleash the potential of every team, starting with our own.

That's what our sustainability report is really about: an account of where we are, what we can do better, and where we are headed.

We have never been more committed to our mission to unleash the potential of every team. Tens of millions of users, millions of teams, and more than 185,000 customers use our products to power mission-critical work. I am inspired by them and also aware that we have a responsibility through this ecosystem to define what teamwork truly looks like. That means thinking more deeply about our impact on the planet and society and championing businesses that put human beings at the center. Through our openness, we hope this report can serve as a blueprint for our customers and others on how companies of all sizes can thrive and to make sure those around them do, too.

2020 has taught us a lot of lessons. The year has been punctuated by challenges and grief. We have been reminded how important it is to slow down and reflect, and most importantly, to change course to build a better world.

It's time now to turn these lessons into action. We have an opportunity to create a new vision for the future. One where we value what unites us. One where all sectors demonstrate leadership on climate change and racial and gender equality. And one where we build an inclusive economy that works for everyone *and* the planet.

This is the Atlassian – and world – I want to fight for, and the team I want to be on.

A handwritten signature in black ink, appearing to read 'Mike Cannon-Brookes'.

Mike Cannon-Brookes
Co-Founder and Co-CEO

Sydney, Australia, December 2020

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When we launched our [first Sustainability Report](#) last April, we called it a “minimum viable product” (MVP) that we would build on over time. We asked for feedback from peers, sustainability professionals, investors, and employees, and heard that while we’d created a clear and accessible report, we needed to level up our disclosure and progress-tracking efforts.

This edition marks our “MVP 2.0”: a big step closer to where we want to be. Our original principle remains: progress over perfection, and an iterative approach informed by feedback.

The report covers our progress from July 1, 2019 to June 30, 2020, and you’ll see expanded disclosures in the narrative and data. We’ve also included our diversity, equity, and inclusion reporting, instead of having a standalone report. We believe sincere sustainability efforts must acknowledge the interlocking impacts of climate change, structural racial and gender inequality, and widening social and economic gaps – and this reflects how our team works. We can’t treat these issues as siloed challenges; they influence and amplify one another.

As we wrote in our MVP, we will continue to consult the best practices in report-writing and disclosure, embracing industry standards for transparency, goal measurement, and content – but we won’t be constrained by them. Our goal is to resist the temptation to simply “check the boxes” of sustainability reporting; rather, we believe in meaningful disclosure, in addition to celebrating our wins and owning up to our failures.

So, in that spirit, this MVP 2.0 sheds light on our practices and objectives so our stakeholders feel confident that we’re actively managing our long-term environmental and social risks, seizing opportunities, and embedding sustainability into our corporate strategy. Through **key performance indicators** (KPIs) and **milestones**, we explain the progress we’ve made over the past year, lay out our **trajectory** for the year to come, and identify **emerging issues** we think all companies should be talking about. And there’s one place where we came up short: While we’ve included KPIs for our Planet and Community work, we still need to land these for our Customers and People pillars.

This report isn’t meant to simply fulfill a yearly obligation or gather dust on a corporate landing page. We’ve shared the ups and downs of our journey in the hopes of setting an example for other companies, inspiring our employees, and informing our customers, investors, and shareholders. And we want to hear from you about what works in this report, what’s missing, and what you would like to see in the next release.

Email us at sustainability@atlassian.com to share your thoughts.



OUR PROGRAM

Working for social and environmental progress in whatever we do.



Our program

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 energy, 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 2050. Finally, we are focusing on inspiring Atlassians and companies alike to act.



CUSTOMERS | Leading with security and respecting privacy

We believe privacy is a fundamental human right, which means we design our products with security and privacy in mind. This belief also means we must earn and keep our customers' trust, and so transparency is crucial. We will be open about the privacy and security options available to our customers, as well as about our own practices. We publish a regular [Transparency Report](#), disclosing law enforcement requests to access customer information (where permitted), including whether and how we complied.



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 a 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.



COMMUNITY | A new approach to corporate philanthropy

Long before we had a stock ticker symbol – and even before we'd 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. Through the Atlassian Foundation, we contribute 1% of our profits, employee time, equity, and products to social-impact organizations. Atlassian's contributions have a positive impact in our local communities and in far-flung regions across the globe.

Our approach

Atlassian has always operated with a long-term mindset to drive growth measured over decades, and we're not afraid to trade short-term gains to that end. Our approach to sustainability is inextricably tied to the future of our business and that long-term mindset – which helps us identify the emerging scenarios and blindspots that will become opportunities to seize and risks to mitigate.

Companies with strong sustainability strategies [perform better over time, attract and retain talent](#), and deliver greater value to all stakeholders. Like any business, we believe that when our customers win again and again, our business benefits alongside them. And beyond our responsibility to benefiting our customers, we need a focus on our employees, our communities, and our planet that's just as strong. This is why we're as committed to sustainability as we are to our products. We think about it as embedding the goal of social and environmental progress in everything we do, and creating shared benefits that keep our business and those connected to it thriving.

There are a lot of ways we can invest time and money as a company. Across every initiative, we always have a long-term focus. Sustainability fits within that framework. We know that in 2, 5, 10 years (and beyond), we'll be able to see the impact on customers, our culture, and on society through our sustainability investments. It's the right long-term bet to make, full stop.

So, to verify we were working on the right things when we first built our sustainability strategy, we conducted a materiality exercise in partnership with corporate sustainability experts [Business for Social Responsibility](#) (BSR) – see the Appendix for details. While you'll see the outcome of that work in each of our focus areas, we also want to stay agile in our approach, which is why we also share risks and opportunities we project for the future.



OUR FOCUS AREAS

Harnessing resilience
to unleash the potential
of every team.



Reflection on fiscal year 2020

Our highlights

- We achieved our goal to run our operations on 100% renewable energy in fiscal year 2020 – four years ahead of schedule.
- We conducted a human rights assessment, which will help us align our operations with international human rights frameworks and better engage with our teams on human rights-related issues for our customers and products.
- We hired a new Head of Diversity, Equity, and Inclusion (DEI), and Atlassian began to build a strategy to tackle structural inequality within and beyond our company.
- More Atlassians volunteered this year, and for more time on average, than the year before, despite the pandemic and the shift to remote work.

Where we fell short

- We didn't land Customer KPIs this year and have more work ahead of us to land the long-term goals for our People pillar.
- While we've committed to building diverse teams, equitable outcomes, and an inclusive workplace, our interventions haven't achieved what we set out to do; to that end, we'll take a structural, systems-focused approach to building better outcomes.

Where we're going

- We will engage our suppliers in setting their own science-based climate targets as we decarbonize our own operations.
- We will continue to build out a human-rights-by-design approach across Atlassian.
- We will build a robust DEI strategy – for scale, and for a remote-first workforce.
- We will continue to define what giving back looks like in this “new normal,” further expanding Atlassians' donation and volunteering efforts.

Planet | A net-zero future

Atlassian achieved its goal to run our operations on 100% renewable energy in fiscal year 2020. We've also set science-based targets to limit warming to 1.5°C and achieve net-zero emissions by 2050.

KEY PERFORMANCE INDICATORS

We will run operations on 100% renewable energy by fiscal year 2025.

Fiscal year 2019 baseline: 15% renewable

Fiscal year 2020 result: 100% renewable

We commit to reducing our absolute Scope 1 and 2 greenhouse gas emissions 50% by fiscal year 2025.

Fiscal year 2019 baseline: 2,678.4 tCO₂e

Fiscal year 2020 result: 967.9 tCO₂e

Change: 63.9% decrease

We commit that 65% of our suppliers by emissions covering purchased goods and services and capital goods will have science-based targets by fiscal year 2025.

Fiscal year 2019 baseline:

Suppliers with science-based targets accounted for 6% of emissions

Fiscal year 2020 result:

Suppliers with science-based targets accounted for 4% of emissions

We will reduce our absolute Scope 3 greenhouse gas emissions from business travel by 25% by fiscal year 2025.

Fiscal year 2019 baseline: 21,702 tCO₂e

Fiscal year 2020 result: 8,320 tCO₂e

Change: 61.7% decrease

Note: tCo₂e = metric tonnes of carbon dioxide equivalent. Our Scope 3 targets were impacted this year by COVID (business travel reduction) and decreased spend with a supplier that has a science-based target (suppliers by emissions). We see a positive trend in suppliers committing to set science-based targets, which will increase progress on our supplier goal, should they get approved.

See [appendix](#) for additional data and statement regarding forward-looking statements.

Planet | Milestones

In fiscal year 2020, our focus was on making progress on our public climate commitments through RE100 and the Science Based Targets Initiative and advocating for climate leadership.

100% RENEWABLE

We achieved our 100% renewable goal just one year from setting it and four years ahead of our RE100 commitment.

NET ZERO

To reach our longer-term net-zero commitment, we set our emissions baseline and drafted science-based targets for validation by the [Science Based Targets Initiative](#).

INFLUENCE

While we see visible, engaged leadership as crucial to climate action – including Co-Founder and Co-CEO Mike Cannon-Brookes’ [participation at UN Climate Week 2019](#) – a huge piece of this is also engaging and supporting Atlassians (per our company value “Be the Change You Seek”).

Sustainability advocates across the company have hosted climate-centric events and donated time and money to climate causes.

Atlassian [encouraged teams to participate in the youth-led Global Climate Strikes](#) in September 2019, with more than 500 Atlassians joining in.

We also partnered with the [Business Coalition on Climate Change](#) to translate their My Climate Action plan into a publicly accessible [Trello Template](#) that helps individuals measure their carbon footprints and set personal goals.



Achieving 100% renewable energy and setting science-based targets

Getting to 100% ahead of schedule

Our approach to combating the climate crisis is to go fast, then go far.

Through purchasing Energy Attribute Certificates (EACs), Atlassian achieved our goal of running operations on 100% renewable energy for fiscal year 2020 – four years ahead of our 2025 goal through [RE100](#).

To do this, we gained an understanding of our options globally, looking at energy markets, local policies and climate goals, and the state of the grid in areas with an Atlassian presence. Then we purchased EACs in each of these locations to cover our energy use for fiscal year 2020 – taking care to purchase in the same country and in the same year “vintage” as our energy use – and optimized for wind and solar. We achieved this with the help of sustainability experts [BSR](#), [Anthesis](#), [Engie Impact](#), and [3Degrees](#).

Our work is far from over – EACs are the first milestone on our journey. Next, we’re looking to diversify our energy portfolio, which presents a few challenges: we’re primarily in leased spaces, which makes it more difficult to make changes. Also, the volume of our energy load is on the smaller side, which makes long-term virtual power purchase agreements more challenging, but we see potential pathways forward through aggregation.

Defining the first steps to net zero

At UN Climate Week in September 2019, we [committed](#) to setting a long-term target to reach net-zero emissions by no later than 2050, in line with the criteria of the [Science Based Targets Initiative \(SBTi\)](#).

No one has all the answers about how to achieve net zero, and 2050 is a long way out. To keep up the momentum, and in alignment with the requirements of SBTi, we worked to set interim decarbonization targets for fiscal year 2025 that align with a 1.5°C pathway (the upper limit to avoid catastrophic global warming).

To do this, we first needed to fully understand our Scope 1-3 carbon emissions. We partnered with climate experts [Anthesis](#), who helped us set baselines.

Then it was time to set our 2025 targets. Building on the concept of a “carbon budget” (the overall amount of greenhouse gas that can be emitted), SBTi specifies how much companies need to reduce their emissions to align with 1.5°C. Based on that criteria, we made trade-offs and decided to go beyond meeting minimum requirements wherever possible, so that we could stand by our commitment to ambition. This included aligning our Scope 3 goal with a 1.5°C

pathway, even though this is not required, and setting our first milestones at fiscal year 2025, the most ambitious interim date across categories.

We compared options and landed on the following:

- Atlassian commits to reducing absolute Scope 1 and 2 greenhouse gas emissions 50% by fiscal year 2025 from a fiscal year 2019 base year. Atlassian commits to increasing annual sourcing of renewable electricity from 15% in fiscal year 2019 to 100% by fiscal year 2025.
- Atlassian commits to reducing absolute Scope 3 greenhouse emissions from business travel 25% over the same target period. Atlassian further commits that 65% of its suppliers by emissions covering purchased goods and services and capital goods will have science-based targets by fiscal year 2025.

In June 2020, we submitted our plan and milestones to the [Science Based Targets Initiative](#) for validation, and [they were approved in October 2020](#).

With COVID-19 changing our business operations, we're learning how we'll achieve our interim goals. We expect missteps along the way, but we commit to being open and sharing as we go.

Commitments in action: Sydney headquarters

We [announced](#) planned development of a world-leading sustainable commercial office tower in Sydney that will function as our long-term headquarters, built with sustainability top of mind, from construction through use.

The design aspirations, which reflect our commitment to our 100% renewable and net zero goals, include:

Low-carbon construction

50% less embodied carbon in construction compared to a similar conventionally constructed building

Energy efficiency

50% lower operational energy as compared to a conventional building

100% renewable

All energy consumed from day one will be from renewables

Planet

OUR TRAJECTORY

Reducing impacts

We will continue to pursue ambitious goals around reducing our own electricity use and improving the impact of our renewable energy portfolio.

Scope 3

We will develop a strategy for engaging our suppliers in setting their own science-based targets and to reduce our own emissions from business travel 25% by fiscal year 2025.

Climate risk

We will manage climate financial risk and disclosures, informed by the [Task Force on Climate Financial Disclosures](#) framework.

EMERGING ISSUES

Work from home, but make it net zero

The shift to remote-first workplaces has implications for carbon accounting, climate goals, and employee engagement on climate change.

No climate justice without social justice

There is increasing public awareness of the intersection of public health, inequality, and disproportionate climate impacts.



Customers | Leading with security and respecting privacy

We believe privacy is a human right, and we design our products with privacy and security in mind.

KEY PERFORMANCE INDICATORS

KPI #1

Fiscal year 2019 baseline:

%

Fiscal year 2020 result:

%

KPI #2

Fiscal year 2019 baseline:

%

Fiscal year 2020 result:

%

We didn't land KPIs this year for our Customers pillar – please refer to the spotlight on the following page for context.

MILESTONES

Atlassian continued to enhance its privacy and security practices and invested in building a product accessibility program, as well as the foundations of a human-rights-by-design approach to our products, services, and technologies.

HUMAN RIGHTS

We engaged [BSR](#) to conduct a human rights assessment, focused on our products and customers. This report will inform our human rights management strategy as we grow, in collaboration with our Human Rights Working Group, made up of our Sustainability, Privacy, Policy, and Risk teams.

PRIVACY

On privacy, we focused on scaling our approach by introducing more automation and systemization and continuing to adapt in a changing regulatory and customer preference landscape:

We built scalable tools to automate user privacy requests, decreasing response time, and created and trained an operations team to maintain these systems.

We provided testimony to the Independent National Legislation Monitor and Parliamentary Joint Committee on Intelligence and Security about the Australian Assistance and Access Act.

We continued to publish a [Transparency Report](#) on law-enforcement requests.

We scaled our privacy program to incorporate new global privacy requirements (e.g., California Consumer Privacy Act), including a revised mandatory company-wide privacy training. We also made strides in our efforts to harmonize marketing consent across our product suite.

SECURITY & ACCESSIBILITY

We made improvements across Atlassian's security practices:

All of our cloud products achieved [SOC2/ISO certification](#).

We improved our secure development practices for all Atlassian products, including security review, static analysis, and dependency scanning.

We implemented Zero Trust for our corporate network and applications and universal second-factor authentication in our global operations.

We overhauled our scanning infrastructure and vulnerability funnel and launched a security team and bug bounty program for our product ecosystem, resulting in thousands of security bugs being identified and fixed ([see Appendix](#)).

We hired a Head of Accessibility in Product Design and Experience, who is building out the team and strategy as Atlassian transitions to becoming a cloud-first business.

SPOTLIGHT

Why we didn't land human rights KPIs this year

This year, we intended to land KPIs for our Customers pillar that were explicitly related to human rights.

As we started to dig in, we realized that sharing public KPIs for human rights isn't common, especially in the software industry. We consulted reporting frameworks to get a sense of best practices, but we still haven't found the right way to tackle the issue head-on.

Per those frameworks, we can share information about our security practices, bug squashing, and time to resolve (see the [Appendix](#)). We can disclose our [Transparency Report](#) and our [Privacy Policy](#) and [practices](#). We can tell you that we did a human rights assessment. But we weren't able to land KPIs that align with our philosophy of balancing pragmatism and ambition, along with demonstrating the pace of progress.

We believe that disclosure for the sake of disclosure is unhelpful, so we decided to go without KPIs – to tell you that we fell short here, and to recommit to finding a solution. Writing this, we're sure a company or two will reach out with their solutions – we want to see them!

If you have any ideas, write to us at sustainability@atlassian.com.

Customers

OUR TRAJECTORY

Human rights

We will develop a roadmap to manage human rights across Atlassian, and apply our assessment findings to systems and practices across teams like Privacy, Security, Accessibility, Risk, and Policy – and set one to three human-rights KPIs to measure effectiveness.

Accessibility

To hold ourselves accountable and signal our ambition for accessibility to be part of our DNA, we'll create an internal objective and key result and a public accessibility statement.

EMERGING ISSUES

Virtual social license to operate

Companies with the clearest and most user-friendly privacy policies and product features, supported by integrating privacy by design into products, are gaining greater brand, reputational, and market advantage.

Privacy

We will continue to evolve policies and guidelines around data use and tracking, and then automate enforcement of those policies.

Data residency

We will respond to ongoing feedback from customers – to date, they've indicated they prefer to have a say in where their data is stored – by creating a data residency solution for Confluence, Jira, and apps sold on our Marketplace.

Security

We will continue to enhance our security posture among our products and ecosystem as we become a cloud-first company.

Accessibility as a supplier requirement

Accessibility is a growing customer expectation. While it's a competitive advantage, it will soon become a firm requirement for software and other suppliers.

People | Unleashing the potential of our team

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

KEY PERFORMANCE INDICATORS

Increase representation of women.

Fiscal year 2019 baseline: 30.0%

Fiscal year 2020 result: 30.7%

Year over year % change: 2.3% increase

Increase representation of under-represented people of color.

US-based Black Atlassians

Fiscal year 2019 baseline: 2.6%

Fiscal year 2020 result: 2.7%

Year over year % change: 3.8% increase

US-based Hispanic or Latinx Atlassians

Fiscal year 2019 baseline: 5.5%

Fiscal year 2020 result: 6.0%

Year over year % change: 9.1% increase

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

Fiscal year 2019 baseline: 0.4%

Fiscal year 2020 result: 0.2%

Year over year % change: 50% decrease

NOTE: The year-over-year % change in the data above reflects the growth for under-represented groups between fiscal year 2019 and fiscal year 2020 relative to our overall company growth. Going forward, we are moving toward an intersectional and global approach to diversity, which means that this data – and the commitments above – only tell part of the story. As we work to set long-term goals, we want to make sure they push our comfort level, are specific enough to be taken seriously, and clearly demonstrate the pace of progress.

People | Milestones

Atlassian is for everyone, and integrating diversity, equity, and inclusion across everything we do will help drive the structural shifts needed to unleash the potential of our teams.

To start, we have to confront our gaps, which means being honest about how far we have to go. As you can see by comparing fiscal year 2019 and 2020, we haven't significantly moved the needle. Some of our peers have really started to see positive change, so we know we can do better.

DIVERSITY

Over the course of the year, we hired 1,291 net new Atlassians, bringing our total to 4,907 employees globally (35% increase from fiscal year 2019). We received an average candidate experience Net Promoter Score (NPS) of 62. While we didn't move the needle in terms of representation as much as we would have liked, we piloted a few hiring practices that we think, once scaled, will increase the diversity of talent interviewing for roles on our team:

We continued to use [Textio](#) software to avoid gender-biased language and representation on our [Careers site](#) (videos: [#AtlassianWomen](#), [Life at Atlassian](#), and [Interns of Atlassian](#)).

We piloted programs within our recruiting and sourcing efforts, including balanced slate (requiring candidates of underrepresented backgrounds to be part of each interview slate), and developed sourcing libraries to focus on top-of-funnel recruiting of candidates from under-represented backgrounds.

We formed strategic partnerships with organizations that focus on tech diversity initiatives, including [The Muse](#), [Women Who Code](#), [People of Color in Tech](#), [Grace Hopper Celebration](#), [Tech Intersections](#), [Lesbians Who Tech](#), and [Code2040](#) and attended tech-diversity-focused events.

We entered into a partnership with Disability Network Australia, which conducted a comprehensive audit of our current recruiting methods, tools, and processes, identifying ways we can augment our inclusivity practices for candidates with disabilities.

People | Milestones

EQUITY

We worked to build an equitable experience for all Atlassians and have invested in manager enablement by encouraging training on our compensation program and new manager preparedness. We've got more work to do as we continue to embed equitable structures and systems across all People programs. Here's where we've made progress:

55.9% of all Atlassian managers participated in training on our compensation program.

46.79% of new managers participated in a new manager orientation training.

We released an updated [Code of Business Conduct and Ethics](#) in July 2020, which every Atlassian must review and acknowledge on an annual basis.

We piloted a three-month apprentice manager program in Engineering, which provided growth opportunities for individual contributors who want to transition to managerial roles.

INCLUSION

Atlassian has a strong grassroots culture around fostering inclusion. Atlassians have organized themselves in over 15 Slack groups for people from under-represented identities and interest-based channels to build community, educate each other, and encourage activism.

INFLUENCE

While taking accountability for driving structural change within our own walls is critical, structural racism and inequality require changes at a policy level as well. That's why we've used our platform to advocate for policies we think are critical:

We signed public policy letters and amici briefs including [Coalition for the American Dream](#), [Equality Texas](#), [Business Coalition for Equality Act](#), and [Access to Contraception](#).

Meeting the Moment

In June 2020, following public outcry against the killings of George Floyd, Breonna Taylor, and Ahmaud Arbery, our focus shifted to racial justice in the United States, beginning with the Founder blog we shared with Atlassians and published [externally](#).

We encouraged Atlassians to engage civically and to take advantage of Foundation matching to financially support racial justice organizations, and committed the funds from our 2020 Pride social media campaign to five nonprofits fighting for the rights and visibility of LGBTQ+ and Black communities. Separate from that, we also made investments in the [Thurgood Marshall College Fund](#) and [/dev/color](#), two organizations whose work we deeply believe in.

We initiated conversations with our Executive team about race and racism, and recommended every Atlassian in the United States observe Juneteenth.

We felt it was important to signal our support publicly and within Atlassian for the Black Lives Matter movement. But this moment called for more than just PR exercises or checkbox activities. It requires a long-term approach that takes time to see results, and it's work we're committed to doing, with a deep recognition that we have a long way to go.



People

OUR TRAJECTORY

Scaled strategy

Atlassian hired a new Head of Diversity, Equity, and Inclusion tasked with building a strategy to overcome structural inequality as we scale and transition to a remote-first company. To inform that strategy, we engaged external consultants to help us understand our gaps and challenge our thinking.

Structural focus

We are building our DEI strategy to mitigate the ways structural inequities like racism, sexism, homophobia, and ableism manifest at Atlassian, and we will measure our progress regularly to ensure that our efforts are working.

EMERGING ISSUES

Inclusion, remotely

We know there are heavy implications of the transition to remote-first workplaces on belonging and inclusion – both the opportunities and risks remain to be seen.

Addressing burnout

We're paying more attention to our employees' mental health, as the added pressures of the pandemic, social and political upheaval, and natural disasters coalesce with our new work-from-home world. The November 2020 results of our biannual employee engagement survey indicate over 30% of Atlassians are reporting some symptoms of burnout (also indicated in regular pulse surveys). Some Atlassians have cited social isolation, workload, and stress related to COVID as contributing factors.

DEI beyond HR

Diversity, equity, and inclusion are materializing as necessary conditions for every team – not just something that the People team “handles.”

Community | A new approach to corporate philanthropy

We created the Atlassian Foundation with the vision of helping make the world better.

🎯 EDUCATE

Our focus on education exists to help ensure disadvantaged young people (up to age 24) have the skills they need to thrive in the 21st century.

🚩 ENLIST

We help to bring out the best of business, by co-founding and supporting the [Pledge 1%](#) movement. Atlassian continues to champion Pledge 1% among our partners, community, and customers.

⚡ ENERGISE

We build energy and use it to support our local communities by empowering each Atlassian with five days of volunteering leave per year to make an impact.

Through these efforts, we've donated USD\$25 million, volunteered 80,000 employee hours and provided 119,000-plus free or deeply discounted Community Licenses of our products to nonprofits.

KEY PERFORMANCE INDICATORS

Increasing Atlassians' participation in matched donations and our Dollars-A-Day Workplace Giving Program

Atlassians who gave to an eligible nonprofit

Fiscal year 2019 baseline: 49%

Fiscal year 2020 result: 54%

Fiscal year 2021 target: 65%

Increasing the average number of hours volunteered per Atlassian

Average number of hours volunteered

Fiscal year 2019 baseline: 2.78*

Fiscal year 2020 result: 4.91*

Fiscal year 2021 target: 5.98

* including Atlassians who chose external volunteer opportunities. See additional data in the [Appendix](#).

Increasing Atlassians' participation in volunteering efforts

Percentage of Atlassians who volunteered

Fiscal year 2019 baseline: 65%

Fiscal year 2020 result: 69%

Fiscal year 2021 target: 75.6%

Community | Milestones

In fiscal year 2020, the Atlassian Foundation found itself in uncharted territory, with the entire company going remote during the COVID-19 pandemic, while still pushing for new heights on employee engagement and participation.

EDUCATE

In September 2019, Atlassian marked 10 years of partnering with one of our global education partners, [Room to Read](#). Through our decade-long partnership, we've reached more than 258,000 beneficiaries and donated more than USD\$10 million.

ENERGISE

The Atlassian Foundation ended the year with 22,900 volunteer hours by 3,330 Atlassians and USD\$2.5 million in employee donations (before matching).

- In July 2019, we partnered with [Benevity](#) to manage our employee giving and volunteering programs. Within the first month, 77% of Atlassians signed up and donated more than USD\$26,000 in seed funding provided by the Atlassian Foundation.
- In light of the positive experience of Atlassians volunteering in support of the Global Climate Strike, we began trialing a policy under which activism and/or advocacy are eligible for Foundation time, provided certain specified conditions are met.
- We launched our first Global Week of Service in October 2019, resulting in over 7,800 hours of volunteer work. Here are some of the highlights:

Atlassians participated in 28 Atlassian Foundation-sponsored projects around the world.

7,806 hours of volunteer service were logged across the organization.

1,532 volunteers participated in a project with the Atlassian Foundation or on their own.

88% of participants surveyed said they felt like they made a difference in their community.

In the midst of the COVID-19 pandemic, the Atlassian Foundation team pivoted to remote volunteering. Atlassians engaged in remote volunteering opportunities that included [Raspberry Pi Translations](#), Austin Virtual ShipGood, and writing thank-you cards for frontline workers, among others.

Community | Milestones

Atlassians also took part in 56 team-based skilled volunteering opportunities throughout the year. Examples include:

A team in Austin partnered with [Mercy Ships](#) to optimize their Atlassian products and remove obstacles (such as a third-party app causing slow load times).

Security team members undertook a security review and conducted penetration testing for [Humanitix](#), one of our Atlassian Foundation partners.

Security and Engineering team members in San Francisco and Mountain View volunteered with [Citizen Clinic](#) (part of the UC Berkeley Center for Long-Term Cybersecurity) to provide mentorship to students working with nonprofits in need of advanced cybersecurity protections including securing the data of reproductive rights healthcare providers and improving digital security for indigenous activists.

SPOTLIGHT

Educate, Enlist, Energise: Responding to global events

The Atlassian Foundation focuses primarily on education of disadvantaged youth globally and growing the Pledge 1% movement. With record-breaking, devastating bushfires in Australia in December 2019 and January 2020; a resurgence of the racial justice movement in the United States in June 2020; and a global COVID-19 pandemic, the Atlassian Foundation team piloted a new giving approach that would use Atlassian's donation-matching program while staying in line with the Atlassian Foundation's educational mission:

- We increased the annual matching cap of USD\$2,000 per employee to USD\$22,000 per employee, in support of our three giving campaigns.
- We created fundraising campaigns with a 2:1 matching component. When an employee gave to a nonprofit during one of our three giving campaigns, the Atlassian Foundation matched it using the traditional matching program and gave a second donation to a nonprofit that works at the intersection of the crisis at hand *and* education.

Through this new approach, we saw:

- USD\$2.5 million raised for Australian bushfire relief efforts
- USD\$3.7 million raised for COVID-19 relief efforts
- USD\$1 million raised for racial justice efforts, with an additional USD\$920,000 investment from Atlassian

Community

OUR TRAJECTORY

Giving back, remotely

We will continue to define how to encourage volunteering and giving in a remote (and currently virtual) environment.

Crisis relief

We will build a replicable model for crisis response and relief that includes the Atlassian Foundation and cross-functional collaboration across Atlassian teams.

EMERGING ISSUES

Remote work = community impact

The implications of employees moving to smaller towns or new cities, and whether this has a positive effect on local economies or creates greater socioeconomic stratification, have yet to be fully realized.

Ongoing support

We'll keep supporting the growth of the Pledge 1% movement and the impact of our global education partners

Community in the cloud

We will assist our nonprofit Community License holders to migrate to the cloud or Data Center products and make the most impactful use of our software, given Atlassian's transition to the cloud.

Standing up for communities

Companies will be taking new stances to benefit their communities (e.g., portable health care vs. employer-based healthcare, beneficial tax policies, universal basic income).

Responding to COVID-19

When we closed our offices globally in March 2020, no one could anticipate just how massive the upending of our economy, daily experiences, and ways of working would be.

But this isn't the first time we've faced a challenge. We were able to remain resilient through the 2008-9 recession by putting our customers and people first, such as by [cutting our licensing prices](#) and announcing [starter licenses](#), [acquiring Greenhopper](#) and [launching our largest hiring campaign to date](#). Those moves helped set us up for more than a decade of success.

PLANET

There is no true economic recovery without a shift to renewable energy. Our Co-Founder and Co-CEO Mike Cannon-Brookes has [advocated](#) for a recovery that will make Australia a “renewable energy superpower.”

CUSTOMERS

We knew the teams that use our products would be hurting as economies roiled, and that collaboration software would be crucial to keeping the lights on. So we accelerated the [rollout of free editions of our core cloud products](#). We allowed extended terms and concessions to the subset of our customers that were most in need. And we took a longer-term view of our financial strategy, even if that means lower profit margins in the short term. We acknowledged that pricing would account for a smaller fraction of our growth in fiscal year 2021 and committed to sustaining our research and development investment to support our customers currently in and migrating to the cloud.

Our customers also highlighted ways that our tools have helped them increase their impact during the pandemic. Over the course of one weekend, Health Direct Australia's Coronavirus Response Team implemented Jira Service Management to support over 3,500 Call Center representatives who were responding to requests from the general public. The United Nations set up a [public Trello board](#) to share resources and help businesses respond to COVID-19. And [Frontline Foods](#) turned to Trello and Confluence to power meal delivery efforts to frontline health care workers.

PEOPLE

As we pivoted to hiring, onboarding, and working remotely across 10 countries and 14 offices, we applied an agile approach, soliciting feedback from employees and adjusting as we went.

The COVID-19 response team set up a global hub to communicate with Atlassians about logistics and policy changes instituted as a result of the pandemic. We also ran regular pulse surveys to understand what challenges Atlassians were facing, and offered actionable solutions. For instance, when some employees expressed feelings of burnout or pressure around caregiving, we expanded mental health benefits and instituted a no-questions-asked special leave policy.

As it became clear that this remote reality would be indefinite, Atlassian announced TEAM Anywhere, a remote-first approach to work. This “new normal” designates our offices as collaboration hubs, while individual Atlassians can work from where they are most productive, and opening up new talent pools and opportunities.

COMMUNITY

While we’ve been able to insulate our company from the worst economic shocks, we want to [support the communities surrounding us](#), which are facing extraordinary challenges. Atlassian engineers in Sydney partnered with the Australian government to create a [WhatsApp messaging app](#) designed to increase awareness of COVID-19 in Australia, answer questions from the public, and guide users to resources for further support. Along with a coalition of tech companies, Atlassian successfully lobbied the Australian government to [introduce stimulus measures](#) that would benefit the tech and innovation economy, contributing to economic recovery.

Atlassians and the Atlassian Foundation together committed to donations of almost USD\$4 million to support COVID relief efforts via employee donations and matching.



Governance and accountability



Our governance structure reflects that we are taking a long-term view. We believe having our team and culture aligned with our long-term goals is the only way to incentivize ourselves to drive meaningful, lasting progress.

As a result, all of our employees are co-owners, and collectively own over 50% of the company. Co-Founders and co-CEOs Mike Cannon-Brookes and Scott Farquhar are the largest owners and collectively hold approximately 89% of the voting power due to our dual-class share structure. We believe this dynamic gives us a competitive advantage because it ensures we can stay true to driving sustainable, responsible business practices that we know will make us successful in the long run.

We also acknowledge that our viewpoint on dual-class shares is counter to many public-company watchers and sustainability ratings agencies, who see it as a potential barrier to accountability and acting in the best interest of all shareholders. But we are unabashed in our belief that having a dual-class structure is important for Atlassian's long-term mindset.

Mike and Scott's strong voting power means that we don't have to succumb to short-term market pressures to maintain profitability. Rather, we can make long-term decisions and investments in large markets that will benefit our customers, people, communities, planet, and, ultimately, our shareholders. We are grateful that Mike and Scott take their duties as shareholders seriously: They understand that Atlassian's long-term success and potential to create impact are directly proportional to how successful our business can be over the long term.

ACCOUNTABILITY

We've organized our Sustainability team and initiatives to integrate them within the business. We believe the best way to drive an impactful program is to work as one Atlassian team. Starting at the top, Mike and Scott meet with the Sustainability team regularly to review our priorities and progress.

Our Head of Sustainability, Jessica Hyman, reports to Chief Administrative Officer and General Counsel Erika Fisher. Erika sits on our executive team and manages the relationship with our Board of Directors. The Head of Foundation, Mark Reading, reports into the Founders. This structure ensures that important information and can be surfaced quickly to our executives and Board.

The Sustainability team is responsible for parsing the signals from the noise and uniting teams across our business. The team is lean by design, focusing on collaboration with groups driving operational change within Atlassian, including Finance, Foundation, Legal, People, Privacy, and Security. The Sustainability team also works with the Risk team to integrate sustainability into our Enterprise Risk Management approach, and meets at least monthly with colleagues in Policy and Investor Relations.

To achieve this, teams are organized into issue-specific working groups:

OUR CLIMATE WORKING GROUP

includes members of our Sustainability, Procurement, Workplace Experience and Real Estate, and Finance teams. Group members are pulled into climate projects and consult with each other as needed on data collection, sustainable building, and supplier mapping and engagement.

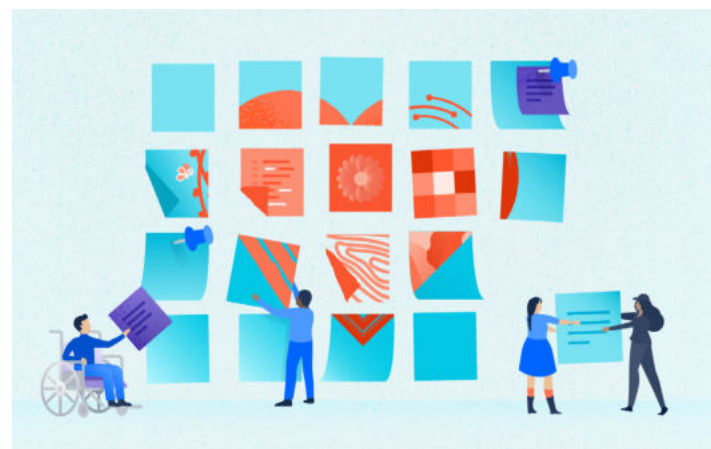
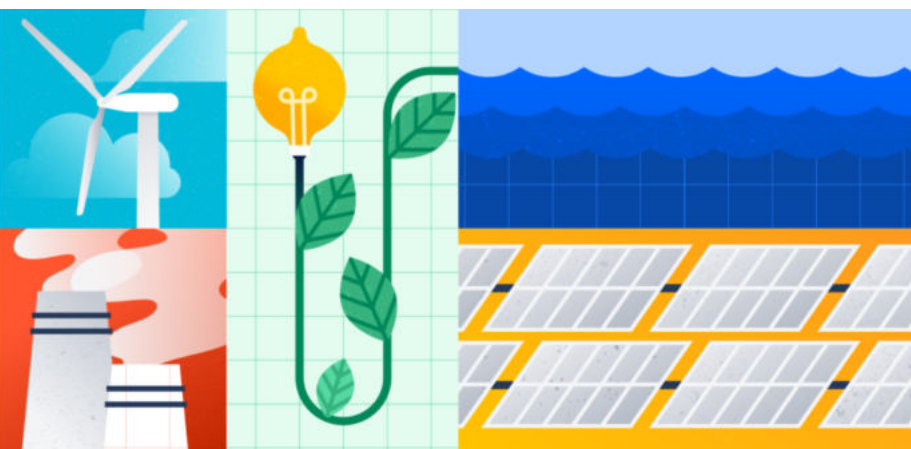
OUR HUMAN RIGHTS WORKING GROUP

is composed of Atlassians from our Sustainability, Privacy, Policy, and Risk teams, who focus on integrating a human rights approach across Atlassian and tracking progress against work led by each team.

OUR REPORTING WORKING GROUP

includes Sustainability, Investor Relations, Communications, and Marketing. This group analyzes internal and external factors, stakeholder needs, and brand positioning to build a better sustainability report.

We are working to further integrate Diversity, Equity, and Inclusion into our People programs and processes, as well as across Atlassian. Atlassian also spins up short-term task forces for crises and developing issues, from COVID-19 to Black Lives Matter to election monitoring.



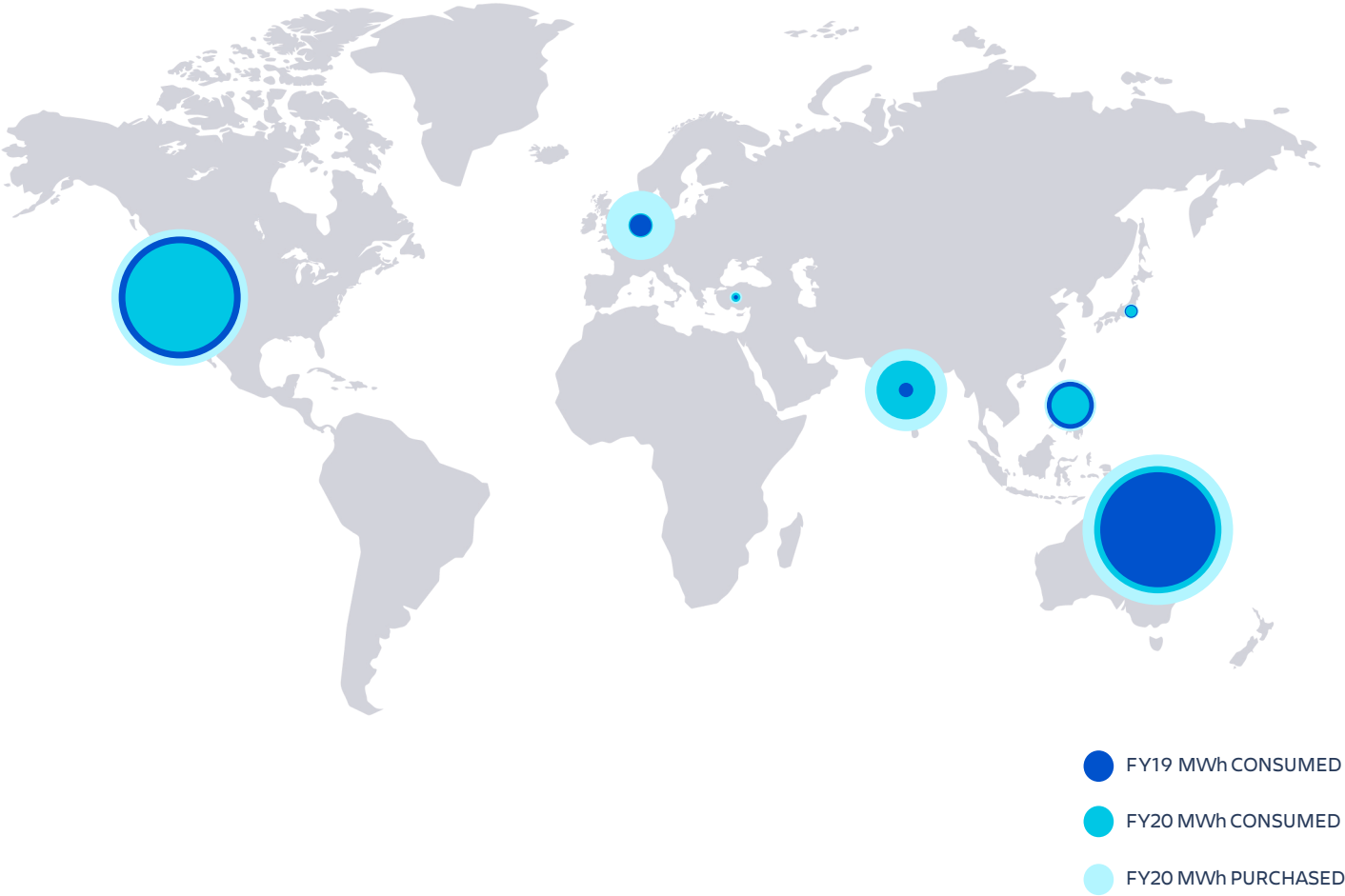
Appendix

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.

Appendix | Planet



FISCAL YEAR 2019-2020 ELECTRICITY DATA

Electricity Data – Energy Consumption (MWh) vs. Renewable Energy Purchased (MWh)

LOCATION	FY19 (BASELINE) MWh CONSUMED	FY20 MWh CONSUMED	FY20 MWh PURCHASED
Australia	1,259	1,337	1,647
India	59	644	901
Japan	57	47	58
Netherlands	292	296	933
Philippines	514	413	520
Turkey	31	66	93
US	1,334	1,188	1,495
TOTAL	3,548	3,991	5,647

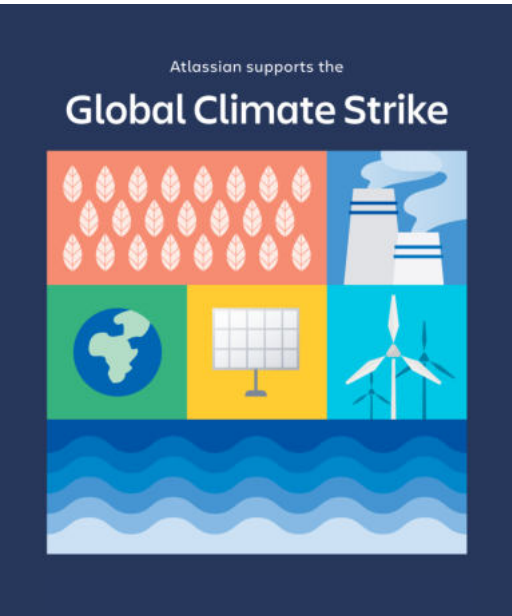
FISCAL YEAR 2019-2020 | Scope 1-3 Emissions Data

	FY19	% OF TOTAL	FY20	% OF TOTAL
SCOPE 1	119.4	0.14%	274.9	0.4%
Natural Gas	117.8	0.13%	186.8	0.2%
Diesel	1.6	0.00%	88.1	0.1%
SCOPE 2	2,559	2.92%	693	0.9%
Market-based				
Fugitive emissions <i>*not covered by RECs</i>	146	0.17%	200.9	0.3%
Purchased electricity <i>*covered by RECs</i>	1,940	2.21%	2,308.40	3.0%
Purchased heating <i>*not covered by RECs</i>	394	0.45%	491.9	0.6%
Colocation datacenters <i>*covered by RECs</i>	78	0.09%	78	0.1%
Location-based	2,505	–	3,099	–
Fugitive emissions	146	–	200.9	–
Purchased electricity	1,887	–	2,328.30	–
Purchased heating	394	–	491.9	–
Colocation datacenters	78	–	78	–
SCOPE 3				
Purchased Goods and Services	44,214	50.44%	52,376	69.2%
Capital Goods	11,968	13.65%	7,832	10.3%
Fuel and energy	573	0.65%	605	0.8%
Transportation	92	0.1%	74	0.1%
Waste	124	0.14%	298	0.4%
Business travel	21,702	24.76%	8,320	11.0%
Commuting	6,308	7.20%	5,216	6.9%
Leased Assets	31	0.04%	25	0.03%
Upstream Total	84,982	96.95%	74,721	98.7%
TOTAL INVENTORY	87,660		75,688.90	

Appendix | Planet

MEMBERSHIPS AND COLLABORATIONS

- Business for Social Responsibility (BSR)
- Step Up Coalition
- Business Council on Climate Change
- Renewable Energy Buyers Alliance
- Business Renewables Center
- RE100
- Science Based Targets Initiative



Appendix | Customers

SECURITY: BUG BOUNTY

We continued our Bug Bounty program for our Cloud products, Server products, and Atlassian mobile applications.

We awarded USD\$302,000 for 521 Product vulnerabilities reported.

Critical severity bugs represented 5.47% of all validated bugs.

The top three categories of bugs were Server Security Misconfiguration, Sensitive Data Exposure, and Broken Access Control (BAC).

We launched a new Ecosystem Security Team and Ecosystem Bug Bounty, helping over 100 Marketplace apps improve their security.

We awarded USD\$602,377 for 830 Ecosystem vulnerabilities reported.

In fiscal year 2018, critical bugs were 13.3% of the total number of bugs reported. In fiscal year 2020, it dropped to 5.1%.

Cross Site Scripting is still a challenge, making up USD\$113,675 of the total payout, followed by Sensitive Data Exposure and Broken Authentication and Session Management.

Through Security Bug Bash events, we've gotten more regular reporters and greater participation in the bounty program - a trend that increased during the COVID-19 pandemic.

SECURITY: TIME TO RESOLVE BUG FIXES

Modifications to remediation times were shortened for accelerated security bug fixes (for Cloud-based and Atlassian infrastructure):

CRITICAL	from 4 weeks to 2 weeks
HIGH	6 weeks to 4 weeks
MEDIUM	8 weeks to 6 weeks
LOW	25 weeks <i>(no previous remediation time)</i>

Security Certifications

STANDARD	STATUS
International Organization for Standardization - ISO27001	<p>Atlassian has been accredited to ISO27001, for the scope of operations described in our certificate of accreditation. The scope of accreditation is currently being expanded across the organization. ISO/IEC 27001 also leverages the comprehensive security controls detailed in ISO/IEC 27002. The basis of this certification is the development and implementation of a rigorous security management program, including the development and implementation of an Information Security Management System (ISMS). This widely-recognized and widely-respected international security standard specifies that companies that attain certification also:</p> <ul style="list-style-type: none">• Systematically evaluate our information security risks, taking into account the impact of security threats and vulnerabilities• Design and implement a comprehensive suite of information security controls to address security risks• Implement an overarching audit and compliance management process to ensure that the controls meet our needs on an ongoing basis <p>View the Atlassian ISO/IEC 27001 Certificate</p>
International Organization for Standardization - ISO27018	<p>Atlassian is currently extending its security and privacy controls throughout the business to meet the requirements of ISO27018 as parts of its Privacy and GDPR program.</p> <p>ISO/IEC 27018 is a code of practice that focuses on protection of personal data in the cloud. It is based on the information security standard ISO/IEC 27002 and provides additional implementation guidance for ISO/IEC 27002 controls applicable to public cloud Personally Identifiable Information (PII). It also provides a set of additional controls and associated guidance intended to address public cloud PII protection requirements not addressed by the existing ISO/IEC 27002 control set.</p> <p>View the Atlassian ISO/IEC 27018 Certificate</p>
Payment Card Industries - PCI-DSS	<p>Atlassian is a PCI DSS compliant merchant for receiving purchases related to our products. However, Atlassian products are not meant to process or store credit card data for our customers. When you pay with your credit card for Atlassian products or services you can rest assured that we handle the security of that transaction with appropriate attention. We are a Level 2 merchant and we engage with Qualified Security Assessor (QSA) to assess our compliance with PCI DSS. We are currently compliant with PCI DSS v3.2, SAO A.</p> <p>View or download our PCI Attestations of Compliance (AoC):</p> <ul style="list-style-type: none">• Halp (2020)• Jira, Confluence, Bitbucket and LearnDot (2020)• Opsgenie (2020)• Statuspage (2020)• Trello (2020)

Security Certifications

STANDARD	STATUS
Cloud Security Alliance - CSA CCM / STAR	<p>A CSA STAR Level 1 Questionnaire for Atlassian is available for download on the Cloud Security Alliance's STAR Registry web site.</p> <p>The CSA Security, Trust & Assurance Registry (STAR) is a free, publicly accessible registry that documents the security controls provided by various cloud computing offerings, thereby helping customers assess the security of cloud providers they currently use or are considering contracting with. Atlassian is a CSA STAR registrant and Corporate Member of the Cloud Security Alliance (CSA) has completed the Cloud Security Alliance (CSA) Consensus Assessments Initiative Questionnaire (CAIQ). The latest version of the CAIQ, aligned to CSA's Cloud Controls Matrix (CCM) v.3.1, provides answers to over 300 questions a cloud customer or a cloud security auditor may wish to ask of a cloud provider.</p> <p>See our Atlassian CIAQ entries at the CSA Star Registry.</p>
American Institute of Certified Public Accountants (AICPA)- SOC2/SOC3	<p>Atlassian's Service Organization Control (SOC) Reports are certified by a third party and demonstrate how Atlassian achieves key compliance controls and objectives. The purpose of these reports is to help you and your auditors understand the controls established to support operations and compliance at Atlassian.</p> <p>Atlassian has achieved SOC2 certifications for many of our products.</p> <p>Download Atlassian's SOC2 and SOC3 certifications here.</p>
The U. S. General Services Administration - FedRAMP	<p>Trello Enterprise has achieved FedRAMP Low-Tailored Authority to Operate (ATO). Atlassian products Jira, Confluence, and Jira Align are being evaluated for FedRAMP authorization. Contact your Atlassian sales representative for more information.</p> <p>View our status on the FedRAMP Marketplace.</p>

Appendix | Customers

ACCESSIBILITY

We're auditing our products to ensure they are compliant with [Section 508](#) and [WCAG 2.0 AA](#). The VPAT and general Accessibility Statements for each of our products are available in digital format under [Product VPAT documents](#).

MEMBERSHIPS AND AFFILIATIONS

- [Australian Information Security Association](#)
- [Cloud Security Alliance](#)
- [Information Security Forum](#)
- [International Association of Privacy Professionals](#)
- [Open Web Application Security Project](#)
- [FedRAMP](#)

LINKS

- [Trust Center](#)
- [Privacy page](#)
- [Privacy policy](#)
- [Security page](#)
- [Security practices](#)
- [Transparency Report](#)
- [Compliance page](#)
- [UK Modern Slavery Act transparency statement](#)
- [Accessibility page](#)
- [Jira Service Desk Server and Data Center VPAT for Section 508 compliance](#)
- [Bitbucket Server and Data Center VPAT for Section 508 compliance](#)
- [Jira Server and Data Center VPAT for Section 508 compliance](#)
- [Confluence Server and Data Center VPAT for Section 508 compliance](#)

Appendix | People

GLOBAL GENDER REPRESENTATION | Atlassian Team

GROUP	FY19 HIRING RATE Atlassians who started in FY19	EOY REPRESENTATION FTE Atlassians in June 2019	FY20 HIRING RATE Atlassians who started in FY20	EOY REPRESENTATION FTE Atlassians in June 2020
Women Overall	32.0%	30.0%	33.6%	30.7%
Women in Senior Leadership	29.3%	29.8%	39.5%	32.3%
Women in Technical Roles	24.5%	20.1%	24.4%	20.1%
Women in Non-Technical Roles	50.4%	55.1%	44.8%	46.4%

GLOBAL GENDER REPRESENTATION | Board of Directors

GENDER	NUMBER OF DIRECTORS	PERCENTAGE
Women	2	22.2%
Men	7	77.8%

U.S. RACE AND ETHNICITY REPRESENTATION | Atlassian Team

GROUP	FY19 HIRING RATE Atlassians who started in FY19	EOY REPRESENTATION FTE Atlassians in June 2019	FY20 HIRING RATE Atlassians who started in FY20	EOY REPRESENTATION FTE Atlassians in June 2020
White	52.8%	59.3%	47.6%	54.6%
Asian	30.7%	27.0%	36.9%	31.5%
Hispanic or Latinx	4.7%	5.5%	6.3%	6.0%
Black or African American	4.7%	2.6%	3.5%	2.7%
American Indian, Alaska Native, Native Hawai'ian, or other Pacific Islander	0.2%	0.4%	0.4%	0.2%
Two or more races	4.3%	3.4%	3.3%	3.1%
Decline to state	2.6%	1.8%	2.0%	1.7%

Appendix | People

U.S. RACE AND ETHNICITY REPRESENTATION | Technical Roles

GROUP	FY19 HIRING RATE Atlassians who started in FY19	EOY REPRESENTATION FTE Atlassians in June 2019	FY20 HIRING RATE Atlassians who started in FY20	EOY REPRESENTATION FTE Atlassians in June 2020
White	38.3%	55.3%	34.9%	49.4%
Asian	44.2%	31.2%	57.0%	39.0%
Hispanic or Latinx	5.0%	4.2%	4.6%	4.3%
Black or African American	3.3%	2.0%	0.7%	1.5%
American Indian, Alaska Native, Native Hawai'ian, or other Pacific Islander	0.0%	0.2%	0.0%	0.0%
Two or more races	5.8%	4.8%	0.7%	3.8%
Decline to state	3.3%	2.0%	1.3%	1.9%

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

GROUP	FY19 HIRING RATE Atlassians who started in FY19	EOY REPRESENTATION FTE Atlassians in June 2019	FY20 HIRING RATE Atlassians who started in FY20	EOY REPRESENTATION FTE Atlassians in June 2020
White	47.8%	64.3%	62.5%	64.3%
Asian	39.1%	31.3%	29.2%	29.4%
Hispanic or Latinx	4.3%	1.8%	0.0%	1.6%
Black or African American	4.3%	0.0%	8.3%	2.4%
American Indian, Alaska Native, Native Hawai'ian, or other Pacific Islander	0.0%	0.9%	0.0%	0.8%
Two or more races	4.3%	0.9%	0.0%	0.8%
Decline to state	0.0%	0.9%	0.0%	0.8%

Appendix | People

GLOBAL AGE REPRESENTATION | Atlassian Team

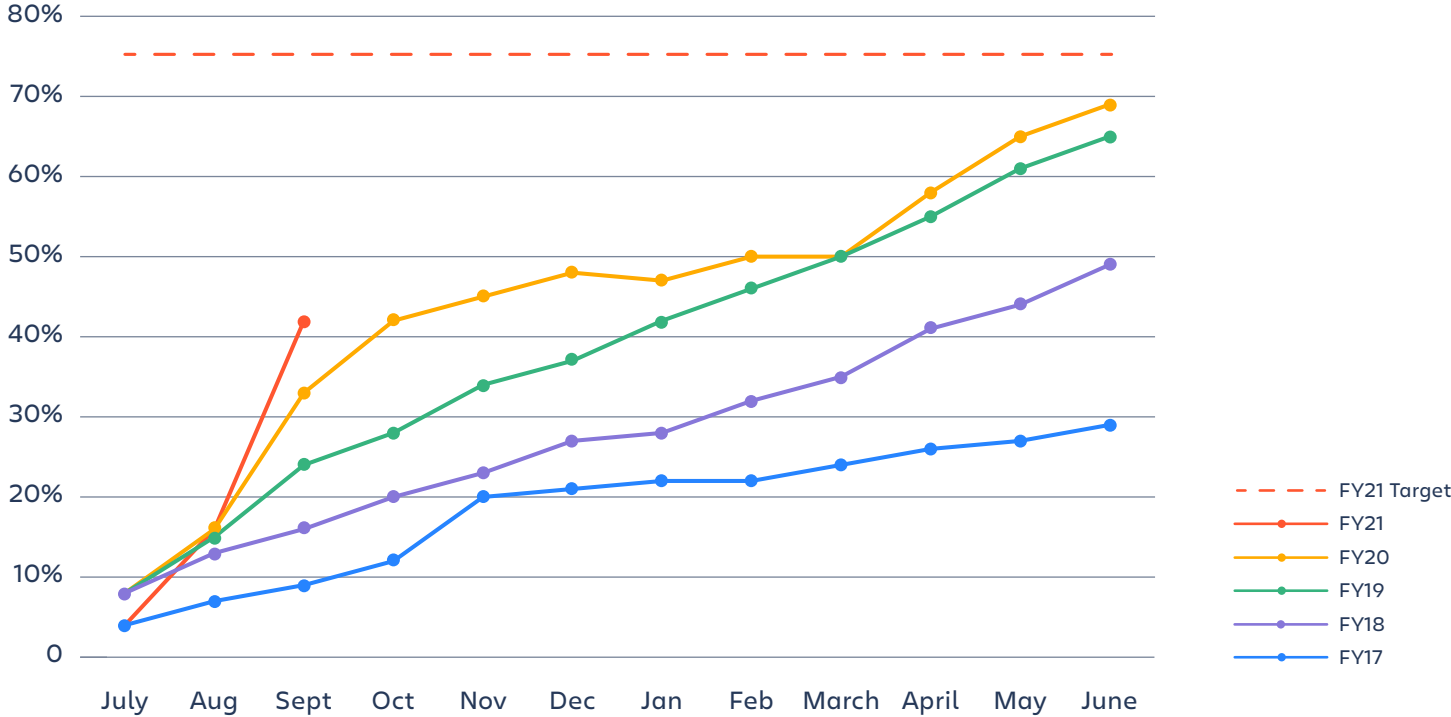
GROUP	FY19 HIRING RATE Atlassians who started in FY19	EOY REPRESENTATION FTE Atlassians in June 2019	FY20 HIRING RATE Atlassians who started in FY20	EOY REPRESENTATION FTE Atlassians in June 2020
20s	38.6%	27.6%	40.3%	28.1%
30s	43.4%	50.8%	45.3%	50.6%
40s	13.8%	17.5%	12.1%	17.6%
50s	4.2%	4.1%	2.3%	3.7%

RECOGNITION

Blind and Forbes/Glassdoor published blogs recognizing Atlassian as one of the most recommended workplaces and a best software company to work for in 2020 (#2 on [Blind](#); per [Forbes/Glassdoor](#), 91% of Atlassians would recommend Atlassian to a friend and 97% of Atlassians approve of our CEOs).

Appendix | Community

Atlassian Volunteering Participation



LINKS

- [Atlassian Foundation](#)
- [Pledge 1%](#)

Appendix | Team, Governance, and Company

Board of Directors

Members

9

Independent directors

78% (7 members)

Women on the board

22% (2 members)

Standing board committees

3

Separate CEO and Chair roles

Yes

Formal Board Diversity Policy

No

Sustainability formally considered at Board/Committee level

No

LINKS

- [Investor Relations](#)
- [Corporate Governance](#)
- [Fiscal Year 2020 Annual Report](#)
- [Code of Business Conduct and Ethics](#)
- [Sustainability Program](#)
- [Fiscal Year 2019 Sustainability Report](#)

Company Facts

Via the *Fiscal Year 2020 Annual Report*

Customers	174,000+ (150,000 cloud)
Revenue	USD\$1.6B
Revenue growth	37%
Free cash flow	USD\$500M

Sustainability Team



Appendix | Team, Governance, and Company

PRIORITIZING OUR FOCUS AREAS

Using a lightweight materiality exercise led by BSR, we evaluated a set of issues that affect Atlassian’s business and mission, and where we can have the greatest impact. The exercise was informed by tech-industry macro trends and the priorities stakeholders told us they thought were important. And, as with everything we do, our values served as a gut check that we were being true to who we are as a company.



Open company,
no bullshit



Be the change
you seek



Play, as a
team



Build with heart
and balance



Dont #@!%
the customer

Based on that exercise, here are the opportunities we’re going after and risks we’re managing:

PLANET

The risk of not acting on climate change is simply too high for our business. Catastrophic climate change will deeply disrupt Atlassian, everyone connected to our business, and the global economy.

CUSTOMERS

When our customers use our products, they are trusting us to protect sensitive and confidential information. As a company that relies on customer trust and believes in privacy as a human right, we take this responsibility seriously, particularly as we move to the cloud.

PEOPLE

An inclusive, equitable culture that allows innovation to thrive means that we are in a stronger position to attract and retain the talent needed to build products for all of our customers.

COMMUNITY

We’re proud of the Atlassian Foundation’s unwavering commitment to changing lives through education – which has become part of our brand identity and has contributed to high employee engagement for more than a decade.

While our four pillars will likely remain the same over time, we’ll continue to conduct regular materiality exercises and track emerging trends to identify new streams of work within these pillars. For instance, while we’ve thought about our impact on the climate, we also have to think about how climate change might impact us. That’s why, in fiscal year 2021, we will look at incorporating climate-related financial risk in our Planet pillar. We’ll refresh our materiality exercise in the next year or two to validate we’re still on the right track.

Appendix | Data sources

Unless noted, the data shared in this report covers July 1, 2019–June 30, 2020, Atlassian’s Fiscal Year 2020. Our data was pulled from public filings/reports and internal documents. A few notes on some data within this report:

PLANET

- Atlassian measures and reports our greenhouse gas emissions in compliance with the GHG Protocol Corporate Standard, DEFRA, and SBTi.
- Our scope 1-3 emissions are calculated in line with the World Resources Institute Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.
- Our electricity consumption is reported to CDP for our RE100 commitment.

CUSTOMERS

- Security data was internally reported by our Security team.

PEOPLE

- Workforce data was based on data and categories in Workday, some of which are self-reported.
- Training data was based on attendance at training sessions.

COMMUNITY

- Our Foundation team provided this data.



