elastic

Sustainability Report

FY26

Table of contents

About this report . . . 3
We are Elastic . . . 4
Our Source Code . . . 5
Activity metrics . . . 6
Elevating sustainability through innovation and data . . . 7
Sustainability governance . . . 8
Our sustainability strategy and ambition . . . 8
Our sustainability commitments . . . 9
Stakeholder engagement . . . 10
Product societal impact . . . 11

Environment . . . 12
Environmental policy and management approach . . . 13
Sustainable workplaces . . . 13
Supply chain and product sustainability . . . 14
Regulatory readiness and reporting . . . 14
Climate change . . . 15
GHG emissions performance . . . 16
Key drivers of FY26 performance . . . 16
Stakeholder engagement on climate . . . 20
Employee engagement . . . 20
Supplier engagement . . . 21
Landlord engagement . . . 21
Waste management in offices . . . 22

Social . . . 23
Approach to talent management . . . 24
Talent recruitment . . . 24
Employee engagement . . . 24
Talent development . . . 25
Building a highly effective workforce . . . 25
Benefits . . . 26
Well-being through inclusion and flexibility . . . 26
Creating space for what matters . . . 26
Amplifying impact through service . . . 26
Everyday commitment to well-being . . . 26
Fair pay practices . . . 27
Inclusion at Elastic . . . 28
Elastician Resource Groups (ERGs) . . . 29
Elastic Cares . . . 30
Donation and service matching . . . 30
Community impact highlights . . . 32

Governance . . . 34
Business integrity . . . 35
Policy and process . . . 35
Training and education . . . 36
Reporting concerns . . . 37
Political involvement . . . 37
Corruption and bribery prevention . . . 37
Supply chain responsibility . . . 38
Human rights . . . 38
Data privacy and security . . . 39
Data privacy . . . 39
Information security . . . 40
Data compliance . . . 40
Data security certifications and attestations . . . 41
Incident response . . . 42
Security awareness and privacy training . . . 42
Product security . . . 43
Commitment to open source . . . 44
Responsible use of AI . . . 45
Corporate governance . . . 46

Framework index . . . 48
Sustainability Accounting Standards Board (SASB) index . . 49
Climate-related financial disclosures . . . 52
Governance . . . 52
Strategy . . . 53
Risk management . . . 58
Metrics and targets . . . 59
Social metrics . . . 60

About this report

In this report, you'll find an overview of Elastic's sustainability strategy and performance in driving progress on key environmental, social, and governance topics related to our business and the nature of our operations.

Our sustainability reporting is built upon universally recognized standards and frameworks, such as the IFRS Foundation's Sustainability Accounting Standards Board (SASB) standard for the Software and IT Services industry and the IFRS S2 climate-related disclosure standards. Data in this document is reported in line with our fiscal year 2026 (FY26), unless otherwise noted. Elastic's FY26 refers to the period May 1, 2025, to April 30, 2026.

India CSR Act

The Indian Companies Act 2013, also known as the India CSR Act, requires companies with a corporate presence in India to spend a minimum percentage of their average net profits generated in the country on corporate social responsibility (CSR) initiatives in India.

Elastic complies with this mandate in India, in alignment with and in addition to its other charitable efforts, through its philanthropic giving program, Elastic Cares. In FY26, Elastic's efforts in India toward the India CSR Act supported social and environmental causes.

We are Elastic

Elastic enables everyone to securely harness search powered AI to find the answers they need in real time using all their data, at scale. Elastic's solutions for search, observability, and security are built on the Elasticsearch Platform, the development platform used by thousands of companies, including more than 75% of the Fortune 100, and is the platform of choice for developers seeking to build next-generation AI applications and services.

Our Source Code

These are some of the things that make Elastic, Elastic. They are a set of ideas rather than a statement of values. Some are accurate to who we are while others are aspirational. They are reminders that keep us steadfast because we're not perfect, we're human.

Customer, 1st

Our customers and our community are at the heart of everything we do. In our actions. In our products. And in the experiences that we create for them. Our passion for our users translates into their passion for Elastic.

Home, Dinner

There is no such thing as work-life balance. We are successful if we find balance in life. Elastic empowers you with the flexibility to do so. Be home for dinner, go for a run midday, care for a sick child, or visit a parent. Finding balance means being more innovative and efficient at work. Which makes for a better Elastic.

Space, Time

It's easy to get stuck in a day-to-day work pattern. Allowing for the space and time to dream requires conscious effort. Embracing a high failure rate does, too. Fulfillment comes from doing the obvious and dreaming up the un-obvious. Both are foundations of Elastic.

IT, Depends

It's pretty complicated to make some things simple, and even more complicated to make other things possible. We embrace and value the knowledge required to do both. When a question is asked, buckle up. Sh*t is about to get real. Your journey will likely start with "it depends."

Progress, SIMPLE Perfection

Perfection is not a destination. Color inside the lines or color outside the lines. Just pick a color. It's as simple as 2048. An Elastic that moves is an Elastic that survives, thrives, and stands the test of time.

01.02, /FORMAT

Our products are distributed by design, and our company is distributed by intention. With many languages, perspectives, and cultures, it's easy to lose something in translation. Over email and chat, doubly so. Until we get a perpetual empathy machine, don't assume malice. A distributed Elastic makes for a diverse Elastic, which makes for a better Elastic.

As YOU, Are

We all come in different shapes with different interests and skills. We all have an accent. Celebrate it. Just come as you are. No need to invest neurons trying to fit an arbitrary mold. We'd rather you put them to work shaping Elastic.

HUMBLE, Ambitious

Ambition drives us to challenge ourselves and the people around us to do better. It is not an excuse to be an asshole. Be humble. Be ambitious. At Elastic, we are both.

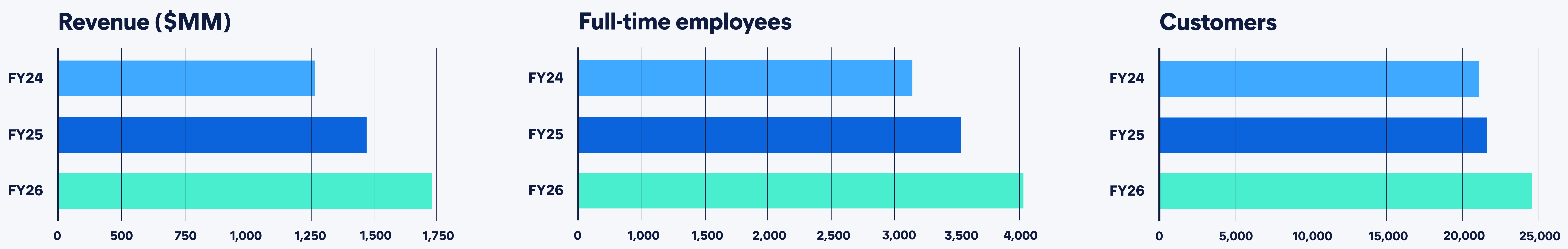
Speed, Scale, Relevance

Elastic is a search company. We focus on value to users by producing fast results that operate at scale and are relevant. This is our DNA. We believe search is an experience. It is what defines us, binds us, and makes us unique.

Activity metrics

These metrics quantify our size, scope, and key business activities.

Metric	FY24	FY25	FY26
Revenue ($MM)	1,267	1,483	1,739
Full-time employees	3,187	3,537	4,019
Customers	~21,000	~21,500	~24,000



Elevating sustainability through innovation and data: Elastic's progress and vision

We incorporate sustainability principles into our main business activities, informed by our core competencies and data expertise. Our sustainability commitments and our dedication to innovation are rooted in our belief in the power of data to solve challenging problems and to make a positive societal impact. We apply the same thinking internally, using data to understand our own footprint and track progress against our commitments.

Organizations can't manage what they can't see — and that's as true for sustainability as it is for security or infrastructure. We see significant potential in putting Elastic's capabilities to work for our customers' own sustainability goals, helping them find inefficiencies, monitor environmental performance, and turn sustainability data into actionable insight. Emissions data, energy consumption, supply chain performance, infrastructure efficiency — this information exists across dozens of systems, in different formats, and is updated at different rates. Elastic is built to bring it all together, make it searchable, and surface what matters.

This potential extends to our commercial relationships. As our customers seek to reduce their supply chain impacts, they will find in Elastic a like-minded partner that provides lower-carbon product offerings, as well as the knowledge and ambition to join forces for greater efficiencies.

As we continue to grow and generate new ideas, we keep looking for new ways to make our processes and the applications we serve more sustainable. Our work to build a more prosperous and sustainable future is ongoing, and we are dedicated to iterative growth, openness, and collaboration with our stakeholders. We want everyone who has a stake in this to join us on this journey to use data and technology to build a more sustainable, adaptable, and equitable future.

Sustainability governance

We continue to make strides in formalizing and expanding the governance of sustainability at Elastic through refined oversight structures and practices. At the board of directors level, our Nominating and Corporate Governance Committee oversees our sustainability and ESG activities, programs, and disclosures — a responsibility outlined in the committee's charter. Sustainability and ESG-related updates are discussed at every Nominating and Corporate Governance Committee meeting. In parallel, the audit committee provides oversight of sustainability compliance, with a focus on emerging regulatory reporting requirements such as EU Corporate Sustainability Reporting Directive (CSRD) and California's climate disclosure rules.

At the management level, sustainability oversight is shared across various functions. Our Sustainability & ESG Steering Committee is made up of our chief financial officer, chief legal officer, chief marketing officer, and chief human resources officer. The committee sets strategic direction for our ESG program and is the final approver of initiatives and disclosures developed by the cross-functional Sustainability Operating Committee and ESG Working Group. An additional Legal ESG Working Group, made up of Legal, Business Integrity, and Sustainability leaders, monitors emerging regulatory requirements and supports preparations for compliance across our global footprint.

These groups drive the implementation of sustainability initiatives across Elastic and support the development of sustainability-related disclosures, while providing updates to the board.

Our sustainability strategy and ambition

Our approach to sustainability continues to evolve, especially in light of shifting global regulatory requirements. What has not changed is our commitment to our stakeholders, and our strategy reflects a more significant focus on data quality, resiliency, and innovation. Included in this report are a set of commitments that align with our Source Code and Code of Business Conduct. They are designed to help us focus on what's material to our company and our stakeholders, highlighting our key priorities, such as reducing our environmental impacts, upholding our dedication to inclusion, and strengthening our compliance and ethical processes. We will rely on these commitments to help us find opportunities that not only drive responsible growth, but also empower our customers and communities.

Our sustainability commitments

Environment

Workplaces	Sourcing	Employee engagement		Cloud	Products
Office impacts	**Supplier engagement**	**Business travel & commuting**	**Home office impacts**	**Cloud impacts**	**Product impacts**
Reduce office energy usage (scope 1+2 GHG emissions)	Engage top suppliers by emissions to encourage reduction targets	Promote lower carbon travel and commuting solutions	Advance energy saving and waste avoidance measures	Research efficiency opportunities and engage cloud partners	Collect product-related data for future impact estimations

Social

Inclusion at Elastic		Philanthropy	Talent		Benefits
Supplier diversity	**Workforce inclusion**	**Elastic Cares**	**Fair pay practices**	**Learning & organizational development**	**Be.Well**
Support inclusive sourcing practices and foster economic development	Build a team with a wide breadth and depth of experience	Mobilize Elasticians and our search technology to build stronger, more resilient communities	Ensure compensation structures are fair and equitable for all	Promote a culture of innovation and creativity through learning opportunities	Provide well-being resources that support the physical and mental health of Elasticians

Governance

Corporate governance & compliance			Ethics & integrity	
Strategy & reporting alignment	**ESG-related risks, impacts, and opportunities**	**Regulatory requirements**	**Business integrity**	**Information security & data privacy**
Embed sustainability into Elastic's corporate governance practices	Deepen alignment of ESG-risk disclosures within reporting	Monitor and adapt to global reporting regulations	Ensure Elastic operates ethically and in compliance with laws and regulations	Safeguard the confidentiality and integrity of personal and sensitive data

Stakeholder engagement

Our strategy aims to create sustainable long-term value for our stakeholders, and as such, we regularly engage with stakeholders to understand their needs, interests, and expectations. Our enterprise-wide approach is codified in our Stakeholder Engagement Policy and carried out by the functions that are closest to each key stakeholder group and associated impacts, risks, and opportunities characterized by our relationship with them.

Stakeholder	Forum of engagement
Elasticians	Global employee experience surveys; Elastician Resource Groups; Elastic Cares; Ethics and Compliance Hotline
Suppliers	Global vendor code of conduct; RFP processes; Modern Slavery and Human Trafficking Statement
Communities	Elastic Cares
Customers	Deal Desk; Legal, Elastic Trust Center; Elastic Cares and NPO grant program
User and open source community	GitHub-hosted open source code; HackerOne-hosted Bug Bounty program; open source community code of conduct; online forums
Investors	Regular investor governance team and broader investor engagements; engagement with ESG rating agencies and data aggregators; our annual general meeting of shareholders and periodic Analyst Day events

Double materiality assessment[1]

In FY26, we completed our first double materiality assessment, in preparation for our compliance with the European Union's Corporate Sustainability Reporting Directive (CSRD). In conducting this exercise, we engaged with various stakeholders from across the business to gather insight into sustainability-related impacts, risks, and opportunities (IROs) associated with our value chain. Through stakeholder input, materiality scoring, and a validation process, we developed a list of material IROs that inform our compliance obligations for CSRD and will influence our disclosures in future years.

As requirements and our approach to the assessment of material sustainability topics continue to evolve, stakeholder engagement is — and will continue to be — a central and ongoing component of our data-driven sustainability strategy.

1 | This publication uses the term "materiality" from an ESG perspective and contains references to a number of priorities, which may consider disclosure recommendations and broader definitions of materiality, including those used by certain voluntary external frameworks and reporting guidelines, that differ from mandatory regulatory reporting requirements, including requirements under the U.S. federal securities laws and rules of the U.S. Securities and Exchange Commission (SEC). Accordingly, such priorities may be considered from a different perspective, and "materiality" in the context of this publication may be distinct from the concept of materiality as defined for SEC disclosure purposes. Any inclusion or discussion of such priorities in this publication is not an indication that the priorities are material to Elastic for SEC disclosure purposes or otherwise.

Product societal impact

Our sustainability strategy accounts for our value chain: upstream supply chain activities, the impacts of our own operations, and the experiences our customers and users have with the Elasticsearch Platform. From this perspective, we see the potential to make a positive impact through the innovative application of our products and how our technology can enable our customers to achieve their sustainability goals and objectives for impact. In FY26, our products helped customers advance positive impact in line with their mission, as demonstrated by select examples below:

<table>
<tr><th>Search</th><th>Observability</th><th>Security</th></tr>
<tr>
<td>Global aerospace organization
The organization is expanding its generative AI capabilities to support complex, long-horizon research and exploration programs. Elastic provides the architectural foundation for integrating AI assistants, knowledge-based decision support, and scalable enterprise search across the organization's data environment.</td>
<td>Water utility
Elastic Observability enables the company’s clients to analyze their data via interactive dashboards. Utilities can apply filters and tags to generate custom aggregations and charts, gaining deep insights into water consumption patterns — observing industrial water use or pinpointing high-volume consumers like data centers to detect trends and potential issues.</td>
<td>California EDD
With Elastic AI-driven capabilities, EDD can quickly identify threats and initiate measures to prevent harm. EDD protects more than 850 billion records through the scalability and speed of Elastic Cloud. Elastic integrates into IT systems across EDD, bringing visibility that allows the security team to better spot patterns and vulnerabilities across the organization.</td>
</tr>
<tr>
<td>City of Sacramento
Residents get relevant answers fast without having to read through long web pages or download documents to find information. The citations still provide easy access for those who need all the details or want to learn more about related topics.</td>
<td colspan="2">ECS
By combining Elastic Cloud’s scalability with custom-built automation, ECS ensures every customer’s data is protected, every credit is tracked, and every service is delivered with precision. ECS supports customers using Elastic Security and Elastic Observability to both safeguard customer environments and optimize operational efficiency.</td>
</tr>
<tr>
<td colspan="2">Corvian
Corvian provides agricultural intelligence to enterprises across the agriculture and food supply chain. By translating complex agronomic data into actionable insights, the platform helps organizations make better decisions across production, sustainability, and supply chain operations at scale.</td>
<td>US public transit agency
A US public transit agency dramatically reduced the time required to identify and resolve issues from hours to minutes with Elastic Security, unifying and streamlining data from monitoring logs into a single source of truth and reducing the burden of manual tasks.</td>
</tr>
</table>

Environment

Data from the EU's Copernicus Climate Change Service shows that 2025 was the third warmest year on record, following 2023 and 2024, with the past 11 years representing the 11 warmest on record. The accelerating pace of climate change continues to threaten ecosystems and communities across the globe, disproportionately affecting vulnerable populations and deepening existing socioeconomic inequalities.

At the same time, the regulatory landscape is shifting rapidly. Mandates such as the EU's Corporate Sustainability Reporting Directive (CSRD) and California's climate disclosure laws (SB 253 and SB 261) are reshaping how software companies account for and communicate their environmental impacts, across both direct operations and supply chains.

Elastic recognizes the UN Intergovernmental Panel on Climate Change (IPCC) as the leading scientific authority on human-induced climate change. Our commitment to mitigating climate risk is anchored by formally validated targets through the Science Based Targets initiative (SBTi), establishing a roadmap toward our greenhouse gas (GHG) reduction targets across our entire value chain by FY2050. This commitment is codified in our Environmental Policy and reflected in an improved CDP score, demonstrating strengthened alignment with leading environmental management practices.

As a global software company, Elastic's technology and operating model can be strategically positioned to contribute to the low-carbon transition. Elastic maintains an ongoing commitment to performance optimization.

Sustained engineering investment has repeatedly yielded double-digit efficiency improvements across core workloads such as logs, metrics, and vectors, lowering the infrastructure footprint and associated energy intensity of data operations at scale. Our distributed international workforce further limits emissions associated with commuting and large facility operations.

Environmental policy and management approach

Elastic's environmental strategy is guided by our Sustainability & ESG Steering Committee, which sets direction and provides oversight across our environmental programs. Supporting this work is our cross-functional Sustainability Operating Committee (SOC), comprising leaders from Workplaces, HR Compliance & Operations, Inclusion, Talent, Strategic Sourcing, Total Rewards, and Legal. The SOC reports directly to the Steering Committee and plays a key role in aligning our operational practices with our environmental sustainability objectives, spanning energy, travel, and supply chain impacts.

In FY26, these structures drove progress across three areas: decarbonization across our operations and value chain, strengthening regulatory readiness, and embedding sustainable practices across our operations. The priorities established in FY25 remained the backbone of our program. These include supplier engagement, renewable energy outreach, and continuous improvement in the quality, automation, and accuracy of our environmental data systems.

Sustainable workplaces

Energy use is a key driver of Elastic's operational GHG emissions and a central focus of our workplace decarbonization strategy. In FY25, we launched a renewable energy engagement program across our office portfolio, aimed at achieving 100% renewable energy coverage. As part of this effort, we introduced landlords at key sites to available renewable energy mechanisms, such as Energy Attribute Credits (EACs), Green Tariffs, and Power Purchase Agreements (PPAs), and communicated Elastic's preferred procurement approaches. Building on this foundation, in FY26 Elastic expanded the inclusion of lease language requiring landlords to provide monthly, metered utility data across key sites, improving the quality and completeness of our Scope 2 reporting.

Elastic offices in Paris and London currently source 100% renewable energy, and direct engagement with landlords in Amsterdam, Austin, and Sydney has continued to advance shared decarbonization goals. Our site selection process prioritizes LEED Gold or Platinum certification for new locations; our Arlington, Virginia; Barcelona; and Tel Aviv offices hold LEED Gold, while our New York and Bangalore offices achieved LEED Platinum as of FY25. Automatic lighting controls, LED retrofits, and high-efficiency appliances are deployed across offices to reduce energy and water consumption.

Supply chain and product sustainability

Nearly 99% of Elastic's emissions stem from our value chain, and our business model is structurally positioned to address this: Our distributed-by-design workforce limits commuting and facility emissions, our cloud-first infrastructure leverages hyperscalers with some of the most efficient data centers available, and our products are built to help customers reduce their own compute energy consumption.

Cloud-related activities represent approximately 31% of total Scope 1, 2, and 3 emissions, making hyperscaler engagement a critical decarbonization lever. AWS achieved its 100% renewable energy goal in July 2024; Microsoft Azure and Google Cloud maintain carbon reduction targets aligned with SBTi standards (v1.3).

Elastic is committed to reducing the environmental footprint of its cloud operations through strategic partnerships and infrastructure modernization. We actively partner with the AWS Sustainability team to identify operational efficiency opportunities across our environment, with similar engagements planned with Google Cloud and Microsoft Azure. As part of this effort, we are migrating workloads to next-generation, energy-efficient processors: AWS Graviton-based instances consume up to 60% less energy than comparable instances, while Google Axion processors advance green computing with an 80% improvement in performance-per-watt over traditional alternatives. Together, these initiatives reflect our commitment to embedding sustainability into the core of our cloud strategy.
On the product side, features such as Universal Profiling and BBQ (Better Binary Quantization) help customers identify code inefficiencies and reduce compute-related energy consumption, supporting both Elastic's and our customers' sustainability goals.

Across the broader supply chain, Elastic continued to execute its three-phase Analyze–Engage–Track approach in FY26, building on the formal supplier engagement program launched in FY25. By partnering with like-minded companies and drawing on our data expertise, we are strengthening our ability to measure, manage, and reduce emissions across our extended value chain.

Regulatory readiness and reporting

Elastic continued to advance its reporting rigor in FY26 to meet mandatory international and domestic standards. We are actively preparing for compliance with the EU's Corporate Sustainability Reporting Directive (CSRD) and aligning our data collection processes to meet California's SB 253 and SB 261 requirements, with first reports expected in 2026. To strengthen the credibility of our disclosures, we engaged independent firm Apex Companies LLC to provide limited assurance on our GHG emissions data. We also continued to disclose our emissions inventory and climate strategy via CDP, earning a score of B in FY25, reflecting our strengthened alignment with leading environmental management practices.

Climate change

We remain focused on minimizing our emissions footprint as part of our responsibility to contribute to a stable and secure future. The following data reflects our progress in measuring and reducing emissions across our full operational and value chain footprint.

GHG emissions performance

We use a leading sustainability data management platform to track progress against our baseline emissions and support ongoing data improvement. Our FY26 inventory reflects a significant advance in data quality: cloud-related emissions accounting migrated from spend-based estimation to actual, supplier-reported GHG data from AWS, Google Cloud, and Microsoft Azure. This provides a substantially firmer foundation for tracking progress against our SBTi reduction pathway from our FY24 base year.

While Elastic achieved robust financial performance in FY26 with a 17% increase in revenue, our total measured greenhouse gas footprint (Scope 1, Scope 2 market-based, and measured Scope 3 categories) rose by just 2.8% compared to FY25.

This progress in carbon efficiency highlights our purposeful approach to sustainable scaling and serves as a step forward in our long-term strategy to decouple our environmental footprint from corporate growth.

Key drivers of FY26 performance

The most significant shift in our FY26 inventory is methodological. By transitioning cloud-related emissions from spend-based estimation to primary, operational GHG emissions data from AWS, Google Cloud, and Microsoft Azure, we reallocated emissions between Scope 3 Category 1 (down 14%) and Scope 3 Category 11 (up 122%) and materially improved inventory accuracy. These movements should be read together: they reflect measurement improvement, not equivalent changes in underlying activity. The Category 11 figure now captures actual use-phase emissions across our full hyperscaler footprint, giving us and our customers a more accurate view of product impact and a firmer baseline for ongoing efficiency work.

Operationally, Scope 1 direct emissions decreased 88%, driven by the electrification of older gas-heated facilities. This shift, together with selective expansion of leased offices in New York, Barcelona, Tel Aviv, and San Francisco, increased Scope 2 emissions by 34%. Across the broader real estate portfolio, however, upstream and downstream leased-asset emissions fell 29% and 50% respectively, reflecting a 5.5% reduction in occupied floor area (from 132,170 to 124,854 sq. ft.) as we consolidated into smaller, largely coworking footprints. Improved landlord engagement also allowed us to replace estimates with primary utility data, strengthening the accuracy of these figures. Within Scope 3 operations, business travel delivered the largest underlying reduction, down 12% to 17,600 tCO_2e.

Metric (tCO_2e, market-based)	FY2024	FY2025	FY2026
Scope 1	65	241	30
Scope 2	243	504	677
Scope 3	56,100	59,400	62,613
Total	56,400	61,615	63,320

Scope 3 Category (tCO_2e)	FY2024	FY2025	FY2026
Cat. 1 — Purchased goods & services	35,000	29,200	25,000
Cat. 2 — Capital goods	1,600	1,300	1,500
Cat. 3 — Fuel- and energy-related	100	200	230
Cat. 5 — Waste in operations	70	80	100
Cat. 6 — Business travel	17,800	20,100	17,600
Cat. 7 — Commuting	700	730	875
Optional Cat. 7 (Home working)	1,300	1,450	1,400
Cat. 8 — Upstream leased assets	1,000	170	120
Cat. 11 — Use of sold product	-	7,430	16,500
Cat. 13 — Downstream leased assets	9	200	100
Scope 3 total	56,100	59,400	62,000

1 | Scope 1 and 2 emissions cover 100% of our sites.

2 | Scope 3 emissions are rounded to the first two or three significant figures. Total emissions values may slightly differ from the sum of columns due to rounding. Category 7, Home working is not included in total emissions.

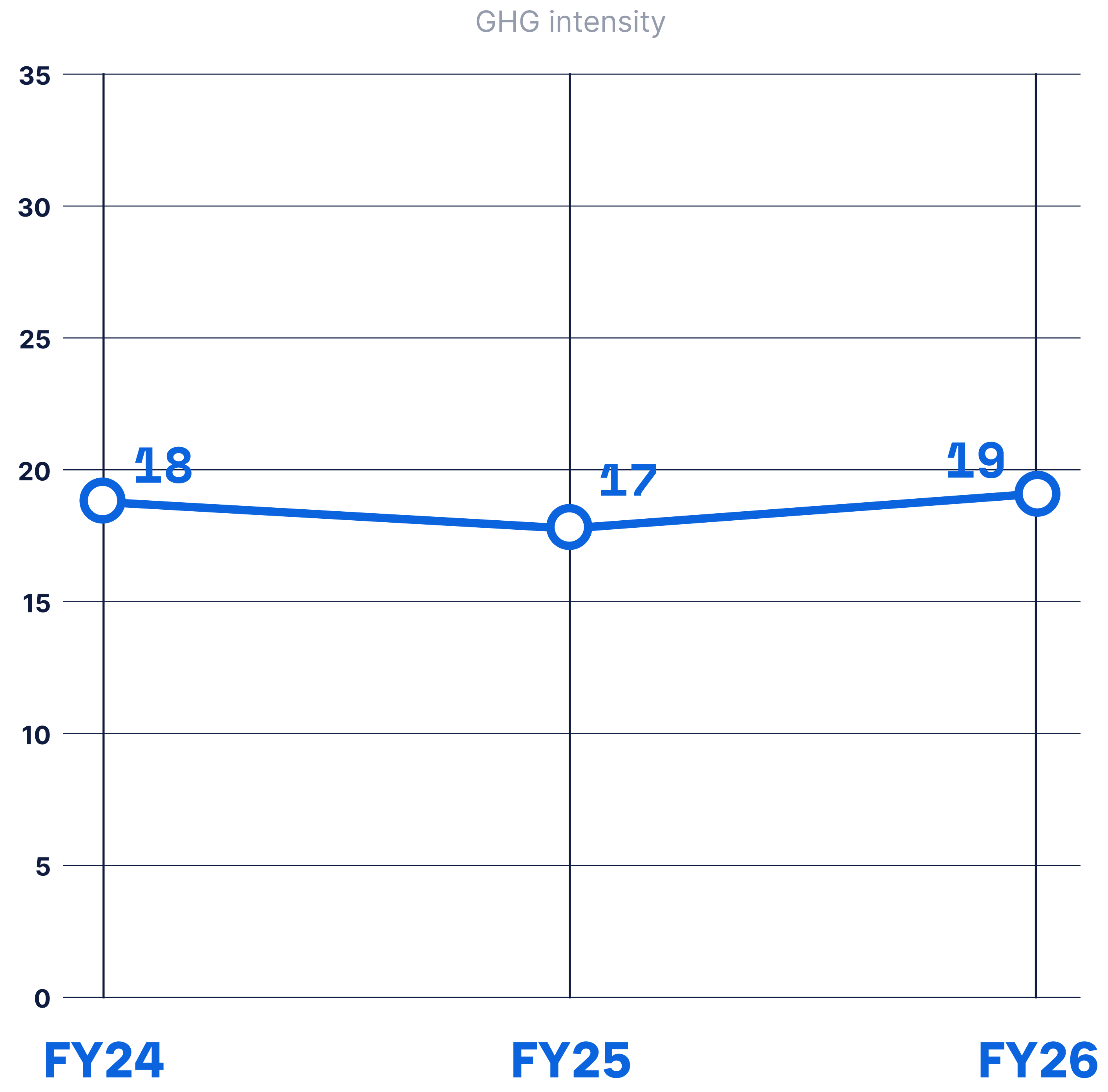
3 | Scope 3 categories 9 (downstream transportation and distribution), 10 (processing of sold products), 12 (end-of-life treatment of sold products), 14 (franchises), and 15 (investments) are not relevant to our business and thus are not included in our inventory.

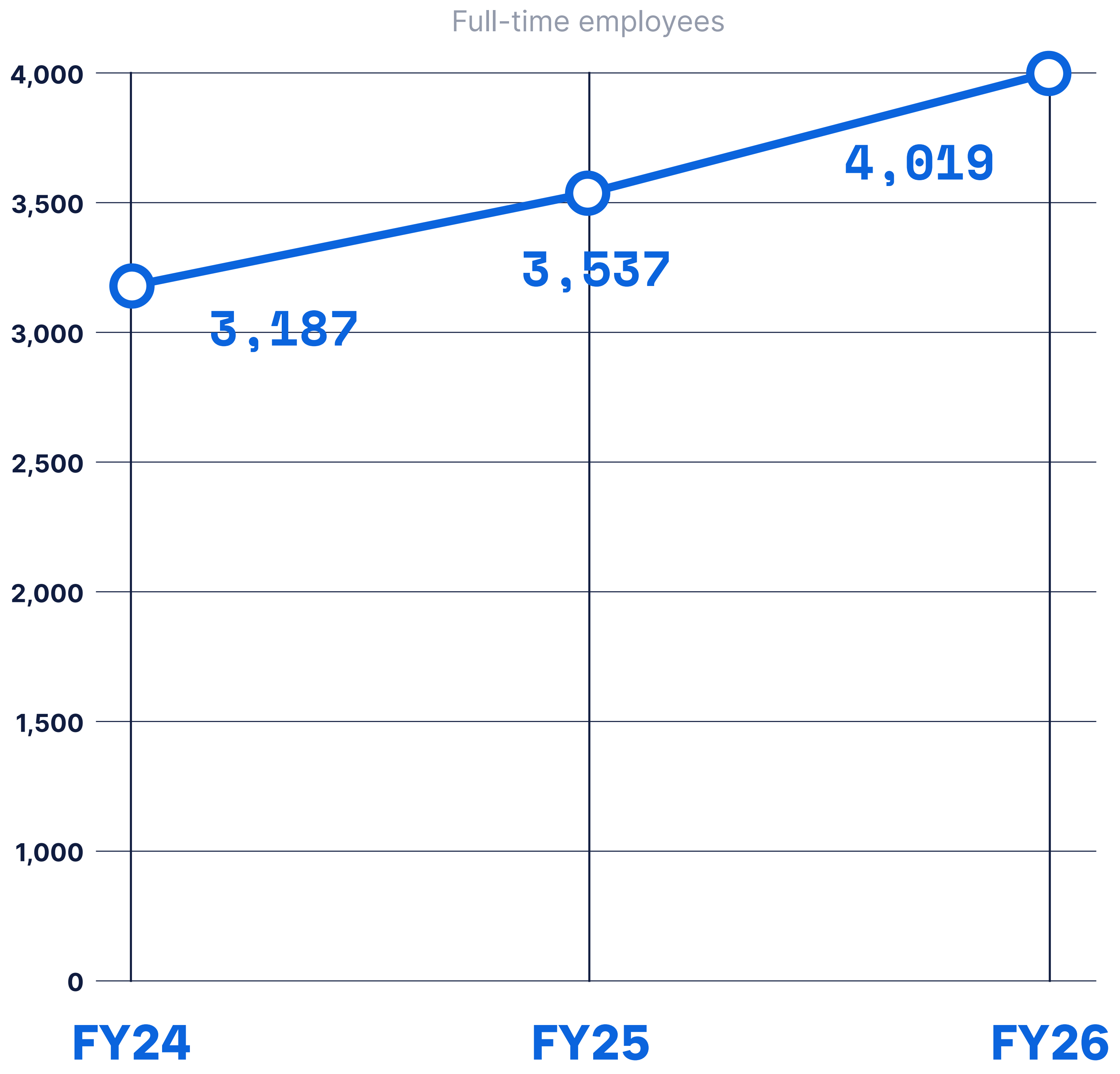
4 | Emissions from third-party courier services (Category 4) are not significant and are therefore included as part of Category 1 (purchased goods and services).

5 | Emissions from accommodations are included in Category 6.

6 | Scope 3 category 11 (use of sold products) reflects primary, operational GHG emissions data (market-based) directly provided by our primary Cloud Service Providers for Elastic's cloud-hosted solutions. In accordance with SBTi boundary guidance, use-phase emissions associated with customer-managed, locally hosted software deployments are excluded from the primary Scope 3 inventory.

Intensity metric	FY2024	FY2025	FY2026
Full-time employees	3,187	3,537	4,019
GHG intensity (tCO_2e per FTE, location-based)	18	17	19





Science-based targets: Progress update

In FY26, Elastic advanced its SBTi commitments, which were submitted in FY25 and validated during FY26. FY24 was selected as the baseline year as it provides the most accurate and representative snapshot of Elastic's emissions profile. FY26 represents the first full reporting year against our science-based targets; our progress is summarized below.

Near-term Scope 1 & 2:
59% absolute reduction by FY2034 (base year: FY2024)

Combined Scope 1 and 2 emissions total 707 tCO_2e in FY26, an increase of 130% from the FY24 baseline of 308 tCO_2e. Two movements drive this result. Scope 1 declined 54%, reflecting the contraction of our directly operated real estate footprint and the electrification of older gas-heated facilities. Scope 2 increased 179%, reflecting new office fit-outs in San Francisco, Barcelona, Tel Aviv, and New York.

We recognize that this trajectory currently runs counter to our near-term target, and that Scope 2 reductions are the primary lever for closing the gap. Our renewable energy engagement program, launched in FY25, targets the offices driving Scope 2 growth. Renewable energy accounts for 38% of Elastic's office energy consumption in FY26, up from 0.71% in 2024. As renewable coverage expands across the portfolio, we expect market-based Scope 2 emissions to decline against a growing office footprint.

Near-term Scope 3:
64% reduction per USD value added by FY2034

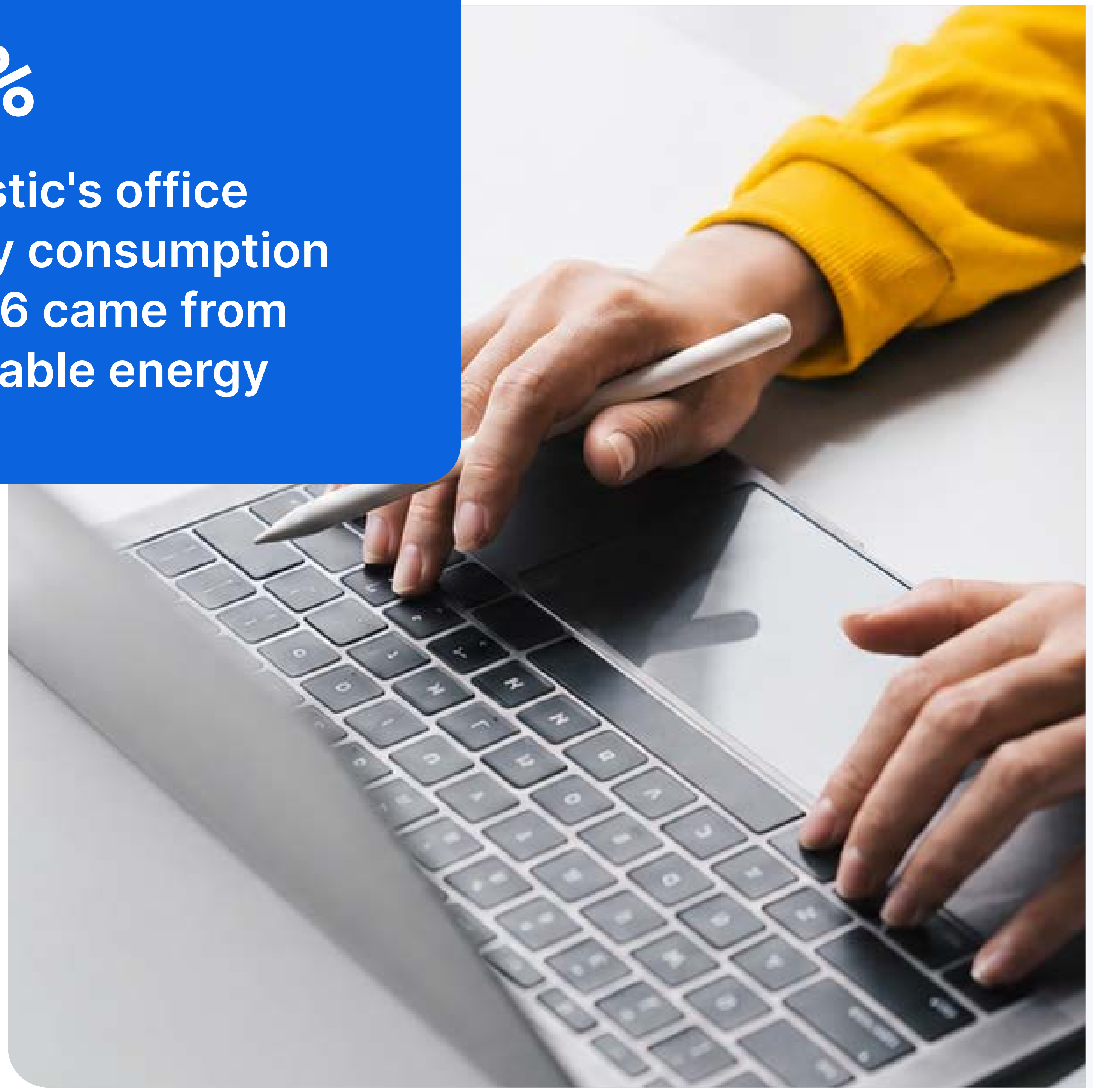
Further demonstrating progress in our decoupling strategy, we achieved a 18% improvement in our emissions revenue intensity relative to our FY24 baseline, even as absolute Scope 3 emissions rose by 12%. This widening spread between business growth and value chain impact underscores our advancing carbon productivity as we scale operations.

Long-term net-zero (FY2050):

Our long-term target remains to achieve a 90% absolute reduction across all scopes by FY2050, with full value chain net-zero by FY2050.

38%

of Elastic's office energy consumption in FY26 came from renewable energy



Looking ahead

Our FY27 priorities follow directly from FY26 trends: expanding renewable energy coverage at the offices driving Scope 2 growth; sustaining the downward trajectory in business travel; deepening hyperscaler collaboration to convert improved measurement into measured reductions in Categories 1 and 11; and continuing supplier engagement through the Analyze–Engage–Track framework to grow the share of our spend covered by SBTi-aligned targets.

As methodology changes affect year-over-year comparability in certain categories, we will continue to disclose restatements and boundary differences transparently and anchor target tracking to our FY24 SBTi base year.

Stakeholder engagement on climate

More than 99% of Elastic's emissions footprint comes from indirect sources across our value chain. Achieving our near-term Scope 3 SBTi targets requires close collaboration with employees, supply chain partners, and landlords.

Employee engagement

In April 2026, we hosted our annual Sustainability Month to deepen climate awareness and drive grassroots environmental action. The initiative combined educational sessions focused on the intersection of AI and sustainability with interactive virtual events. Through Elastic Cares, we amplified this collective action by matching employee giving and rewarding challenge completion with corporate grants.

Supported by our corporate travel management system, our business travel policy actively empowers employee-level climate action. The platform provides point-of-sale emissions visibility during the booking process, alongside a dynamic carbon dashboard with granular, leg-level reporting. To drive modal shift and reduce our Scope 3 footprint, the platform's automated rail nudging feature prompts employees to consider lower-carbon alternatives for applicable short-haul flights under 650 km.

Supplier engagement

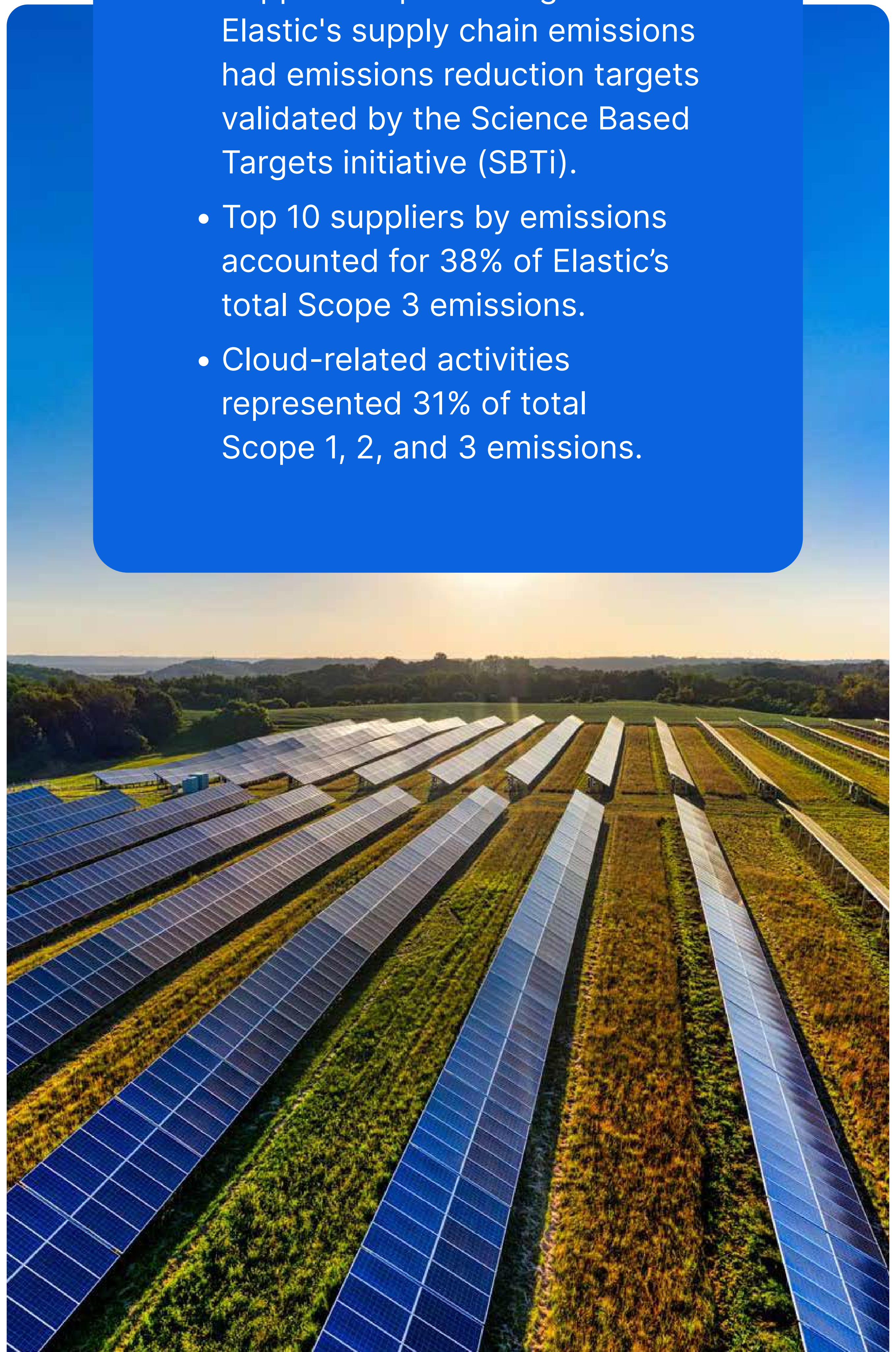
More than 99% of Elastic's greenhouse gas footprint sits in its value chain (Scope 3), where the goods and services it purchases are by far the largest source. Supplier engagement is therefore one of the company's most important decarbonization levers.

The Supplier Sustainability Program focuses on the highest-emitting partners and follows a three-phase approach: Analyze, Engage, and Track. Elastic first analyzes spend and emissions data to identify priority suppliers and concentrate effort where it will have the greatest impact. It then engages those suppliers around a consistent set of expectations: building a Scope 1, 2, and 3 inventory aligned with the GHG Protocol; disclosing emissions annually; and setting public reduction targets, ideally validated by the Science Based Targets initiative (SBTi).

These expectations are reinforced by education on carbon accounting and target setting, tailored to each supplier's stage of maturity. Finally, the program tracks progress year over year, drawing on supplier-reported data both to hold itself accountable and to refine Elastic's own value-chain estimates.

FY26 supplier snapshot

- Suppliers representing 28% of Elastic's supply chain emissions had emissions reduction targets validated by the Science Based Targets initiative (SBTi).
- Top 10 suppliers by emissions accounted for 38% of Elastic's total Scope 3 emissions.
- Cloud-related activities represented 31% of total Scope 1, 2, and 3 emissions.



Landlord engagement

Elastic's Workplaces and Sustainability teams engaged directly with landlords at several key sites, including Amsterdam, Austin, and Sydney, to outline Elastic's decarbonization strategy and identify opportunities for joint action. These sessions covered building sustainability programs, existing energy contracts, renewable energy procurement options, energy metering, and local regulatory frameworks.

In FY26, we participated in several third-party benchmarking surveys, and received the following recognition:

- CDP Climate: B
- ISS ESG: C+ "Prime"
- Morningstar Sustainalytics: Industry ESG Leader
- MSCI: AA
- S&P Global: 38 (85th Percentile)
- Ecovadis: 58 (Committed badge)
- Integrity Next: Green (Above average)

Waste management in offices

Elastic maintains programs across its office locations to reduce waste generation and resource consumption:

Single-use plastics: Staff and visitors are provided with glasses, reusable bottles, or recyclable/biodegradable cups, with access to filtered tap water throughout our offices.

Packaging: Vendors are encouraged to minimize packaging, and Elastic requests the return of non-recyclable materials for proper handling.

Recycling: The majority of offices are equipped with split-stream recycling or use recycling services through waste management providers.

Food waste: Our lunch service operates on an individual preorder system — orders placed at least 24 hours in advance — to minimize food waste.

Water management: Most restroom facilities feature dual-flush toilets and sensor-activated fixtures to reduce water use.

In 2025, Elastic completed its first CDP Water questionnaire, earning a B- score, reflecting growing efforts in water management and transparency.

Social

Supporting our people isn't just a priority — it's the foundation of how we work. That's why we focus our energy on what matters most: hiring exceptional talent and ensuring they feel seen, heard, and empowered to grow. As a distributed company, we draw strength from the richness of our global perspectives, we recruit exceptional talent, and we foster inclusive workplace practices. By investing in Elasticians' well-being and growth through development opportunities, holistic benefits, and equitable pay, we aim to support both their personal and professional journeys.

Approach to talent management

At Elastic, we are continually evolving and growing our end-to-end talent processes, working toward a holistic, coordinated approach across the business. We want Elastic to be a career destination — a place where employees can be hired for one position with opportunity and support to grow and develop a career. This work spans many teams that collaborate to achieve a high-caliber, globally distributed workforce.

We celebrate diversity, foster inclusion, reward and recruit excellence from around the world, enable every Elastician to perform their very best, and work thoughtfully to secure our talent pipeline for the future.

Talent recruitment

We support Elastic's global growth by developing sourcing channels for talent from more than 40 countries, and providing a meaningful recruitment experience for candidates. Our hiring philosophy includes:

- Supporting current team members through the hiring process with resources like the How to Hire Toolkit
- Setting expectations among job applicants and candidates with guidance on our hiring process, including how to request accommodations
- Prioritizing the career mobility of our existing employees through an internal-first mindset
- Facilitating the transition of military personnel via our partnership with the U.S. Department of Defense SkillBridge program. In FY26, we hosted eight SkillBridge interns across our organization.

Different people approach problems differently, and Elastic is an equal opportunity employer committed to creating an inclusive culture that celebrates different perspectives, experiences, and backgrounds. We welcome individuals with disabilities and strive to create an accessible and inclusive experience for all individuals. Our hiring process varies by functional area, but we leverage global processes where possible in the interests of speed, efficiency, and consistency. Guidance on our hiring process can be found on our Careers page under How we hire.

Employee engagement

For the past five years, we've conducted regular global employee experience surveys at least twice annually. The surveys continue to equip leaders with actionable insights. We typically see strong participation across the entire organization, with the level of engagement at Elastic benchmarking competitively against our peers. Our survey results inform programmatic action at the company level and team actions down to the manager level. The engagement score in the February 2026 survey was 79 (3 points above the technology industry benchmark), with more than 80% of employees participating.

At Elastic, we believe employee engagement should be an ongoing dialogue. We go beyond the annual survey to understand employee sentiment:

- Managers use a framework to turn survey results into live team conversations to improve employee experiences.
- We collect feedback at specific touchpoints during a new hire's onboarding, as well as when someone voluntarily leaves Elastic.
- We embed feedback collection in our programs by design to help improve impact in real time.

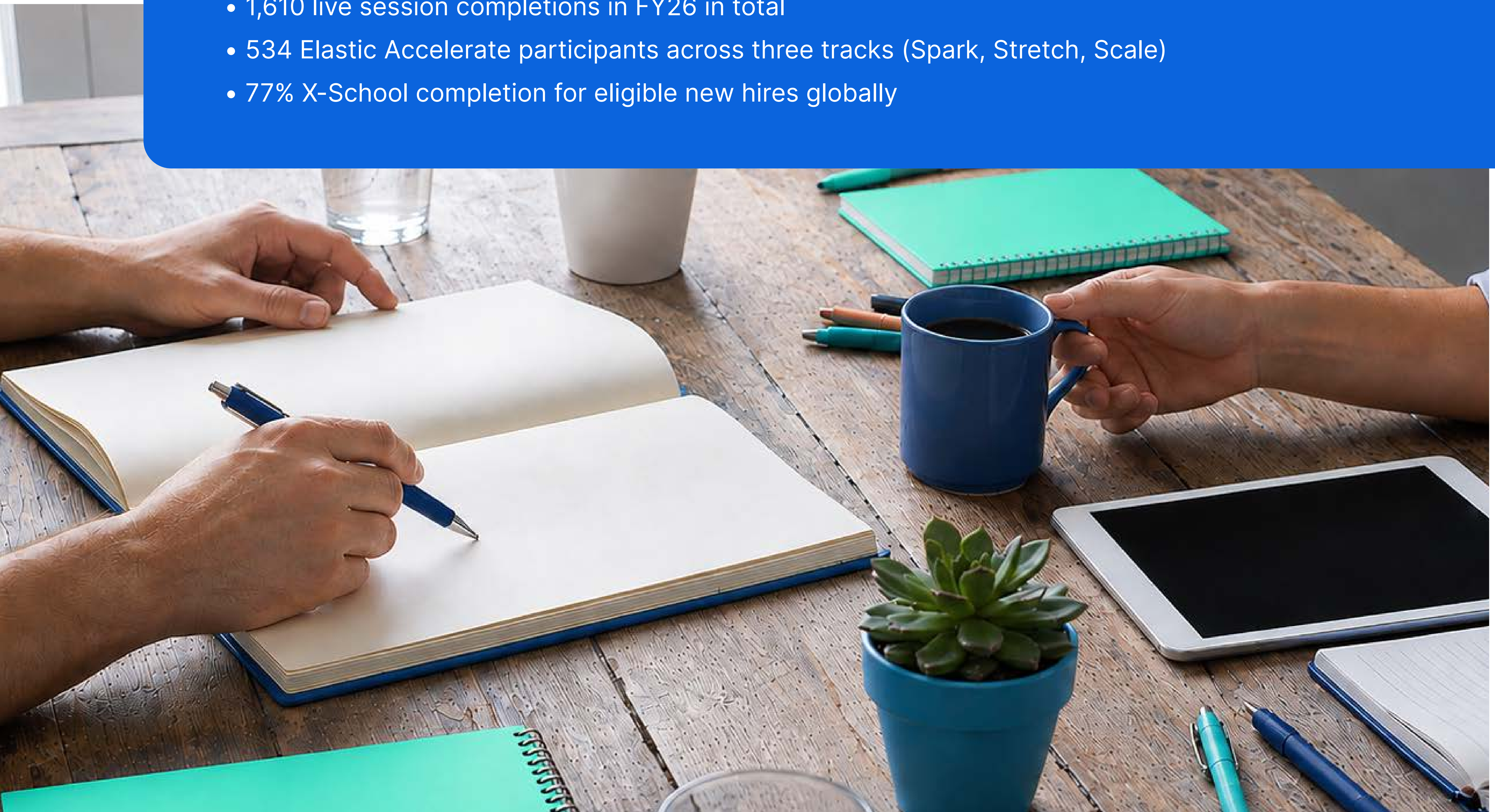
We focus on generating insights on the key drivers correlated to strong engagement, including, but not limited to, Career Growth, Role Clarity, Wellbeing Initiatives, Inclusion & Belonging, Manager Effectiveness, and Confidence in Senior Leadership. We focus our actions in areas that matter most, rather than chasing neutral scores. Employee feedback has informed many initiatives across Elastic, including onboarding programs for new hires, global total rewards, and how our senior leadership team (SLT) communicates about our company strategy with Elasticians.

Talent development

The Learning & Organizational Development (L&OD) team delivers on four programmatic pillars, delivered through strategic consulting, driving strong learning experiences.

FY26 highlights

- 64.6 NPS across live learning programs, based on 280 respondents
- 91% of participants said content was relevant to their role; 94% plan to apply what they learned
- 1,610 live session completions in FY26 in total
- 534 Elastic Accelerate participants across three tracks (Spark, Stretch, Scale)
- 77% X-School completion for eligible new hires globally



Building a highly effective workforce

Pillar I: Cultural Onboarding (X-School)

X-School is our highest-volume program and the flagship vehicle for Elastic's cultural Source Code. It welcomes new Elasticians via live, facilitated sessions that embed how we achieve success together and what makes Elastic unique. One of X-School's signature differentiators is the dedicated SLT panel, a new-hire-only company-wide experience that lets senior leaders meet each incoming cohort.

Pillar II: Leader Dev for All

At Elastic, leadership is not a title. The Leader Dev for All portfolio exists for every career stage: Leading Self, Leading Others, and Leading the Business. Our learning solutions consultants delivered 10 business-specific leader development programs in partnership with function sponsors.

Pillar III: Top Talent (Elastic Accelerate)

Elastic Accelerate is a nominations-based program for forging future leadership. In FY26, it ran at full scale for the first time with three tracks: Spark (early-career high performers), Stretch (mid-career ascenders), and Scale (senior-track leaders).

Pillar IV: Teaming Through Strategic Events

L&OD partnered directly with business leaders and HRBPs to design and facilitate events that move the needle for their teams. Businesses supported included CSG, FinOps, Legal, HR, and Revenue.

Benefits

Elastic's benefits are grounded in our Source Code value to show up "As YOU, Are." This means designing inclusive, flexible, productivity-enhancing, and globally relevant offerings that reflect the diverse needs of Elasticians and their families — empowering them to thrive both personally and professionally.

We are committed to the holistic well-being and long-term success of our global workforce. As part of our ongoing mission to better support and equip our team members, we expanded our comprehensive benefit programs into newly established international employment entities in FY26. This expansion ensures equitable access to resources, empowering our people to thrive both personally and professionally.

Well-being through inclusion and flexibility

We prioritize well-being by fostering an inclusive, flexible culture where people can truly flourish. Our global programs are thoughtfully designed to reflect the diverse needs of Elasticians and their loved ones — offering support that meets individuals where they are, regardless of geography, identity, or life stage.

This is underpinned by continued investment in global "Core" benefits: from accessible mental health resources to equitable family-building benefits, we're committed to care that adapts to real life.

Creating space for what matters

We recognize that life outside of work requires care and attention, too. Our policies for caregiving, parental leave, and compassionate time off are built around the understanding that people wear many hats. With a minimum of 16 weeks of paid parental leave, and up to 2 weeks of compassionate leave, all Elasticians globally are supported with time off and resources that recognize the moments that matter most.

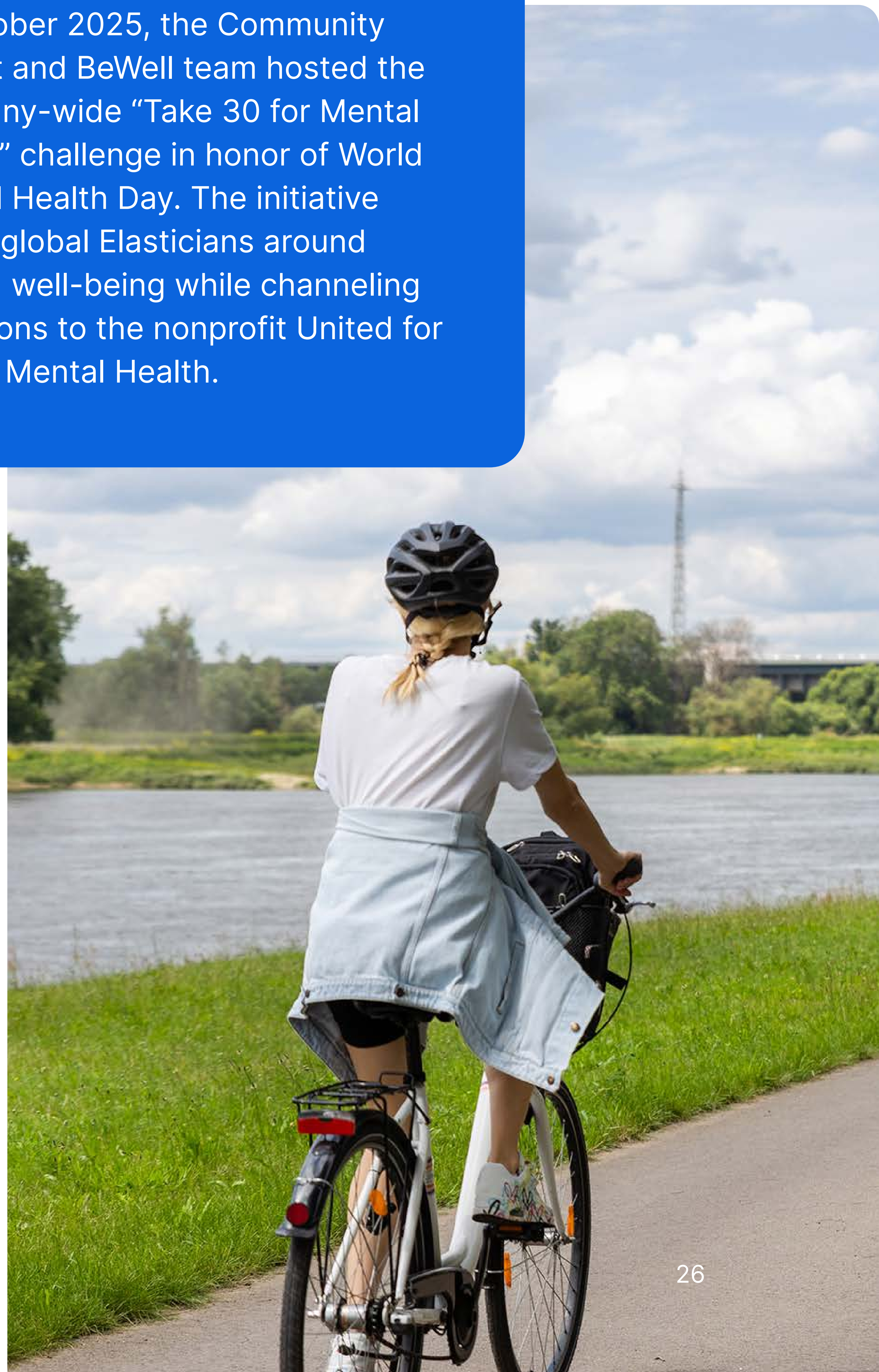
Amplifying impact through service

We know that fulfillment often comes from contributing to something greater. That's why we encourage Elasticians to engage with causes that resonate with them — through volunteer time, donation matching, and support for those in active military service. It's one of the many ways we bring our values to life and extend our impact beyond the workplace.

Everyday commitment to well-being

We continually champion well-being as an essential part of work. From physical health and ergonomic support for remote work, to financial empowerment through retirement plans, equity programs, and engaging wellness initiatives, we provide resources that help our employees build sustainable, healthy habits for the long term. In FY26, we introduced Origin, a financial wellness platform, for employees in the US and look forward to expanding the rollout globally in the coming year.

In October 2025, the Community Impact and BeWell team hosted the company-wide "Take 30 for Mental Health" challenge in honor of World Mental Health Day. The initiative rallied global Elasticians around mental well-being while channeling donations to the nonprofit United for Global Mental Health.



Fair pay practices

Fair pay is the foundation of our global compensation philosophy. We are committed to compensating employees equitably for the work they do, regardless of gender, race, or ethnicity.

We believe transparency is fundamental to building a workplace where employees can trust that their pay reflects fair and objective criteria. That's why all employees have access to the full salary range for their role. In the European Union, the US, and Canada, we also include salary ranges on all job postings, helping to ensure a level playing field from the very first step of the hiring process.

On an ongoing basis, we partner with an external firm to conduct regular pay equity analyses. These assessments use established job groupings and control factors to ensure appropriate, data-informed comparisons.

At Elastic, we're proud of our compensation practices and remain steadfast in our commitment to fair pay for all Elasticians.

Inclusion at Elastic

Our approach to inclusion is rooted in our foundation as a company. Elastic originated as a distributed company made up of individuals across the globe, with a myriad of different backgrounds, experiences, and perspectives. This is part of how we work and who we have always been.

Our Source Code guides how we strive to create an inclusive culture every day. It reminds us that with many languages, perspectives, and cultures, we should not assume bad intent. It highlights that we all bring different interests and skills to Elastic. At its heart, the Source Code invites us to "just come as you are."

With our workforce spanning more than 40 countries, 100+ nationalities, a multitude of languages, and different lived experiences, there are some common beliefs and practices that guide us. In FY26, we developed three aspirational pillars to guide and enable our long-term Global Inclusion vision and strategy. These pillars are grounded in our Source Code and intended to foster our culture of inclusion and belonging.

Open by design — *Flex together, win together.*

Enjoy the freedom to explore ideas and work on what inspires you, all within a framework that keeps teams aligned and energized.

Action: Collaborate, communicate, and compromise.

Built for performance — *Success is a shared metric.*

Build on a foundation of camaraderie, pushing limits together while maintaining respect and trust.

Action: With camaraderie as your foundation, push limits together while maintaining respect and trust.

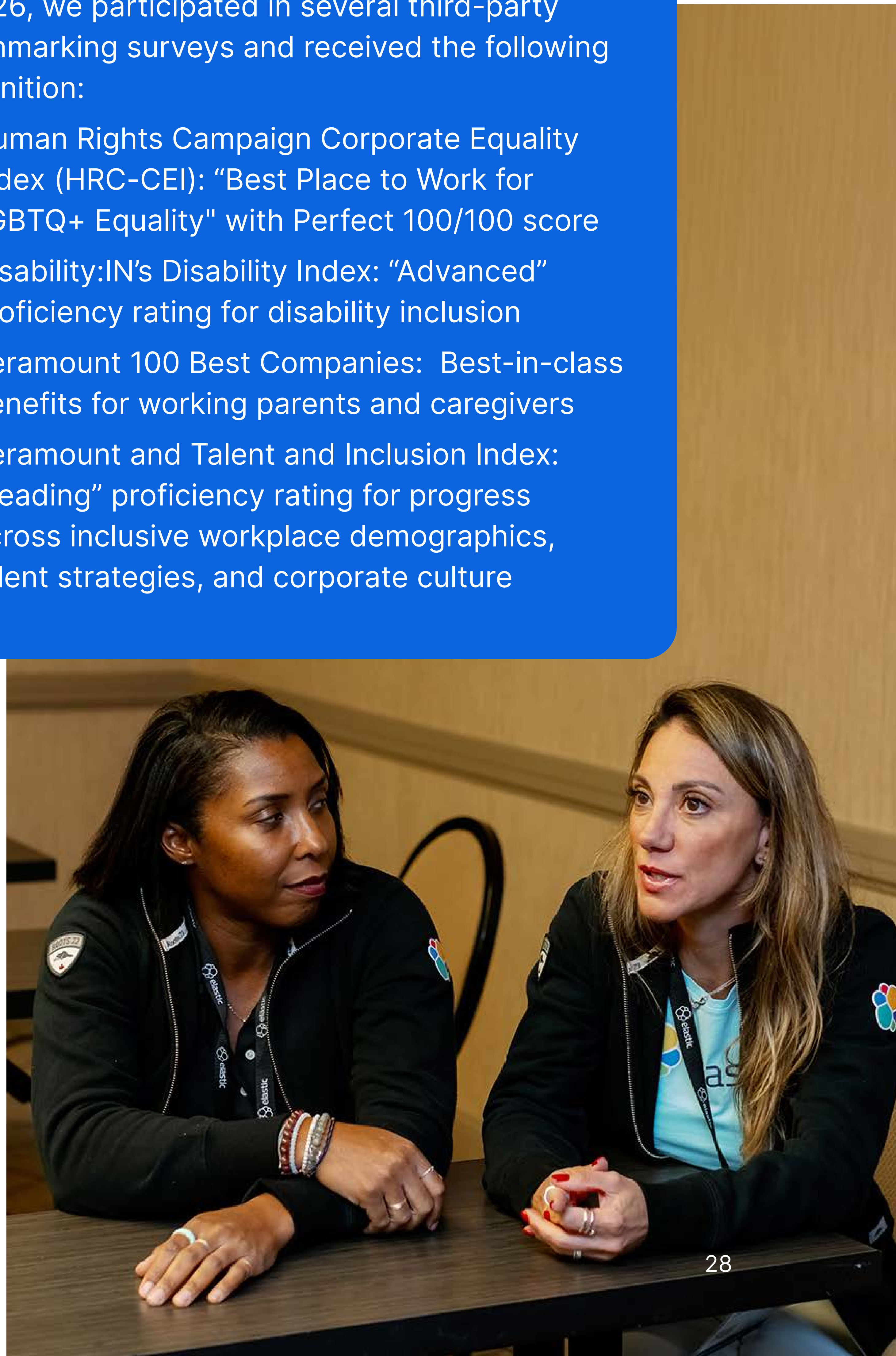
Wired for innovation — *Less groupthink, more original ideas.*

Draw on a breadth of perspectives and backgrounds to spark original thinking and build what's next.

Action: Come as you are to build what's next.

In FY26, we participated in several third-party benchmarking surveys and received the following recognition:

- Human Rights Campaign Corporate Equality Index (HRC-CEI): "Best Place to Work for LGBTQ+ Equality" with Perfect 100/100 score
- Disability:IN's Disability Index: "Advanced" proficiency rating for disability inclusion
- Seramount 100 Best Companies: Best-in-class benefits for working parents and caregivers
- Seramount and Talent and Inclusion Index: "Leading" proficiency rating for progress across inclusive workplace demographics, talent strategies, and corporate culture



Elastician Resource Groups (ERGs)

At Elastic, we believe in the strength of community. Through our Elastician Resource Groups (ERGs), we cultivate a global platform for all Elasticians to connect, learn, grow, and thrive together. Open to all, our seven ERGs are organizationally sponsored, self-organized, Elastician-run groups aligned with specific shared identities, interests, affinity, or allyship. ERGs welcome the participation, support, learning, and development of all Elasticians in any ERG. Our ERGs play a crucial role by driving innovation that directly supports the business, empowering members' personal and professional growth, and making a meaningful impact on the broader community through active volunteering and donation initiatives.

In FY26, ERGs curated content and programming, intersecting multiple dimensions of diversity and providing awareness, education, and business and social impact across the Americas, the Asia Pacific Japan region, Europe, the Middle East, and Africa.

Executive sponsors for our ERGs guide the efforts of these employee-led groups in alignment with our business and talent priorities.

Our ERGs hosted many impactful events open to all Elasticians, including fireside chats and awareness sessions, and also concentrated on ways to support external communities through giving and volunteering. A key focus this year was collaborative events and partnerships focused on professional development and the connection to our core business goals, highlighting the importance of inclusive leadership and connecting across differences in a diverse, global business environment. Among the highlights:

- **The Accessibles** partnered with Neurodiversity Global to host an interactive educational session focused on neuro-inclusion in the workplace, providing employees with practical strategies for supporting conditions like ADHD and autism through high-impact micro-adjustments and respectful disclosure practices.
- **Blasticians** and **Women of Elastic** launched a joint Mentorship Program, featuring leadership-led strategic sessions and intention-setting workshops designed to transform professional connections into high-impact, long-term partnerships through structured reflection and expert-led frameworks for career growth.
- **Elasticians Unidos** hosted a leadership dialogue featuring board members from the Society of Hispanic Professional Engineers (SHPE). Centered on the theme of "Creating Community," the session explored the professional journeys of Hispanic/Latinx engineering leaders, emphasizing how representation, mentorship, and sponsorship are vital to building equity and empowering the next generation of innovators in STEM.

Elastic Cares

Elastic Cares, our global philanthropic program, empowers Elasticians to support the causes that matter most to them through giving, volunteering, and direct product donations. Open to all full-time employees, the program includes donation and service matching, volunteer incentive initiatives, and nonprofit product grants.

Donation and service matching

Each fiscal year, Elasticians have the opportunity to receive funds from Elastic. Elasticians each receive a US$2,000 matching budget per fiscal year. This budget covers donation matching and/or service matching, giving all employees the opportunity to amplify their impact through the full company match, whether they donate their money or their time. In FY26, 2,071 Elasticians (45%) participated in donating via Benevity. This includes making a donation on the platform, receiving a match for a donation, or donating seeded funds/Benevity credit.

New hires are offered the option to participate in Elastic's matching program right away. Elastic provides a credit that employees can use to buy new-hire swag, or they can opt to direct some or all of their credit to a charitable organization. Of all new hires, 89% elected this option in FY26.

Volunteer time off

We believe that no one knows the needs of a community like the people who live there, and we support them through programs like VTO and matching to empower them to meet those needs. Elastic provides 40 hours of volunteer time off (VTO) per year to Elasticians to help meet local needs in their communities. Employees can use VTO to earn credit toward their US$2,000 service/donation match. For each hour served, an Elastician can earn US$20 in service matching rewards to direct back to the cause of their choice. In FY26, Elasticians logged over 10,500 hours of service, including over 1,000 individuals who used their paid VTO benefit to give back.

Elastic Cares Assistance Fund

The Elastic Cares Assistance Fund was established in 2022 for eligible Elasticians who are facing financial hardship immediately after a natural disaster or unforeseen personal challenge caused by such events as violence, serious illness, injury, and others.

Through the fund, eligible employees can apply for a charitable grant of up to US$1,500. In FY26, the fund received over US$9,900 in total donations from 102 individual donors representing seven different countries. A total of nine grants were awarded.

Giving Tuesday

We match Elasticians' donations to eligible charitable organizations of their choice year-round and offer 200% donation matching annually for 24 hours during our Giving Tuesday campaign. Our latest Giving Tuesday campaign raised over US$684,000, which was donated to 1,200+ global causes. Over 1,000 Elasticians participated in our most successful campaign to date, a 90% increase year over year.

Impact by the numbers

Metric	FY2025	FY2026
Number of causes supported	1,970	2,650
Total volunteer hours logged	9,896	10,576
Elastician charitable donations (USD)	US$391,800	US$637,000
Elastic charitable donations and matching (USD)	US$578,650	US$815,000
Total funds invested in global communities by Elastic and Elasticians (USD)	US$1,274,500	US$1,452,000
Nonprofit organization grant customers onboarded	26 customers: 6 new, 20 renewals	23 customers: 1 new, 22 renewals
Value of Elastic NPO grants awarded (USD)	US$283,000	US$230,000

Community impact highlights

Food for Neighbors (AMER)

During a team offsite in Arlington, Virginia, 40 members of Elastic's global Human Resources team volunteered with Food for Neighbors, a local nonprofit addressing food insecurity among middle and high school students in Northern Virginia.

The team packed more than 900 pounds of food into individual weekend meal packages for students ahead of a school holiday. Additionally, volunteers assembled 500 signature Red Bags, which serve as the foundation for the organization's community food collection efforts throughout the year.

Thye Hua Kwan Moral Charities (APJ)

Elasticians from the Singapore office, together with the DBS Procurement team (one of Elastic's valued partners), visited Thye Hua Kwan Moral Charities. This organization provides essential community services to people with diverse needs, respecting all races, languages, and religions.

The gathering marked the Lunar New Year, featuring the tradition of tossing lo hei (a prosperity toss), a shared festive meal, and genuine, heartfelt conversations. The event served as a powerful reminder to all participants that authentic human connection is the foundation of community impact.

Abhyudaya (APJ)

More than 100 members of Elastic's Finance Operations team dedicated time to community service with Abhyudaya during a recent offsite in Bangalore. Abhyudaya's mission is to empower women and educate children, reaching over 5,000 students across more than 180 FLCs in underprivileged and rural areas across multiple states in India. The team decorated and packed tote bags for students at a nearby school, with some members having the memorable experience of hand-delivering the bags and meeting the students.

Stichting Netherland Cares (EMEA)

During a training event in Amsterdam, over 100 Elasticians volunteered to create more than 200 welcome bags for immigrants. This effort supported Stichting NL Cares' "Gift and Go" program for newcomers.

Stichting NL Cares is dedicated to inspiring and empowering people and businesses to contribute their time, skills, and resources to address the world's most difficult challenges. The volunteer team had the opportunity to hear from a representative of Stichting NL Cares about their work supporting immigrants and refugees and how the volunteers' contribution helps advance their mission.

Nonprofit organization (NPO) product grant

The NPO product grant is designed to amplify the positive impact of our charitable partners using the power of the Elasticsearch Platform. We provide US$10,000 cloud credits to NPO grantees annually.

Greenpeace Australia (APJ)

Greenpeace Australia is a global environmental organization focusing on critical issues related to climate change, biodiversity loss, pollution, and social justice. The organization aims to combat environmental degradation caused by human activity, such as deforestation, overfishing, fossil fuel dependency, and plastic pollution, which threatens ecosystems, public health, and the planet's climate.

Greenpeace's efforts have historically contributed to major environmental policy shifts, corporate responsibility practices, and increased public consciousness on environmental issues.

To further its mission and secure its operations, Greenpeace is leveraging Elastic Cloud to enhance its cybersecurity posture. Deploying the Elastic Stack on Elastic Cloud will facilitate an upgrade and alignment with the Center for Internet Security's cybersecurity platform (CIS18). The solution will be used to collect, process, store, and visualize data from a variety of sources. This will be invaluable for uplifting Greenpeace's cybersecurity posture, particularly in the areas of log management, real-time analytics, and operational intelligence, ensuring a more secure and sustainable digital future for their critical work.

Species360 (AMER)

Species360, a global leader in wildlife care and conservation, mobilizes a network of over 1,300 aquariums, zoos, and research institutions across 102 countries. It uses technology to enhance the care of animals and plants under human care worldwide via its Zoological Information Management System (ZIMS), the world's leading data resource for over 22,000 species.

When modernizing ZIMS to Google Cloud, Species360 faced slow search performance for complex, multi-category queries across millions of records. Integrating Elasticsearch addressed these bottlenecks, significantly improving the speed and usability of ZIMS's type-ahead fields and complex search functionality, thus enabling faster data access for conservation.

Species360 is also launching a data hub project to leverage the wealth of ZIMS data for critical conservation research. It anticipates Elasticsearch's powerful search capabilities will unlock deeper insights and further empower global wildlife conservation initiatives in this project.

České centrum pro investigativní žurnalistiku, o.p.s. — Investigace.cz (EMEA

České centrum pro investigativní žurnalistiku, o.p.s. (Investigace.cz) is an award-winning nonprofit newsroom founded in 2013. Investigace.cz specializes in reporting on organized and white collar crime. The content is free online. The organization builds capacity for Czech and international journalists, collaborates on cross-border projects, and works to strengthen independent journalism.

Investigative journalists analyze vast, disparate public datasets (e.g., procurement, property, company ownership, and subsidy records) to expose corruption and financial transparency issues. Robust tools are needed to track sources and distributors of sophisticated, large-scale disinformation across social networks.

Investigace.cz uses the Elastic Stack (Elasticsearch and Kibana) as its primary analytical tool for journalistic investigations to analyze extensive open source datasets. Elastic is used to analyze social media, specifically to track large-scale disinformation sources and distributors.

Governance

At Elastic, earning and deepening trust with our stakeholders is at the core of everything we do. We are unwavering in our commitment to ethical and responsible behavior in the conduct of our business. As stewards of data and AI technologies, we implement robust programs that aim to protect the information entrusted to us and support those who use our tools to solve critical challenges and enable critical insights through the Elasticsearch Platform.

Effective governance goes beyond regulatory compliance; it embeds trust and sustainability in our decision-making processes, helping us to act in the best interests of all our stakeholders.

Business integrity

Every individual at Elastic is united by a shared commitment to integrity in all the decisions we make. We understand that winning and sustaining the trust of our global user community, customers, partners, vendors, shareholders, and other stakeholders is fundamental to our success. We seek to build that trust every day through consistent honesty, professionalism, clear and prompt communication, and empathy.

Regardless of position, tenure, or geographic location, all of our Elasticians embrace a culture rooted in high ethical standards, industry best practices, and adherence to the laws and regulations that govern our work. To ensure we are effectively fostering this environment, we added a dedicated ethics question to our Annual Employee Engagement Survey this year. This allows us to gather direct insights into employee perception of our ethical culture, ensuring our Business Integrity program remains responsive to the needs and values of our global workforce.

Tone at the top

Our senior leaders are instrumental in the promotion of ethics and integrity at Elastic, setting the tone at the top and shaping our values-driven culture. The Global Business Integrity Committee, a cross-functional group of Elastic leaders, assists the CEO and senior leadership team in supporting and enabling our business integrity program. The Committee fosters alignment and accountability through dialogue, active engagement, and collaboration on key solutions and risk mitigation strategies.

Policy and process

The Business Integrity team regularly reviews our business ethics policies to promote legal compliance and maintain alignment with Elastic's Source Code. Our Code of Business Conduct and Ethics ("Code of Conduct") provides our board of directors, employees, contractors, and agents with clear behavioral standards designed to foster honesty, ethical conduct, and compliance.

In FY26, we reached a significant milestone by launching a new Corporate Policy Governance Framework. This standardized approach ensures that company policies are developed, approved, and communicated with consistency and transparency. As part of this initiative, we:

- Introduced specialized policies governing Conflicts of Interest, Gifts & Hospitality, and Anti-Bribery and Corruption; and
- Conducted a comprehensive review and update of all other legal and business integrity policies to ensure alignment with global regulatory expectations.

To ensure these standards are deeply embedded in our culture, we require all employees to certify their compliance with our Code of Conduct and key policies on an annual basis. This accountability ensures that every Elastician carries out their daily work consistent with our core values of ethics and integrity.

We publish key policies and other relevant compliance documents and resources on the Elastic Legal Hub.

Training and education

Our commitment to business integrity is supported by a robust training and education framework designed for our distributed workforce. Following the implementation of a two-year training calendar in FY24 and a successful transition to our enhanced e-learning platform in FY25, we have leveraged the platform's capabilities to deliver comprehensive, engaging content on an annual schedule.

In FY26, we further matured this program by implementing a strategic, two-pronged communications plan. This approach balances enterprise-wide education on core legal requirements with targeted guidance for managers on key risk areas to establish the "tone in the middle." As a result of these efforts, we achieved our goal of 97% completion for annual ethics training for the second consecutive year. To ensure our curriculum remains impactful, we also launched a new training effectiveness survey this year to measure employee sentiment and comprehension. Through this continuous communications plan, we provide the ongoing guidance and timely updates necessary to help Elasticians stay abreast of evolving legal and regulatory requirements.

Business Integrity Week

Each year, our global Business Integrity Week highlights the vital role ethics and integrity play in Elastic's culture. This initiative engages all Elasticians in activities that raise awareness, recognize commitment, and reinforce our ethical responsibilities within our company and the broader community.

In FY26, we evolved the event to serve as a strategic launchpad for our updated Corporate Policy Governance Framework. We leveraged interactive engagement — including a virtual scavenger hunt — to empower employees to explore our new policy tool and recently updated policies. This approach is rooted in the belief that policy awareness is a tool for empowerment; by understanding our policies, Elasticians can make confident, ethical decisions that ensure consistency across our global, distributed team.

Furthermore, we strategically aligned Business Integrity Week to precede our annual mandatory training rollout. By using the week to build momentum and awareness, we successfully drove early engagement and completion of our core compliance curriculum. This integrated approach ensures that our values of ethics and integrity are not just celebrated once a year, but are deeply integrated into how we work every day.

Reporting concerns

We encourage all Elasticians — and other stakeholders who reasonably believe that they are aware of behavior that potentially violates Elastic's Source Code or Code of Conduct — to report such matters without fear of harassment, discrimination, or retaliation. To support our global workforce, we maintain a comprehensive Global Whistleblowing Policy designed to meet our high ethical standards while addressing specific regional legal requirements. This includes a board-approved global policy complemented by localized policies in jurisdictions such as Australia, the European Union, and the United Kingdom, ensuring our reporting processes remain compliant with evolving local standards.

We provide multiple channels for raising concerns, including the Ethics and Compliance Hotline, where individuals can report confidentially and, where permitted by law, anonymously. Designated company investigators review all concerns to determine whether a formal investigation or other action is warranted. We maintain internal investigation guidelines and equip our investigators with specialized training to ensure consistent and fair application of our standards. The audit committee of our board of directors receives quarterly briefings on any allegations of misconduct, including reports made via the Ethics and Compliance Hotline or other reporting channels.

Political involvement

Elastic does not directly or indirectly participate in party politics or make payments to political parties or individual politicians. Our Anti-Bribery and Corruption Policy and Code of Conduct strictly prohibit the use of Elastic assets for any political campaigns or activities.

While Elasticians may engage in personal political activities, our Conflict of Interest Policy and Code of Conduct require that these remain entirely separate from their work at Elastic. To ensure transparency, certain personal activities, such as holding or campaigning for public office, are considered "Outside Activities" that must be disclosed and approved. These boundaries ensure that personal political initiatives are never supported by company resources and do not create a conflict of interest with an employee's professional responsibilities.

Corruption and bribery prevention

At Elastic, we conduct our business with a steadfast commitment to ethical conduct and transparency. We believe that efforts to build goodwill and strengthen commercial relationships must be grounded in professional integrity, ensuring that our actions do not create even the appearance of impropriety. In FY26, we matured our governance by implementing two dedicated, stand-alone policies — the Anti-Bribery and Corruption Policy and the Gifts and Hospitality Policy — which supersede our previous combined policy. These policies set clear behavioral standards, ensuring alignment with the US Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and the laws of the Netherlands and all other countries where we operate.

We hold all Elasticians, directors, and third-party representatives to a high standard of accountability, requiring them to proactively avoid potential perceptions of bias or misconduct. To support these expectations, we launched a new specialized tool to facilitate the formal review and approval of gifts and hospitality. This system ensures that every "thing of value" offered or received has a legitimate business purpose, is of reasonable value, and is accurately documented in our books and records.

We reinforce these standards through:

- **Annual policy certifications:** Requiring every employee to formally commit to upholding these updated standards
- **Mandatory compliance training:** Providing targeted education to help Elasticians recognize "red flags" and make confident, ethical decisions
- **Enhanced due diligence:** Implementing a risk-based approach to partner oversight, including enhanced due diligence for third parties in high-risk regions as identified by the Corruption Perceptions Index (CPI)
- **Operational oversight:** Utilizing our new approval tool to maintain a centralized audit trail and provide real-time guidance on gift and hospitality activities

Supply chain responsibility

Our commitment to responsible partnership is reflected in our Global Third Party Code of Conduct (GTPCC), which applies to all entities providing products or services to Elastic, as well as our channel and business partners. We recently evolved this document from its previous focus on vendors to be more inclusive of our entire third-party ecosystem. The GTPCC requires all partners to operate with honesty and integrity and to adhere to all applicable laws and regulations.

To reflect the complexities of our global operations, we recently enhanced the Code to include specific requirements regarding:

- **International trade and export controls:** Ensuring compliance with global trade regulations and sanctions
- **Confidentiality, privacy, and data protection:** Mandating rigorous standards for the handling of sensitive information and personal data

The GTPCC continues to obligate our partners to comply with labor, wage, and safety regulations, and we expect them to uphold human rights, respect freedom of association, and maintain nondiscriminatory employment practices. Furthermore, we require our partners to comply with environmental laws and operate in a manner that minimizes negative impacts. Because these principles are universal, we ask our partners to ensure that their own third-party suppliers and subcontractors also comply with the standards outlined in our GTPCC.

To advance our sustainability goals, we continue to utilize sustainability-related assessments within our procurement and partnership onboarding processes. These evaluations allow us to measure the maturity of our partners' environmental practices, social inclusion efforts, and human rights standards across their own supply chains.

Human rights

Elastic is committed to ensuring fair treatment, dignity, and respect for all members of our workforce, supply chain workers, and our customers and users, while upholding strong protections for their rights and well-being. We stand against negative human rights impacts and are committed to preventing forced or involuntary labor of any kind. We work to prevent instances of human rights abuses in our business operations and supply chain, complying with applicable labor laws and regulations and requiring the same of our third parties (vendors, contractors, consultants, agents, distributors, partners, and any other third parties who provide Elastic with goods and services, along with their parent entities, subsidiaries, subcontractors, and supply chains) through our Global Third Party Code of Conduct.

To support the protection of internationally proclaimed human rights in our operations, Elastic issued a Modern Slavery and Human Trafficking Statement covering FY25, pursuant to the UK Modern Slavery Act and Australian Modern Slavery Act. This statement, together with the Human Rights, Employment, and Labor standards incorporated within our Code of Business Conduct and Ethics and Global Third Party Code of Conduct, reinforces our commitment to ethical labor practices.

As a company that does not produce or manufacture physical goods, we consider our business model and supply chain to have a lower inherent risk of slavery, forced labor, or human trafficking. We include targeted questions on human rights and modern slavery into our RFP templates to gain deeper insight into how suppliers address these risks within their supply chains. In FY26, we further strengthened our approach by implementing mandatory modern slavery training for employees with direct operational, financial, and legal responsibilities in mitigating these risks. This targeted approach ensures that those closest to our procurement and financial workflows are equipped to identify and address potential red flags, optimizing our resources while upholding our compliance and ethical duties.

We regularly evaluate our human rights approach and monitor emerging best practices to ensure our program remains effective and aligned with global standards.

Data privacy and security

Privacy and security are foundational elements of our data governance practices. Safeguarding confidentiality, integrity, and availability of personal information and other confidential data is essential to earning and preserving stakeholder and employee trust, while also ensuring compliance with global data protection and information security regulations.

The Elasticsearch Platform supports privacy and security and facilitates our customers' compliance with privacy and data protection laws and regulations. To provide customers and the public with the privacy and security assurances they need and expect from Elastic, we continuously maintain and enrich the Elastic Trust Center, our public-facing one-stop-shop for information on security, compliance, privacy, and resiliency at Elastic and on Elastic Cloud.

Data privacy

We aim to adhere to the highest privacy standards, aligning our data privacy program with stringent privacy and data protection regulations, including the European Union's General Data Protection Regulation (GDPR). In January 2026, we successfully renewed our self-certification under the US Data Privacy Framework both for employee and customer data, a voluntary initiative that demonstrates excellence in international data protection. Additionally, in November 2025, we also achieved ISO 27701 certification (Privacy Information Management System) of Elastic's customer data environment.

Our context-specific privacy notices detail our practices regarding the collection, use, sharing, retention, and deletion of the personal data of our customers and users; inform users of their privacy rights regarding personal information; and provide guidance on how to exercise those rights with us.

Our data management practices emphasize the principles of data minimization, purpose limitation, and storage limitation to promote healthy data governance. This means we collect only the personal data we need, use it solely for its intended purpose, and strive to retain it only for as long as necessary for such purposes.

Regular audits of our practices and systematic privacy impact assessments of new or evolving business processes help us to identify and mitigate privacy risks. We are also continuously seeking to enhance a privacy-by-design and by-default culture at Elastic by embedding privacy controls and advice from the outset and throughout the entire lifecycle of product and process development through market implementation. In FY26, we deepened the Privacy team's integration with our key strategic business partners, including Human Resources, Engineering, Sales, and Marketing, among others. We also strengthened our engagement in the Product development processes to address privacy and data management by design, rejuvenating our company-wide Security & Privacy Champions program and launching our Global Privacy Portal, an easy to navigate, centralized hub designed to empower sales cycles, streamline legal reviews, and proactively address customer concerns.

Elastic maintains a formal complaint handling process to address privacy-specific concerns raised by end users in relation to its data privacy and security practices. End users have the option to bring forward grievances specific to the privacy and security of their information by submitting a form available through our General Privacy Statement, or leveraging our Ethics and Compliance Hotline for any concern of this nature. To assess the effectiveness of these grievance mechanisms, the Privacy team monitors key operational indicators, including the timeliness and completeness of responses to data subject requests and complaints.

Information security

We have an experienced team of information security practitioners who work across a range of disciplines, including security engineering, threat detection and incident response, security assurance, risk, and compliance. Our Information Security team reviews emerging security trends and maintains robust security controls that protect our company, products, and services. We are heavily investing in AI capabilities across our security and engineering teams to enhance our defensive and operational controls.

Elastic has appointed a chief information security officer (CISO) to lead our information security team, who has over two decades of experience in the industry. The audit committee of the board of directors provides oversight to ensure the program aligns with Elastic's business goals and priorities, including our commitment to responsible data stewardship. The committee receives regular updates on program performance across all domains, including risk management, threat intelligence, incident response, internal control operation, and corporate security culture.

Elastic's Information Security program employs a risk-based approach to protect the data of our customers, partners, and employees. Our risk management standard defines the process we use to identify and manage risk associated with information security and data governance. We conduct risk assessments at least annually, and through this process we identify and evaluate threats (environmental, regulatory, and technological) and changes to service commitments.

We test and practice our response protocols through cross-functional incident response tabletop exercises with relevant stakeholder groups ranging from leadership to operational staff. Additionally, we conduct annual functional incident response and red team exercises. We understand that the cornerstone of customer trust is transparency, so we publish our data compliance certifications and reports along with detailed control statements directly to the Elastic Trust Center.

Data compliance

Elastic complies with key information security standards and regulations relevant to our customers, users, and operating environment. Independent auditors assess our services and confirm that they meet compliance standards for data security and privacy, as reflected in our certifications and attestations. In FY26, Elastic successfully certified against FedRAMP High on AWS GovCloud. We also achieved ISO 27701 compliance for our customer data environment and extended our commercial compliance portfolio to include serverless environments built on Azure and GCP in addition to our existing AWS compliance and Cyber Essentials Plus certifications.

Data security certifications and attestations

Audits for our services pursuant to the following standards are performed according to their certification requirements:

SOC 2 Type 2

ISO/IEC 27001

ISO/IEC 27017

ISO/IEC 27018

CSA CCM

FedRAMP Moderate

FedRAMP High

IRAP Protected B

Cyber Essentials Plus

PCI-DSS 4.0

HIPAA

CyberGRX

TISAX

TruSight

SSPA

For the most up-to-date listing of our compliance portfolio, visit the Elastic Trust Center.

Incident response

We prioritize the rapid resolution of privacy and security vulnerabilities and events that affect our customers or users, and provide clear guidance on impact, severity, and mitigation. Our dedicated Threat Detection and Response team is trained in incident handling and response. We also maintain an incident response policy and incident response plan that covers all phases of an incident — from preparation, detection, and analysis to containment, eradication, recovery, and post-incident activity.

At least annually, we test our incident response plan and business continuity plans. Any identified deficiencies and areas for improvement are documented and incorporated into our policies and procedures. To improve organizational readiness and resiliency, the Threat Detection and Response team also supports the preparedness efforts of other corporate functions through initiatives such as regular incident response tabletop exercises.

We're leveraging Elastic Agent Builder for initial review across alert triage, detection rule writing and tuning, and cross-referencing global threat intelligence against Elastic's technology stack. By leveraging Elastic Agent Builder, we cut the time between a new threat campaign being reported and how quickly we can create detections specific to our environment from days to hours. Elastic AI Agent contextualizes high-volume data, allowing our analysts to make rapid, informed judgments.

Should a data security incident nevertheless bypass our many safety protocols and systems, we will notify affected organizations, individuals, and regulatory authorities in accordance with our legal and contractual obligations, striving to minimize harm while reinforcing our principles of transparency and accountability. We have in place detailed escalation processes addressing customer, vendor, employee, and community member issues raised regarding incidents with our products and systems in a well-articulated planned and staged triage, data generation, and action sequence.

Security awareness and privacy training

All Elastic employees and contractors are required to complete security awareness and data privacy training upon hire and annually thereafter. We assign additional training, such as secure code development, to specified users based on their role. These trainings are delivered through an electronic learning management system, and we actively monitor compliance across the company with these training requirements.

Fundamentally, everyone is responsible for keeping Elastic secure. We educate all Elasticians on the behaviors necessary to maintain good data hygiene when it comes to our data privacy and security practices, such as identifying phishing attempts or malware, or our responsibilities when handling personal data. To stay ahead of evolving threats from real-world attack vectors, we continually update our training content. In addition, we also conduct targeted cyber literacy programs tailored to the specific roles and risk profiles of particular functions and user groups, such as Finance, Legal, Investor Relations, or Communications.

Product security

Elastic engages independent third parties to conduct security assessments against our software code on a routine basis as well as prior to major software releases, which include penetration testing, secure code review, and vulnerability scanning. We also use AI to perform security focus code audits of our products as well as AI-assisted threat modeling which is used to support continuous and distributed assessment of our development efforts.

To ensure transparency and support effective feedback mechanisms, we publicize Elastic's software open source code on GitHub, promote a public Bug Bounty program on *HackerOne*, and publish clear processes for reporting vulnerabilities and security-related issues. In Elastic's FY26, we engaged with over 500 researchers and received over 700 corresponding reports. After a thorough evaluation, some reports were confirmed valid, resulting in bounty payments to those reporters. This incentive strategy reflects our dedication to open source, digital security, and the promotion of ethical hacking to build trust in the integrity of our products.

We also track the use of open source and third-party software libraries in our own products and services, using automated dependency and vulnerability detection tools to identify, classify, and remediate vulnerabilities according to severity. Under the principles of coordinated vulnerability disclosure (CVE), we analyze potential security vulnerabilities to identify any recommended mitigations or product updates and coordinate disclosures via Elastic Security Advisories (ESA) and the CVE program. We also conduct compliance audits to ensure that uses of third party dependencies are kept up to date and properly licensed as determined for optimal performance of our platform, and proper licensing protocols are in place consistent with our Open Source Working Group Guidelines.

Helping our customers and community stay ahead of the threat landscape

Elastic Security Labs publishes deep-dive malware analyses and campaign reports with actionable indicators of compromise and tactical context, paired with open source detection rules and standardized data schemas built to drop into existing defensive workflows. We published defensive techniques to catch CI/CD abuse in GitHub Actions, GitLab CI, and Azure DevOps pipelines using open source, drop-in CI templates powered by large language model (LLM) reasoning.

Elastic allows customers to transform into an agentic security operations center (SOC) that uses autonomous AI to identify and neutralize machine-speed attacks before they can escalate. It extends protection to the application layer by monitoring for LLM-specific threats like prompt injection and ensuring data confidentiality within retrieval augmented generation (RAG) workflows. By shifting from static signatures to real-time behavioral analysis, Elastic creates a dynamic shield capable of countering morphing malware and AI-driven identity theft.

We publish an annual report on the threat landscape called the Elastic Global Threat Report (latest edition: 2025), which analyzes hundreds of millions of threat telemetry events, exposing adversary trends and defender insights. With an emphasis on transforming data into action, this report reveals the power of unified and open protections, with deeper dives on:

- Adversary preferences for open source and off-the-shelf tools
- Intelligence profiles describing some of our most notorious threats
- The powerful role machine learning (ML) and AI play in developing advanced detection capabilities

Commitment to open source

Elastic has always been deeply committed to open source, beginning with the release of Elasticsearch under the Apache 2.0 license. Our support for the open source community remains strong and our core remains downloadable through open source licensing.

In 2024, we expanded our licensing options by adding the OSI-approved AGPLv3 open source license, alongside the existing free and open SSPL and Elastic License v2, for the free components of Elasticsearch and Kibana. Our open source and free and open licenses provide for community use, modification, and collaboration on Elastic technology.

To ensure that our customers and the broader community can benefit from standardization through open standards development, Elastic is also dedicated to continuing to contribute a common schema for metrics, logs, traces, and security events based on the Elastic Common Schema (ECS) and OpenTelemetry (OTel), an open source observability framework. Elastic is one of the major open source contributors to the OTel initiative.

Our Open Source Community Code of Conduct exists to provide guidance to the members of our community when interacting with other users, both online and in person. The Community Code encourages behaviors that contribute to creating a positive experience for all users and establishes a mechanism where users can make concerns or incidents known to Elastic.

Responsible use of AI

AI tools have quickly become critically important in helping us meet the evolving needs of our customers and user community with greater efficiency. To ensure their responsible integration, we have developed internal AI use guidelines to safeguard critical data — both the information entered into these tools and the outputs they generate. The implementation and ongoing evolution of the guidelines are overseen by a group of cross-functional experts. In the governance of responsible AI at Elastic, we are considering emerging frameworks such as the OECD AI Principles and the NIST AI Risk Management Framework, and we closely monitor and progressively align our practices to additional standards and regulatory frameworks such as ISO/IEC 42001, the EU AI Act, and guidance from jurisdictions such as California, the UK, and Singapore. This comprehensive approach ensures we keep pace with the rapid speed of advancement of AI technologies and best practices for their responsible deployment.

All Elasticians are required to understand and follow our AI use guidelines. We recognize that AI tools must be used thoughtfully and responsibly to maintain trust and integrity in our products and services. In addition to our AI use guidelines, Elastic is implementing complementary measures to help ensure the responsible use of AI, including employee training embedded into mandatory privacy and security curricula and the publication of learning materials for our Elasticians and community of users on our AI implementations and use.

At Elastic, we integrate AI with advanced search capabilities to help customers unlock the full value of their data. Our AI capabilities support positive user experiences across search, observability, and security, and our products are governed with privacy, information security, and the responsible and ethical deployment of AI in mind.

Corporate governance

Strong corporate governance underpins our ability to create durable value for shareholders and other stakeholders. Our board of directors provides oversight of Elastic's strategy, risk management, and performance, supported by standing committees with clearly defined responsibilities. The following information describes board composition and corporate governance practices as of April 30, 2026:

Board composition

Metric	FY2026
Average age	54.7 years
Average tenure	7.7 years
Women	37.5%

Board independence

Metric	FY2026
Independent	75% (all non-executive directors)
Standing board committee independence	100%
Lead director	Yes (independent)
CEO & board chair roles	Separate

 | |

Corporate governance best practices

- Comprehensive onboarding program for new directors
- Ongoing education for directors
- Board committees composed entirely of independent directors
- Authority for the board and its committees to hire external advisors independent of management
- ESG oversight by the nominating and corporate governance committee
- Formal shareholder engagement program
- Cross-functional ESG Steering Committee
- Training and regular communications on the Company Code of Business Conduct and related company policies, such as Trade Compliance, Data Privacy, and Insider Trading, which are regularly reviewed
- Stakeholder Engagement Policy to ensure regular, effective dialogue with our stakeholders so that their interests, needs, and expectations are considered in certain aspects of our corporate strategy
- Robust Data Protection and Cybersecurity policies and programs, including an incident response plan, regular incident response tabletop exercises, and a cybersecurity literacy program

Board accountability and shareholder rights

- Annual board and committee self-evaluations
- Annual evaluation of the executive directors by non-executive (all independent) directors
- Cash and equity clawback policy for the board of directors, pursuant to our board remuneration policy and Dutch corporate law, as well as a clawback policy for executive officers, pursuant to NYSE rules
- Director overboarding limits
- Executive sessions without management or executive directors at least once annually
- Insider trading policy with anti-hedging and anti-pledging provisions
- Share ownership policy for directors and members of senior management
- No shareholder rights plan (poison pill)
- Shareholder right to call special meetings and to submit proposals for consideration at the Annual General Meeting
- Voting rights of one-share, one-vote

Framework index

Sustainability Accounting Standards Board (SASB) index

We disclose criteria aligned to the IFRS Foundation SASB standard for the Software & IT Services industry in this index and throughout the full report. Our disclosures provide comparable, decision-useful sustainability information to our stakeholders and illustrate our holistic approach and progress.

SASB code	Metric	FY26 location or description
TC-SI-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) Total energy consumed: 2,641 MWh (2) Percentage grid electricity: 62.02% (3) Percentage renewable: 37.94% Please refer to the **environmental policy and management approach** section of this report.
TC-SI-130a.2	(1) Total water withdrawn (2) Total water consumed (3) Percentage of each in regions with high or extremely high baseline water stress	Elastic has limited information on water usage under lease arrangements with our building operators and landlords. We are working to identify solutions that will give us an active monitoring capacity on our enterprise-wide environmental impact and enable us to disclose progress year-over-year. Please refer to the **waste management in offices** section of this report for additional information.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Elastic does not have its own data centers. Please refer to the **data privacy** section of this report.
TC-SI-330a.2	Employee engagement expressed as a percentage	The engagement score in the February 2026 survey was 79 (3 points above the technology industry benchmark), with more than 80% of employees participating. Please refer to the **employee engagement** section of this report.

SASB code	Metric	FY26 location or description
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for: (1) Management (2) Technical staff (3) All other employees	Please refer to the **social metrics** section of this report.
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Please refer to our General Privacy Statement, Cookie Privacy Statement, and the **data privacy** section of this report for additional information.
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Our policy is that personal data may not be used for anything other than the clearly stated lawful and compatible purposes for which it is collected.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Elastic discloses material information regarding material legal proceedings in our SEC reporting.
TC-SI-220a.4	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Number resulting in disclosure	See Elastic's most recent Form 10-K and Form 10-Q filings with the SEC for a description of requests from law enforcement, if any occurred in the reporting period.

SASB code	Metric	FY26 location or description
TC-SI-220a.5	List of countries where core products and services are subject to government required monitoring, blocking, content filtering, or censoring	Our products and services are subject to applicable export controls and trade sanctions, including those of the United States. Beyond these export controls and trade sanctions, we are not aware of any countries that require monitoring, blocking, content filtering, or censoring of our core products or services.
TC-SI-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of users affected	Elastic does not publicly disclose this information.
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Please refer to the **information security** section of this report.
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti competitive behavior regulations	Elastic discloses material information regarding material legal proceedings in our SEC reporting.
TC-SI-550a.1	(1) Number of performance issues (2) Number of service disruptions (3) Total customer downtime	Elastic Cloud clusters are globally available across major cloud service providers to meet our customers' hosting and data sovereignty needs. Customers can enable high availability for their clusters through availability zone or region failover. Elastic has a status page for communicating service issues. Availability is heavily dependent on how a customer configures their environment, which is discussed in our Docs.
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	See our program overview and more specifics for Elastic Cloud. Please refer to our most recent Form 10-K for additional information.

Climate-related financial disclosures

We align our climate-related financial disclosures with the standard set by the IFRS Foundation International Sustainability Standards Board S2 sustainability disclosure standard, building on our legacy alignment to the Task Force on Climate-Related Financial Disclosures (TCFD). This disclosure demonstrates our commitment to integrate climate considerations into our corporate strategy and risk management processes.

Governance

IFRS sustainability disclosure standard	Elastic disclosure
Governance bodies responsible for oversight of climate-related risks and opportunities	At the board of directors level, our Nominating and Corporate Governance Committee is tasked with oversight for our sustainability and ESG activities, programs, and disclosures. This responsibility is enshrined in the Nominating and Corporate Governance Committee's charter. A sustainability and ESG-related update is provided or discussed at every meeting of the Nominating and Corporate Governance Committee.
Role of management in the governance processes, controls, and procedures used to monitor, manage, and oversee climate-related risks and opportunities	At the management level, the responsibility of oversight is conducted at various levels. We established a Sustainability & ESG Steering Committee consisting of our chief financial officer, chief legal officer, chief marketing officer, and chief human resources officer. Their responsibility is to provide applicable approvals and strategic direction to our cross-functional ESG working group, which implements ESG initiatives throughout Elastic and contributes to developing ESG disclosures while providing updates to the board. Elastic has established the foundational elements required to execute on our corporate-wide sustainability strategy. In November 2022, we hired a director of sustainability and ESG, our first dedicated, internal functional leader for our sustainability efforts. With this role we established a centralized function to oversee company-wide sustainability initiatives, including climate change strategy and alignment with regulatory bodies, such as the EU Corporate Sustainability Reporting Directive (CSRD) and the US Securities and Exchange Commission. The director of sustainability and ESG reports to the vice president, total rewards, who in turn reports to the chief human resources officer.

Strategy

IFRS sustainability disclosure standard	Elastic disclosure
Climate-related risks and opportunities that could reasonably be expected to affect the company's prospects	We evaluated both physical (acute and chronic) and transition risks. We evaluated a list of potential risks and opportunities, which included the following risk types and criteria.

Physical risks	Transition risks
Acute - Wildfires	Policy - Carbon pricing mechanisms
Acute - Heat waves	Market - Changing customer behavior
Acute - Cold wave/frost	Market - Increased supplier cost
Acute - Cyclones, hurricanes, typhoons	Reputation - Increased partner and stakeholder concern and negative feedback
Acute - Heavy precipitation (rain, hail, snow/ice)	Reputation - Negative press coverage related to support of projects or activities with negative impacts on the environment
Acute - Flooding	Liability - Exposure to litigation
Chronic - Heat stress	Liability - Non-compliance with regulations
Chronic - Water stress	
Increased severity of extreme weather events	
Water availability at a basin/catchment level	
Changing temperature (air, freshwater, marine water)	
Changing precipitation patterns and types (rain, hail, snow/ice)	

Strategy

IFRS sustainability disclosure standard	Elastic disclosure
	Opportunities
	Shift in consumer preferences
	We defined our time horizons as: • Short-term: 0–7 years • Medium-term: 7–17 years • Long-term: 17–27 years After our assessment process, we determined one risk and one opportunity to be material.
	Market risk — Carbon pricing mechanism Own operations | direct costs | short-term Description: Increasing carbon tax regulation is expected to be implemented across the globe, therefore impacting Elastic's operating expenses. This has been estimated based on Elastic's Scope 1 & 2 emissions, which consist of electricity and consumption of natural gas for heating in our offices. Management: Elastic will keep abreast of regulatory changes to ensure we meet all regulatory compliance requirements in our operations and reporting. This will require additional internal and external support for reporting and management of sustainability-related data and implementation of Elastic's sustainability strategy to build a reduction pathway and reporting support. In addition, our Workplaces team runs several initiatives to positively impact our environmental efforts, including efficient lighting, selecting sites with environmental accreditation to ensure efficient design, and ongoing monitoring of energy consumption.

Strategy

IFRS sustainability disclosure standard	Elastic disclosure
	Opportunities
	Customer opportunity — Shifting customer preferences Downstream value chain | revenue increase | short-term Description: The need for energy-efficient software is becoming increasingly significant, mirroring the well-established practice of certifying hardware for energy efficiency. The process of certifying software as energy efficient is complicated by the lack of reliable methods to measure how code efficiency relates to carbon emissions. Management: Our product Elastic Universal Profiling addresses this gap by estimating the CO_2 emissions associated with every line of code across our infrastructure, supporting software teams to engineer greener and more cost-effective software. It helps organizations run efficient services by minimizing computational wastage, measuring code efficiency across three dimensions: CPU utilization, carbon emission, and cloud cost. Energy-efficient software has a positive impact on climate change and water: since cooling systems in data centers dissipate the heat generated by electrical equipment, lower energy consumption translates to less heat produced and, subsequently, less water consumption for cooling. Our energy- and carbon-efficient offering therefore has the potential to also reduce demand on water used in the third-party data centers in our upstream value chain.
Current and anticipated effects of those climate-related risks and opportunities on the company's business model and value chain	**Products and services** A significant natural disaster in areas where we have employees located (e.g., executive officers in the San Francisco Bay Area, a region known for seismic activity and wildfires). In the event our or our partners' operations are hindered, sales could be delayed, resulting in missed financial targets for a particular quarter. As Elastic does not own or operate any data centers, we have a lower emissions intensity than the majority of our peers, providing a competitive advantage in selling our products and services.

Strategy

IFRS sustainability disclosure standard	Elastic disclosure
Current and anticipated effects of those climate-related risks and opportunities on the company's business model and value chain	**Upstream/downstream value chain** A significant natural disaster in areas where we or our suppliers conduct business. Elastic is dependent on cloud providers in order for customers to run our SaaS product; if cloud providers are heavily affected by an event, impacts could lead to increased downtime of our cloud product. Elastic mitigates these risks by collaborating with multiple cloud providers to increase resilience. Similarly, we work with local hardware providers to meet the hardware demand of our employees; in case of an extreme event in one region, hardware demand could be met using a supplier elsewhere.
	Investment in R&D There is increasing pressure from governments, customers, and investors on businesses to be more sustainable. It is therefore imperative that Elastic comply with upcoming regulations, capture sustainability-focused customers, and gain access to "green" finance. Investment in R&D may be required to ensure Elastic can continue to enhance our products and services, implementing an innovative approach to our software lifecycle to develop carbon-efficient products.
	Operations Disaster recovery costs and associated downtime of Elastic's cloud products (the time that products and services are unavailable to customers due to a server outage) could pose a substantive financial risk. Elastic prepares to mitigate these risks by ensuring our workforce can work remotely, enabling us to continue critical business operations and serve customers and vendor partners. We also work with local hardware providers to continuously meet the hardware demand of our employees.

Strategy

IFRS sustainability disclosure standard	Elastic disclosure
Effects of those climate-related risks and opportunities on the company’s strategy and decision-making	Elastic continually strives to reduce our impact on the environment. We will continue to incorporate Elastic’s sustainability ambitions into our long-term business vision and purpose to drive transformation across the business and our key supply partners. For companies within our industry, the greatest environmental impacts occur within the supply chain. A cornerstone of our sustainability strategy is supplier engagement and ensuring that our major partners share our aspirations for preserving the environment and water supply. We work closely with supply chain partners to ensure they fulfill their commitment to delivering climate-resilient data centers, including regular assessments and support to help them implement best practices. Elastic conducts a Climate Scenario Analysis to model future climate changes and their potential impacts based on various assumptions about economic, policy, and technological developments. This process follows TCFD guidance for non-financial companies to identify relevant climate scenarios and assess associated risks and opportunities, taking into account our dependencies on and impacts on natural resources. Our operations, personnel, and supply chain depend on critical ecosystem services such as a temperate climate and weather patterns for a safe working environment, access to water for cooling data centers, and energy. These dependencies are key to determining the financial and operational impacts of our physical and transition risks and opportunities. These assessments are based on projected physical and transitional outcomes, including IPCC climate projections.
Effects of those climate-related risks and opportunities on the company’s financial position, financial performance, and cash flows for the reporting period and in the short-, medium-, and long-term	
Climate resilience of the company’s strategy and its business model to climate-related changes, developments, and uncertainties	

Risk management

IFRS sustainability disclosure standard	Elastic disclosure
Processes and related policies the company uses to identify, assess, prioritize, and monitor climate-related risks Processes the company uses to identify, assess, prioritize, and monitor climate-related opportunities	Substantive financial and/or strategic impacts on the business are defined as part of our Enterprise Risk Management system, considering risks and assessments based on proprietary criteria. Such risk categories include climate-related risks and opportunities. To understand the impact on our business, we have reviewed the frequency, likelihood, and time horizon over which effects occur to screen and prioritize the list of identified climate risks. We define a risk as having a substantive impact arising from climate change if the percentage change is greater than 3% of revenue.
Extent to which, and how, processes for identifying, assessing, prioritizing, and monitoring climate-related risks and opportunities are integrated into and inform the company's overall risk management process	The Climate Scenario Analysis process and its results have informed our enterprise risk management and operational strategy. Climate and environmental assessments have been integrated into key decision-making frameworks and processes, such as disaster recovery; procurement and supply chain engagement strategies; portfolio site selection criteria; and product design, to minimize risks and optimize opportunities. We use financial indicators, such as revenue, costs, and net cash flow, to quantify the effects of dependencies, impacts, risks, and opportunities. These are rated as Low, Medium, or High based on the percentage impact (3%) to evaluate climate-related risks and opportunities. These assessments are based on projected physical and transitional outcomes, including IPCC climate projections.

Metrics and targets

IFRS sustainability disclosure standard	Elastic disclosure
Climate-related metrics	Please refer to the Climate Change section for our GHG emissions and the energy management content of this report for our energy metrics.
Climate-related targets	Our emissions reduction targets have been formally validated by the SBTi. We have four goals: **Near-term targets (by FY34, from an FY24 base year):** • 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, from an FY24 base year):** • Reduce absolute Scope 1, 2, and 3 GHG emissions by 90% • Reach net-zero GHG emissions across the value chain Please refer to the **science-based targets** section of this report for more information.

Social metrics	FY2024	FY2025	FY2026
Employee engagement rate	77.0%	77.0%	79.0%
Percentage identifying as women: C-suite	22.2%	22.2%	22.2%
Percentage identifying as men: C-suite	77.8%	77.8%	77.8%
Percentage identifying as women: Senior management	28.5%	27.6%	26.2%
Percentage identifying as men: Senior management	71.9%	72.8%	73.6%
Percentage identifying as women: Technical employees	20.2%	21.4%	21.2%
Percentage identifying as men: Technical employees	78.8%	77.8%	77.8%
Percentage identifying as non-binary: Technical employees	0.6%	0.5%	0.4%
Percentage declining to state gender: Technical employees	0.4%	0.4%	0.5%
Percentage identifying as women: Overall company	30.9%	30.6%	29.5%
Percentage identifying as men: Overall company	68.5%	68.9%	69.9%
Percentage identifying as non-binary: Overall company	0.3%	0.3%	0.2%
Percentage declining to state gender: Overall company	0.2%	0.3%	0.3%

Social metrics	FY2024	FY2025	FY2026
C-suite racial/ethnic diversity (US): White	78.0%	78.0%	77.8%
C-suite racial/ethnic diversity (US): Asian	22.0%	22.0%	22.2%
C-suite racial/ethnic diversity (US): Hispanic or Latino	0.0%	0.0%	0.0%
C-suite racial/ethnic diversity (US): Black or African American	0.0%	0.0%	0.0%
C-suite racial/ethnic diversity (US): American Indian or Alaska Native	0.0%	0.0%	0.0%
C-suite racial/ethnic diversity (US): Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
C-suite racial/ethnic diversity (US): Two or more races	0.0%	0.0%	0.0%
Senior management racial/ethnic diversity (US): White	71.6%	70.9%	70.0%
Senior management racial/ethnic diversity (US): Asian	18.3%	19.4%	19.1%
Senior management racial/ethnic diversity (US): Hispanic or Latino	4.8%	4.0%	4.7%
Senior management racial/ethnic diversity (US): Black or African American	3.1%	2.7%	2.8%
Senior management racial/ethnic diversity (US): American Indian or Alaska Native	0.3%	0.3%	0.0%
Senior management racial/ethnic diversity (US): Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
Senior management racial/ethnic diversity (US): Two or more races	1.7%	2.7%	3.4%

Social metrics	FY2024	FY2025	FY2026
Technical employees racial/ethnic diversity (US): White	68.1%	68.3%	64.5%
Technical employees racial/ethnic diversity (US): Asian	16.9%	16.1%	17.6%
Technical employees racial/ethnic diversity (US): Hispanic or Latino	6.8%	7.4%	7.8%
Technical employees racial/ethnic diversity (US): Black or African American	4.2%	4.2%	5.0%
Technical employees racial/ethnic diversity (US): American Indian or Alaska Native	0.3%	0.3%	0.3%
Technical employees racial/ethnic diversity (US): Native Hawaiian or Pacific Islander	0.5%	0.5%	0.4%
Technical employees racial/ethnic diversity (US): Two or more races	3.7%	3.6%	4.4%
Overall US racial/ethnic diversity (US): White	68.5%	67.5%	64.3%
Overall US racial/ethnic diversity (US): Asian	14.7%	15.0%	18.6%
Overall US racial/ethnic diversity (US): Hispanic or Latino	7.5%	8.6%	8.6%
Overall US racial/ethnic diversity (US): Black or African American	4.9%	4.6%	4.4%
Overall US racial/ethnic diversity (US): American Indian or Alaska Native	0.3%	0.4%	0.3%
Overall US racial/ethnic diversity (US): Native Hawaiian or Pacific Islander	0.4%	0.4%	0.3%
Overall US racial/ethnic diversity (US): Two or more races	3.7%	3.5%	3.6%
Overall US URG	31.5%	32.5%	33.5%
Overall non-URG	68.5%	67.5%	66.5%

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