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# Global Environmental Policy

Elastic's Global Environmental Policy outlines its commitment to reducing its environmental impact across all operations, with reference to the ISO 14001 international standard. It establishes a Sustainable Management System (SMS) and sets science-based targets for near-term reduction and long-term net-zero emissions, focusing on the Scope 3 value chain through action in Workplaces, Suppliers, Products, and Travel.

This Policy and our underlying Sustainable Management System (SMS) have been developed with alignment to the ISO 14001 international standard for environmental management systems. Due to it's business model, Elastic is not currently certified to ISO 14001. We have aligned our approach to its core principles, including environmental aspects and impacts, compliance obligations, and continual improvement, and we evaluate formal certification as part of our ongoing EMS maturity roadmap

Policy Number: v3.0
Effective Date: September 2026

## Our Commitment

Elastic is committed to minimizing our environmental footprint and promoting responsible energy and resource management, supporting the global transition toward renewable energy. We recognize the UN Intergovernmental Panel on Climate Change (IPCC) as the leading scientific authority on human-induced climate change and focus our efforts on the broader value chain (Scope 3), which accounts for more than 99% of our emissions footprint.

This extends to mitigating environmental risks and responsibly managing our impacts, including pollution prevention, sustainable resource use, and protection of biodiversity where relevant to our operations, and at a minimum, we comply with all applicable environmental laws, regulations, and standards in the jurisdictions in which we operate.

We conduct periodic materiality assessments to confirm our areas of environmental focus; water, waste, and biodiversity have been assessed as not currently material to our operations given our cloud-first, distributed business model, and are monitored for changes in materiality on an ongoing basis.

## Scope

This Policy applies to Elastic N.V. and its wholly owned subsidiaries globally, covering our corporate offices, employee business travel, cloud infrastructure procurement, and engagement with our supply chain.

## Governance & Compliance

Our environmental strategy is guided by our ESG and Sustainability Steering Committee (“Steering Committee”), which oversees global reporting and strategic initiatives, and the cross-functional Sustainability Operating Committee, which aligns our operational practices — spanning energy, travel, and supply chain impacts — with our sustainability objectives. At the board level, our nominating and corporate governance committee oversees Elastic’s sustainability and ESG activities, programs, and disclosures. The Steering Committee meets monthly, reviews progress against this Policy annually, and escalates material updates to the Board as appropriate. The Director of ESG & Sustainability owns this Policy and is responsible for its annual review and revision.

We align our reporting with the IFRS Foundation's SASB standard for Software and IT Services and the IFRS S2 climate-related disclosure standards. We currently obtain limited assurance over our Scope 1, 2, and 3 GHG emissions data from an independent third-party provider.

## Emissions Targets

Elastic’s emissions reduction targets were submitted in FY25[1] and validated by the Science Based Targets initiative (SBTi) in FY26. We selected FY24 as our SBTi baseline year. More details can be found on sustainability.elastic.co

[1] Elastic’s fiscal year runs from May 1 – April 30, with FY25 ending April 30, 2025.

 

**Near-term targets (by FY34):** Reduce absolute Scope 1 and 2 GHG emissions by 59%; Reduce Scope 3 GHG emissions by 64% per USD value added.

**Long-term targets (by FY50):** Reduce absolute Scope 1, 2, and 3 GHG emissions by 90%; Reach net-zero GHG emissions across the value chain.

## Our Four Core Areas of Focus

- **Workplaces:** Our distributed-by-design workforce maintains a low office energy footprint, supported by a flexible 5:1 people-to-desk ratio. We target 100% renewable energy coverage across our offices, primarily through renewable power tariffs and Energy Attribute Credits (EACs), supported by smart metering and LEED certification where feasible. We are also incorporating green lease clauses that require landlord-provided metered energy data, and we prioritize sites with access to green tariffs or EACs during site selection.
- **Supplier Engagement:** Execute our three-phase strategy (Analyze, Engage, Track) to drive decarbonization across our value chain. We engage our highest-emitting suppliers to develop GHG inventories aligned with the GHG Protocol, disclose emissions annually, and set public reduction targets.
- **Products:** Maintain a cloud-first infrastructure strategy, leveraging the efficiency and lower-carbon operations of leading hyperscale providers, and develop product capabilities that help customers reduce compute-related energy consumption.
- **Employee Travel:** Actively manage and measure business travel by leveraging system-level nudging mechanics within our corporate travel platform, including point-of-sale carbon displays and automated rail prompts for short-haul travel under 650 km, while providing lower-carbon guidance in our Travel & Expense Policy.

## Commitment to Continuous Improvement & Review

- **Establishing SMART Objectives:** We set specific, measurable, achievable, relevant, and time-bound objectives to guide our environmental programs.

- **Monitoring and Auditing:** We track key performance indicators and conduct regular internal reviews to assess progress against this Policy.

This Policy is reviewed and updated at least annually by the Steering Committee to reflect evolving regulatory requirements, target progress, and stakeholder feedback.

 