Environmental Policy

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1. Policy Statement

At Elastic, we're HUMBLE, Ambitious, and we care deeply about the world in which we live and run our business. With a keen eye toward long term sustainability, we are committed to ensuring any activities in pursuit of our goals have the smallest possible impact on the environment and the climate.

To that end our environmental policy is focused on a key set of principles:

- Sustainable supply chain. We want to work with businesses who share our values, and developing a targeted supplier engagement strategy will be critical in reducing emissions and reaching our environmental goals.

- Waste reduction. No one likes waste. Plastic can be a real menace and electronic waste is an ongoing challenge. We're committed to sustainable processing and recycling of our e-waste and we're aiming to reduce single use plastic as far as reasonably practicable, and we want to reuse and recycle whenever we can.

- Healthy workplaces. We want all of our workplaces, wherever they are, to have as small an impact on the environment as possible and be vibrant, safe spaces for our Elasticians around the world.

- Speed, Scale, Relevance. Developing product solutions with sustainability in mind, promoting efficient code that can help minimise energy usage.

At Elastic, we want to do things the right way, and we will make sure that we operate in line with any compliance obligations.

Progress, SIMPLE Perfection. We know that if we're standing still, we're falling behind, so we are committed to continuously improving how we manage sustainability. We can always do better.

We're happy for anyone to have a copy of our policy; if you need one, you can find it on our website.

Ash Kulkarni

CEO

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2. Policy Scope

The scope of this policy applies to all Elasticians around the world, whether distributed, in the workplace, and anything in between. This includes contractors managed by Elastic.

3. General

01.02,/FORMAT. Although our approach might differ based on where we are, we expect that Elasticians and others who work for us or visit us, share our view on the importance of environmental sustainability.

We all need to exercise personal responsibility in complying with our group policies and procedures, and recognise that we have a legal and moral obligation to work safely and help minimise our environmental impact.

We're going to review this policy for updates every two years, unless a change to Elastic or our obligations that might affect our policy happens before then.

4. Roles, Responsibilities and Governance

Role	Responsibilities
ESG Sponsor, ESG Steer Co	Advocate for our environmental programs, ensuring that sustainable thinking is at the heart of our decisions.
ESG Director	Overall oversight of Elastic's ESG efforts, driving adoption, integration, and setting the vision and direction.
Workplace Environment Manager	Leading Elastic's workplace environmental strategy, minimising impacts from our physical presence, developing and owning an Environment and Sustainability Management System (ESMS).
Environment, Health, Safety and Security Lead	Support on assessment, implementation of programs, and formalisation of management systems.
Environmental Vertical	Cross functional team of key stakeholders who discuss and suggest changes to the environmental program to continuously improve our environmental efforts.

5. Compliance Register

The compliance register is a maintained, controlled list of compliance obligations, issues, aspects, impacts, and stakeholders relevant to Elastic. It is updated biennially, and whenever a significant change occurs that might affect us.

6. Arrangements

We're going to make sure this policy is delivered by:

- Developing and implementing an Environment and Sustainability Management System (ESMS) that helps us to monitor, control, and continuously improve our environmental performance.

- Ensuring thorough risk assessments are conducted and controls are implemented.

- Providing appropriate environmental training.

- Supporting those with environmental responsibilities in the fulfilment of their role.

- Raising awareness and communicating our performance via periodic, regular sustainability reporting.

A. Environmental assessment

The assessment process helps with ensuring compliance to internal, international and industry standards & regulations, determining the effectiveness of the environment and sustainability management system, controlling risks, and identifying opportunities for improvement.

Elastic will implement an assessment programme that takes into account our level of compliance obligation and risk profile.

B. Waste management

Wherever possible we're cutting out single use plastic, and we encourage all Elasticians to do the same at home. Landfilling waste is damaging to the environment and results in significant impacts to biodiversity and greenhouse gas emissions, so we need to minimise this as much as we can. Elastic utilises the waste hierarchy to manage waste, and we're committed to ensuring wastes are collected and treated in the most sustainable way possible.

Everyone should understand good waste management practices, and know the difference between waste streams. Elastic aims to monitor the type and volume of waste produced at our workplaces as accurately as reasonably practicable.

For Elastic, e-waste is a significant waste stream, and as such we're committed to the recovery, and sustainable processing and recycling of our electronic waste, endeavouring to keep all of it out of landfill.

C. Energy use

How we light, heat and cool our workplaces has a significant impact on how sustainable they are, so we must endeavour to make choices that minimise excess energy consumption. Maximising natural lighting, installing insulation, and using natural air flow and ventilation all contribute to reductions in energy use as well as improving wellbeing.

Wherever possible, energy use will be monitored for costs and to track our energy performance, and given the choice, we want to opt for 100% renewable, green energy supplies. Elasticians working from home should consider home insulation & weatherization, heat pumps, solar panels and minimising the use of fossil fuels.

D. Travel

While Elastic's emissions from travel and transport are lower compared to pre-pandemic levels, we recognize the importance of closely monitoring the logistics distances for office fitout and construction, supply deliveries, and our own travel.

Elastic has a "distributed by design" philosophy, with exceptional workplace flexibility. This helps us reduce excess commuting. For our workplaces, we choose cities with good public transport links, to minimise the need to drive.

We encourage all Elasticians to consider if technology can accomplish the same goal as travelling. If travel is necessary, it's important to find the most environmentally conscious mode. If flights are necessary, direct flights are preferred to connecting flights, and we're happy to reimburse the cost for carbon offsetting. Wherever possible, Elastic will partner with the hotel chains and airlines with the best sustainability standards.

E. Sustainable supply chain

We're only as good as the people we choose to work with, so it's important to us that our partners share our values on environmental sustainability. Elastic supply partners should

have a certified ISO 1400:2015 management system, or other environmental credentials that are globally recognised.

We want Elastic workplaces to be in alignment with LEED, BREEAM, WELL or equivalent recognised sustainability and wellness construction and design guidelines. Energy efficiency, carbon emissions, lighting, air quality and water usage will all be factored into our building selection and fit out process. Any landlord partners we select need to be able to supply Elastic with any sustainability data we need to help us in our vision to drive continuous improvement in our environmental performance.

For our cloud energy requirements, we're going to prioritise providers who use energy from certified renewable sources.

F. Education

Education on environmental sustainability is really important, and we endeavour to do regular workshops on the changes we're making to improve our environmental performance, why we're making those changes, and how everyone can reduce their individual impacts. We're going to support anyone who has responsibilities for Elastic's environmental performance with the training they need to make their role a success.

G. Incident reporting and investigation

Environmental incidents must be reported and investigated. All colleagues are responsible for reporting incidents they witness or are involved in, and should liaise with their local workplace coordinator or line manager. Example environmental incidents could be the discovery of pests, dust or pollution concerns, any release of toxic or harmful substances, accidental spillage of any chemical products, discovery of asbestos, inclement or dangerous weather, broken lights or fluorescent tubes.

H. Communication and consultation

The environmental vertical contains members from a range of functions to ensure all significant stakeholder groups are represented. The vertical meets at least quarterly and topics of discussion and consultation will be the following:

Topic	Owner
Changes which may affect sustainability progress, including but not limited to new equipment and processes.	Environmental Vertical

Information on any new and existing hazards, measures to reduce risks	Environmental Vertical
Planning and organisation of environmental training;	Environmental Manager, ESG Director
Information on incidents, investigations, and corrective actions	EHS Lead
Changes to procedures	Environmental Manager, ESG Director
Essential communications on legislative updates	EHS Lead, Environmental Manager
Updates to risk assessments, policies or other element of the management system	EHS Lead, Environmental Manager
Feedback and improvement ideas	Environmental Vertical

7. Distribution

Elasticians will be made aware of this policy via the new hire onboarding process, our Elastic wiki, newsletters, and as and when required during company communications on sustainability.

8. Terms & Definitions

Term	Definition
Elastician	Anyone employed by Elastic
EHS	Environment, Health & Safety
SLT	Senior Leadership Team, top management
LMS	Learning Management System
ESMS	Environment and Sustainability Management System
GHG	Greenhouse Gas

Effective date: January 23, 2023

Approved by: Ash Kulkarni, Chief Executive Officer