elastic | The Search AI Company

Sustainability Report

2023

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A message from our CEO

Welcome to Elastic's 2023 Sustainability Report. As we reflect on another year of environmental, social, and governance (ESG) progress, we're excited to share our ongoing efforts to promote long-term sustainable value. At Elastic, ESG principles are woven into the fabric of our operations. We strive to create products and experiences that not only meet customer needs, but also make a positive impact on our users and our community.

As The Search AI Company, Elastic is uniquely positioned to help our customers capitalize on the transformative possibilities of their data. This core belief in the power of data drives our dedication to leveraging it responsibly.

As a company, we challenge ourselves and the people around us to do better. We strive to use our expertise in search and data analytics to help us and our customers drive impactful change in the world. This ensures that when customers choose Elastic, they're partnering with a company that not only offers innovative technology solutions but also does so with care and purpose.

Our commitment to incorporating ESG principles across our business and advancing sustainable solutions is outlined in Elastic's 2023 Sustainability Report.

At a glance, our 2023 highlights include:

· **Environmental**: As part of ongoing data improvement, we onboarded a new corporate sustainability data management tool to improve data accuracy and analysis. The platform will help advance our carbon management plan and ensure we are ready for future reporting requirements. We are distributed by design, and our purposeful office site selections prioritize space and energy efficiency, as demonstrated by our recent office openings and relocations into buildings with globally recognized sustainability accreditations.

· **Social:** Elastic formally launched our "Beehive" model, a comprehensive framework that provides a consistent approach to talent management, with mindsets and ideals that we encourage Elasticians to take on to achieve success. In addition, we exceeded US$1 million in total charitable donations, a result of both corporate contributions and global employee giving, while collectively contributing over 6,500 employee volunteer hours.

· **Governance:** We relaunched Elastic's Trust site as the new Elastic Trust Center. This centralized hub for information on security, compliance, privacy, and resiliency ensures our key stakeholders can find vital information easily. We also made significant strides in formalizing and expanding the governance of sustainability at Elastic through refined oversight structures and practices.

Today, we celebrate and renew our commitment to pushing the boundaries of what we can achieve, not just in technology, but also in creating a positive impact on our users and community at large.

We know our work to build a more resilient and sustainable future for all will never be done. We will continue to refine our strategies, collaborate with stakeholders, and further integrate sustainable practices across our business.

Thank you for joining us on this journey. We look forward to sharing our progress and achievements with you in the years to come.

Ash Kulkarni | CEO

About this report

In this report, you'll find an overview of environmental, social, and governance (ESG) highlights at Elastic™. We review our progress against the Sustainability Accounting Standards Board (SASB) standards for the Software and IT Services industry.

We also align with select United Nations Sustainable Development Goals (UN SDGs) and the Task Force on Climate-related Financial Disclosures (TCFD).

This document provides Elastic's ESG data for the period January 1, 2023, through December 31, 2023, unless otherwise noted.

References to fiscal year (FY) indicate that associated data is for the 12-month period ended April 30 of that year; for example, fiscal year 2024 (FY24) refers to the period May 1, 2023, to April 30, 2024.

We are Elastic

Elastic™, The Search AI Company, enables everyone to securely harness AI to find the answers they need in real time using all their data, at scale — unleashing the potential of businesses and people.

The Elastic Search AI Platform, used by more than 50% of the Fortune 500, combines the power of search with AI to help companies solve real-time business problems, unlock potential, and achieve better outcomes.

By taking advantage of structured and unstructured data — securing and protecting private information more effectively — Elastic's complete, cloud-based solutions for search, security, and observability help businesses deliver on the promise of AI.

Our Source Code

We're a distributed company built on an open source heritage.
We value our employees for the whole humans they are and honor their contributions by following our Source Code:

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.
Our fiscal year is May 1 to April 30.

Metric	FY22	FY23	FY24
Revenue ($MM)	862.4	1,069	1,267
Full-time employees	2,978	2,886	3,187
Customers	18,600+	~20,200	~21,000

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

As part of Elastic's efforts to drive impactful long-term value, we incorporate sustainability principles into our main business activities, informed by our core competencies and data expertise. Our new 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. Our work at Elastic to help build a more prosperous and sustainable future is ongoing, and we are dedicated to iterative growth, openness, and collaboration with our stakeholders.

As we continue to grow and come up with new ideas, we are still looking for new ways to make our processes and the areas we serve more sustainable. We want everyone who has a stake in this to join us on this journey to utilize data and technology to build a more sustainable, adaptable, and equitable future.

We also see huge potential in using our technology to help advance our customers' own sustainability objectives. As our customers seek to reduce their supply chain impacts, they will find in Elastic a like-minded partner that provides relatively low-carbon product offerings, as well as the knowledge and ambition to join forces for greater efficiencies.

2023 accomplishments

Completed first **materiality assessment**

Exceeded **US$1 million in total charitable donations**, combining corporate contributions and global employee giving

Implemented robust **Data Management Platform**

Launched the "Beehive" Elastician **Success Framework** and **Learning Center**

Logged over **6,500 volunteer hours**

Formalized and expanded **sustainability governance**

Upgraded Arlington, VA location to a **LEED Gold** facility

Relaunched Elastic's Trust site as new **Elastic Trust Center** – a one-stop shop for information on security, compliance, privacy, and resiliency

2023 recognitions

CDP – "B-" score for climate data and strategy disclosure

ISS ESG – "Prime" Corporate ESG Rating

Built In – Best Places to Work

Comparably – 9 awards and an A+ culture score

Best CEOS for **DIVERSITY** 2023

Best Company **GLOBAL CULTURE** 2023

Best Company **WORK-LIFE BALANCE** 2023

Best Company **BAY AREA** 2023

Best Teams **SALES** 2023

Best Company **OUTLOOK** 2023

Best Company **PERKS & BENEFITS** 2023

Best Company **HAPPINESS** 2023

Best Company **COMPENSATION** 2023

Fairygodboss – Best Companies for Women; Best Technology Company; Best Flexibility; Best Managers

Morningstar Sustainalytics – "Low Risk"

MSCI ESG – "AA"

Newsweek – America's Greenest Companies and Excellence 1000 Index

Our 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, designed to help us focus on what's material to our company and our stakeholders. They highlight our key priorities, such as reducing our environmental impacts; upholding our dedication to diversity, equity, and 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.

ESG materiality assessment*

In FY24, we conducted a materiality assessment to engage internal and external stakeholders on our sustainability priorities. This exercise supports our due diligence in ensuring we are meeting the needs of our stakeholders by assessing alignment with stakeholder perspectives on the sustainability risks and opportunities that face Elastic, as well as garnering real-time feedback on our performance on sustainability topics that are most pertinent to our relationships, dependencies, and impacts.

Following dedicated sustainability engagement with employees, customers, suppliers, and investors, our analysis indicated significant alignment in the identification and prioritization of the sustainability topics that most impact our stakeholders. Using qualitative and quantitative data derived from stakeholder insights, we developed strategic tiers of topics that guide their prioritization within our sustainability commitments.

As this was our first materiality assessment, we expect to adapt and advance our process, refreshing this exercise every few years, aligned with changing stakeholder expectations, regulatory requirements, and evolving sustainability reporting best practices.

Stakeholder engagement is, and will continue to be, a central and ongoing component of our data-driven sustainability strategy.

Tier 1

High Multistakeholder Impact Topics

Data Security and Cybersecurity
Data Privacy
Business Ethics
Sustainable Workplaces
Climate Impact and Disclosure
Responsible AI
Corporate Governance

Tier 2

Sustainable Business Key Topics

Diversity, Equity, and Inclusion
Employee Health and Wellbeing
Workforce Development
Talent Attraction
Supply Chain Responsibility
Enterprise Risk Management
Employee Engagement and Retention

Tier 3

Stakeholder Impact Key Topics

Climate Change Risk and Resilience
Resource Efficiency
Energy Management and Efficiency
Sustainable Supplier Engagement
Product Environmental Benefits
Product Societal Impact
Community Impact

* 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 the U.S. Securities and Exchange Commission (SEC) requirements. Accordingly, such priorities may be considered from a different perspective, and "materiality" in the context of this publication may be distinct from such term as defined for SEC reporting purposes. Any inclusion of such priorities in this publication is not an indication that the priorities are material to Elastic for SEC reporting purposes or otherwise.

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

Diversity, Equity & Inclusion			Philanthropy	Talent	Benefits
Supplier Diversity	**Workforce Diversity**	**Fair Pay Practices**	**Elastic Cares**	**Learning & Organizational Development**	**Be.Well**
Support inclusive sourcing practices and foster economic development	Build a team with a wide breadth and depth of diversity	Ensure compensation structures are fair and equitable for all genders	Connect and empower communities with the power of search	Promote a culture of innovation and creativity through learning opportunities	Provide wellbeing resources that support the physical and mental health of Elasticians

Governance

Corporate Governance & Compliance			Ethics & Integrity	
Strategy and Reporting Alignment	**Enterprise Risk Management**	**Regulatory Requirements**	**Business Integrity**	**Data Security & Privacy**
Embed sustainability into Elastic's corporate governance practices	Deepen integration of climate risk disclosures within financials	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

Environment

2023 was the warmest year on record, by a wide margin, and a significant part of the world's population experienced unprecedented climate change impacts. The global threat to ecosystems and communities worldwide continues to accelerate, and the losses are unequally distributed, exacerbating socioeconomic inequality.

Elastic recognizes the UN Intergovernmental Panel on Climate Change (IPCC) as an authoritative scientific body on human-induced climate change and supports collective efforts by the global community, including corporations, to address the climate crisis.

We acknowledge the importance of responsible energy and resource stewardship and support a global transition toward renewable energy to help mitigate the most severe effects of climate change.

We believe that our products can help enable this transition. Customers can use our technology in efficient cloud environments, while our business can deliver services at scale, leveraging additional carbon efficiencies from our distributed-by-nature workplace design.

Environmental policy and management approach

While our direct environmental impacts are relatively low, we are focused on minimizing greenhouse gas (GHG) emissions in order to do our part to help ensure a more stable and secure future. We're thinking beyond our own "four walls" and addressing the largest sources of impact within our supply chain. We have the opportunity to partner with like-minded companies to support the development of low-carbon product solutions. We're utilizing our data expertise to help measure and manage this endeavor.

In 2023, we continued our data-driven approach, further optimizing how we collect and manage data, aligning with cutting edge technologies and calculation methodologies. We also established a Sustainability Operating Committee (SOC), a group of leaders representing our Workplaces, HR Compliance & Operations, DEI, Talent, Strategic Sourcing, Total Rewards, and Legal teams. Sitting directly under our ESG and Sustainability Steering Committee (ESG Steering

Committee), the SOC has full visibility into our environmental sustainability objectives and the requirements to cover the full scope of our impacts, including energy, travel, and supply chain. Underscoring and due in large part to the rigor of our efforts, we have formally committed to set a science-based target through the Science Based Targets initiative (SBTi).

In July 2023, we disclosed our emissions inventory and climate strategy to CDP for the first time and recently received a "B-" score, higher than average for our industry and globally.

Product societal impact:

Elastic thought leadership

Elastic's blog post on "Universal Profiling: Detecting CO_2 and energy efficiency" highlights the environmental impact of data centers and the importance of computing efficiency for reducing energy consumption and CO_2 emissions.

By using Universal Profiling to analyze and improve software performance, companies can significantly decrease their carbon footprint, showcasing Elastic's commitment to sustainability and efficient resource use.

The post also provides a practical comparison between Python and Go, illustrating how code optimization can lead to substantial energy and CO_2 savings.

Read on for more details

Climate change

Elastic recently implemented a corporate sustainability data management tool to make our climate goals more accurate and ready for the future.

We can build upon our trend of continual data improvement utilizing this new platform. The platform also allows us to measure progress against our baseline emissions as we work on a decarbonization plan in line with the Science Based Targets initiative, which is a leading authority on setting strict and meaningful climate goals.

Absolute greenhouse gas emissions by scope (tCO₂e)

Metric	FY2020	FY2021	FY2022	FY2023
Scope 1 emissions	89	110	122	95
Scope 2 emissions (Location-based)	320	237	258	231
Scope 2 emissions (Market-based)	323	248	298	236
Scope 3 emissions	18,919	21,148	31,575	46,610
Total emissions (Location-based)	19,328	21,495	31,955	46,936
Total emissions (Market-based)	19,331	21,506	31,995	46,941

Greenhouse gas emissions scope 3 breakdown (tCO$_2$e)

Scope 3 emissions are rounded to the first three significant figures. Select scope 3 categories have shifted since our 2022 annual sustainability report due to methodological improvements in emissions calculations and application of updated emissions factors. Emissions from third-party courier services (Category 4) are not significant and are therefore included as part of Category 1 (purchased goods and services). Business travel (Category 6) includes emissions from accommodations.

Scope 3 categories	FY2020	FY2021	FY2022	FY2023
Category 1 (Purchased goods and services)	13,300	18,100	26,600	34,200
Category 2 (Capital goods)	994	1,210	1,280	1,030
Category 3 (Fuel- and energy-related emissions)	37	34	43	34
Category 5 (Waste generated in operations)	2	2	2	2
Category 6 (Business travel)	3,054	35	1,260	8,340
Category 7 (Home working and commuting)	1,490	1,720	2,150	2,600
Category 8 (Upstream leased assets)	42	47	144	264
Category 13 (Downstream leased assets)	0	0	96	140
Scope 3 total	18,919	21,148	31,575	46,610

Greenhouse gas emissions intensity

	FY2020	FY2021	FY2022	FY2023	FY2023 vs. FY2020 (%)
GHG intensity (revenue) Total Scope 1 & Scope 2 location-based metric tons CO2e per $MM revenue	0.96	0.57	0.44	0.30	-68%
GHG intensity (full-time employees) Total Scope 1 & Scope 2 location-based metric tons CO2e per full-time employee	0.21	0.16	0.13	0.11	-47%

Intensity denominator	FY2020	FY2021	FY2022	FY2023
Revenue ($MM)	427.6	608.5	862.4	1,068.9
Full-time employees	1,936	2,179	2,978	2,886

Greenhouse gas emissions intensity (revenue)

Year-over-year emissions intensity Total Scope 1 & Scope 2 location-based metric tons CO_2e per $MM revenue

Intensity denominator	FY2020	FY2021	FY2022	FY2023
Revenue ($MM)	427.6	608.5	862.4	1,068.9

0.96

0.57

0.44

0.30

↓**68%**

Reduction from FY20 - FY23

FY 20

FY 21

FY 22

FY 23

19

Greenhouse gas emissions intensity (employees)

Year-over-year emissions intensity Total Scope 1 & Scope 2 location-based metric tons CO_2e per full-time employee

Intensity denominator	FY2020	FY2021	FY2022	FY2023
Full-time employees	1,936	2,179	2,978	2,886

0.21

0.16

0.13

0.11

↓47%

Reduction from FY20 - FY23

FY | 20

FY | 21

FY | 22

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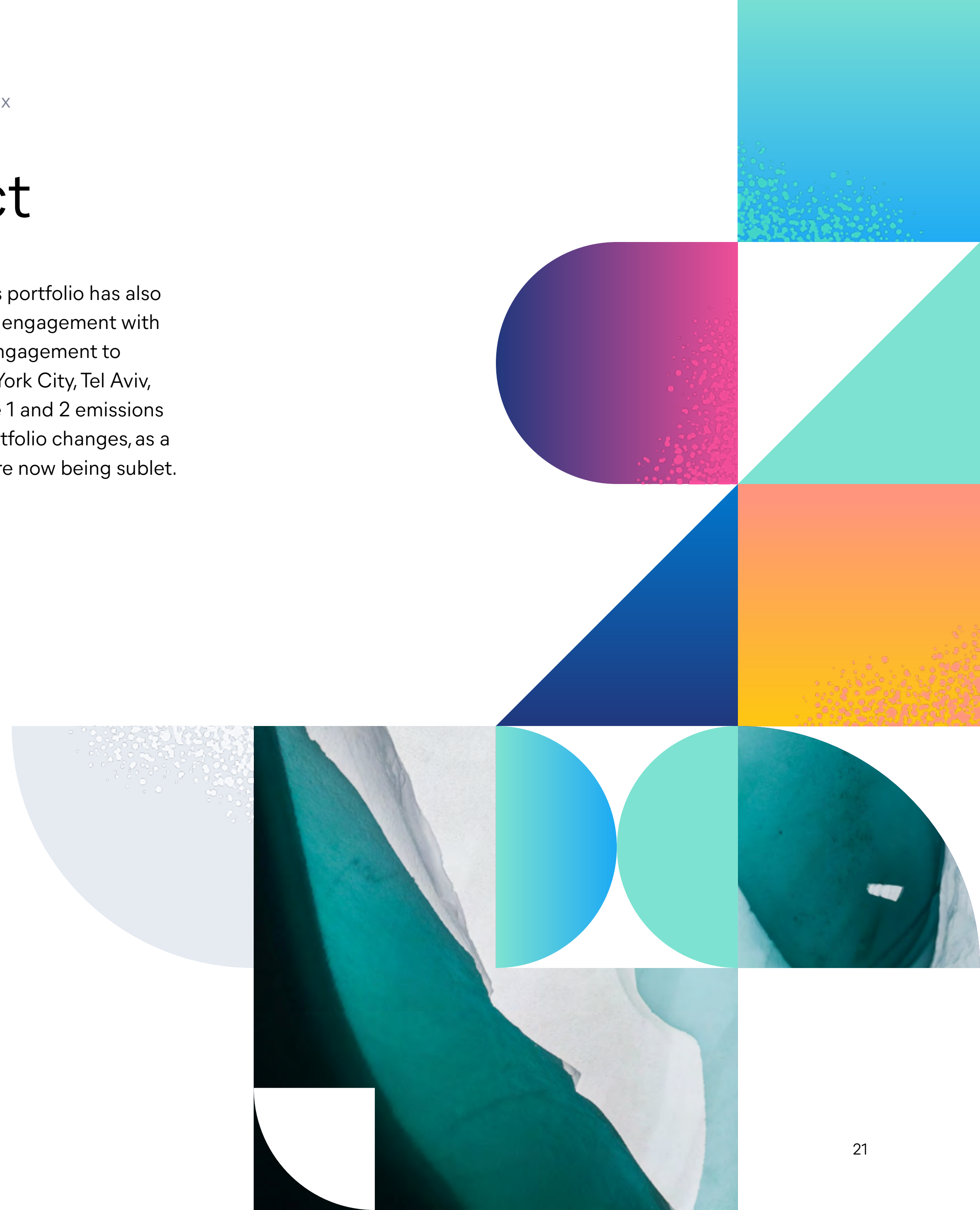
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Understanding Elastic's carbon impact

Elastic's net corporate emissions were higher in FY2023, due in part to the company's continued year-over-year growth. Despite the increase, however, our emissions intensity (CO2e per $MM revenue) remained consistent with the previous year and our absolute emissions remained relatively low for our industry group. Key elements of Elastic's business strategy help provide relatively low-carbon advantages when compared to other companies, such as that:

· Our distributed-by-design workforce can have significantly lower carbon impacts when compared against emissions from commuting and large office footprints.

· Our cloud-first approach leverages some of the most efficient data hosting available, from the leading hyperscalers.

The biggest drivers of our GHG emissions during FY2023 were purchased goods and services, travel, and cloud. Given the changes in methodology and use of more accurate data, it's difficult to draw a comparison between FY2022 and FY2023.

However, it is still clear to see that business travel emissions have increased significantly. This is attributable to fewer pandemic-related travel restrictions, which allowed for more business events and for Elastic teams to meet in person with more frequency.

Data coverage across Elastic's workplaces portfolio has also improved year-over-year, due to increased engagement with data controllers. We plan to expand this engagement to capture data from key sites, such as New York City, Tel Aviv, Paris, and Arlington, VA. Changes in Scope 1 and 2 emissions can mostly be attributed to workplace portfolio changes, as a result of which previously leased offices are now being sublet.

Engaging on environment

Having completed a screening of all our Scope 3 emissions allows us to hone in on the most impactful opportunities to reduce carbon across our value chain. For example, we know that our top 10 suppliers, represented by FY2023 spending, produced 43% of Elastic's total emissions in FY2023, and our cloud-related emissions in that year were 23% of the total. Our new supplier engagement dashboard will allow us to monitor and engage with key suppliers to better understand their own climate ambitions and look for collaboration opportunities with like-minded partners.

Sustainable workplaces

As a company that's distributed by design, Elastic yields a relatively low office energy use footprint compared to other companies. Our in-office people-to-desk ratio is 5:1, which helps to minimize employee commuting, office energy and water consumption, and waste generation.

In FY2023, we enhanced and expanded our existing sustainable site selection criteria to focus on availability of energy metering data and options for renewable energy tariffs. This undertaking aligns with our workplace decarbonization strategy, which is focused on our most carbon-intensive office locations.

We strive for Leadership in Energy and Environmental Design (LEED) and the WELL building standard (WELL) accreditation for our office spaces. In 2023, our Arlington, VA, workspace moved to a LEED Gold building standard, while early in 2024 our existing Bangalore, India, office gained LEED Gold status.

Energy management in offices

Optimized lighting

Where practicable, we specify the use of passive infrared sensors to automatically switch lights off when spaces are not in use. These specifications are documented in our design guidelines, which also cover the use of LED lights and energy-efficient audio and video hardware.

Environmental accreditations

Our site selection process for new office spaces prioritizes environmental sustainability accreditations such as Building Research Establishment Environmental Assessment Method (BREEAM), LEED, and WELL.

Measuring and monitoring

We continually enhance our data collection and energy consumption inventories, which give us insight into how we can manage and reduce our energy consumption.

Total electricity use

	FY2020	FY2021	FY2022	FY2023
Total Scope 2 electricity use (kWh)	1,123,768	884,428	1,030,058	774,246
Energy intensity Total electricity use per $MM revenue	2,628	1,453	1,194	724
Energy intensity Total electricity use per full-time employee	580	406	346	268

Scope 2 electricity use by highest-consuming locations (kWh)

	FY2020	FY2021	FY2022	FY2023
Netherlands	80,213	80,124	83,129	70,772
UK	68,946	49,213	74,173	71,298
USA	971,241	752,276	850,379	591,580
All other locations	3,368	2,815	22,377	40,596
Total electricity (kWh)	1,123,768	884,428	1,030,058	774,246

Waste management in offices

Avoidance of single-use plastic items

We provide staff and visitors with glasses, reusable bottles, or recycled/biodegradable cups and offer filtered tap water.

Packaging reduction

We request that vendors reduce packaging used and collect and return packaging that can't be recycled.

In-office recycling

We provide split recycling or recycling through waste handling services at the majority of our offices.

Bio-waste reduction

Our free lunch services are based on individual orders placed no more than 24 hours in advance, ensuring that food waste is kept to a minimum.

Water management in offices

Most restroom facilities are equipped with dual-volume flush systems to reduce wastewater generation.

The majority of our restrooms are equipped with sensor-activated fixtures, minimizing the total amount of water consumed.

Travel and home office

While our distributed-by-design strategy enables us to operate with relative carbon efficiency, we recognize that there are opportunities for improvement. GHG emissions from work-from-home (WFH) activities, employee commuting, and business travel are important categories of Scope 3 emissions, and we want to support our employees to be more carbon-efficient in the work they do for Elastic.

We have initiatives in place to educate employees on these impacts, focusing on energy efficiency, transportation, technology, and waste reduction. We recently refined our methodology for measuring travel and home office impacts, and this analysis will inform additional education campaigns.

Sustainable supplier engagement

For companies in our industry, the greatest environmental impact occurs within the supply chain. For Elastic, the majority of our emissions are derived from our purchased goods and services. As a cloud-based company, this includes computing and data hosting activities with cloud service providers. A large portion of our total vendor spending is with three large cloud service providers: AWS, Google Cloud, and Microsoft Azure. As Elastic scales, we will continue to consolidate our total vendor spending with these partners. We believe that consolidating data activities via cloud-based computing

is the most carbon-efficient operating model. Our three largest providers have decarbonization strategies that align with our climate ambition, providing us with the confidence that we will be able to continue to scale while limiting our carbon impact. For example, AWS's public statements disclose that it has a target to utilize clean energy by 2025. Microsoft Azure and Google Cloud have carbon reduction targets aligned with the Science Based Targets initiative.

A cornerstone of our carbon reduction strategy lies in supplier engagement with major partners that we believe share in our aspirations for a low-carbon future. This strategy has a three-phase approach: Analyze, Engage, Track.

Our new supplier engagement dashboard leverages spending and emissions data, as well as reported carbon reduction commitments, providing us with a priority-ranking criteria used to assess suppliers' alignment with our carbon reduction strategy. These criteria will be used for outreach and to track our overall supply base on an ongoing basis.

Social

At Elastic, the power of infinite possibility is found in the talent and diversity of our people.

As a distributed company, Elastic employs people around the globe. We focus on recruiting top, diverse talent and then engaging, supporting, developing, and retaining them with a flexible, supportive, and inclusive workplace that offers fair and consistent pay practices.

We have our "Beehive" model, which is a framework of mindsets and ideals we encourage all Elasticians to take on to achieve success: be smart, be well, be bold, be understood, and be kind. We also prioritize community engagement, primarily through our Elastic Cares program.

Approach to talent management

At Elastic, we are continually evolving and growing our end-to-end talent processes, working toward a holistic approach across the business. This work spans many teams who work together to achieve a high-caliber globally distributed workforce. We celebrate diversity, foster inclusion, allow every Elastician to perform their very best, and secure our talent pipeline for the future.

This work is underpinned by The Beehive, which is our model for Elastician success. Launched during FY24, The Beehive is a memorable, comprehensive description of the behaviors that will lead to success at Elastic, no matter your role or level. We also have a "Flipped Beehive" model, which describes the behaviors that all people leaders need to demonstrate to enable their team members to be successful.

Taken together, the overall Beehive framework provides a consistent language and reference point for all talent activity, gives Elasticians clear expectations for behavior and performance, and allows a consistent approach to talent management.

Talent recruitment

We have recruiting team members in every region to reflect the global nature of our business. We continue to focus on expanding our reach into underrepresented talent pools through:

· Integrating interview questions specific to the Elastic Beehive into our applicant tracking system, making them accessible to all interviewers.

· Evolving our strategy to diversify talent pools and interview panels. The Engineering Recruiting team has been focused on events and sourcing activities that allow them to connect with women in technology.

· Supporting transitioning military personnel via our partnership with the U.S. Department of Defense Skillbridge program. We welcomed 11 interns across many different teams, including IT, Professional Services, Consulting Services, and Marketing.

· Participating in our first Diversity Summit focused on Sales Strategy through our partnership with PowerToFly.
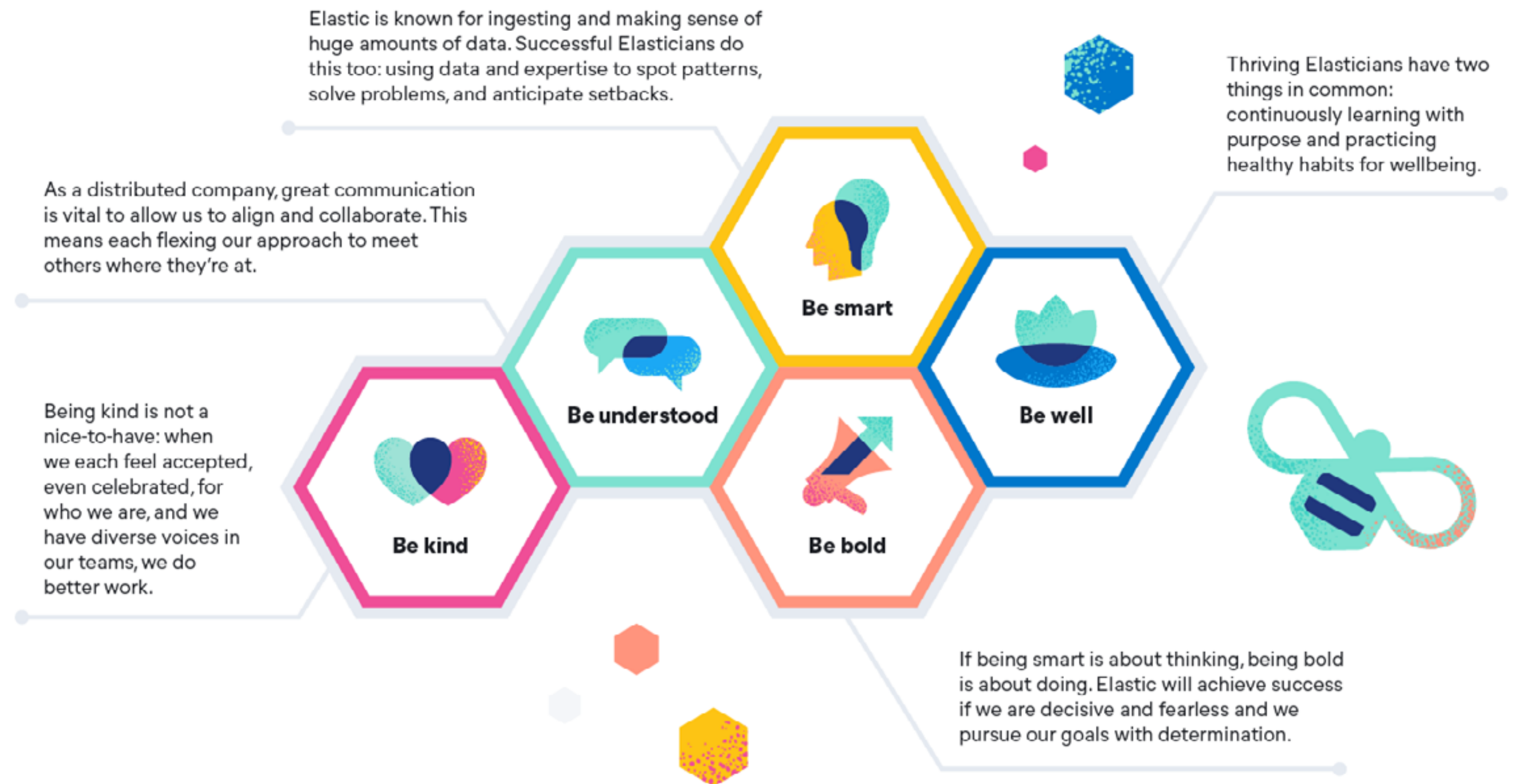
Talent development

Elastic's Learning & Organizational Development (L&OD) team's vision is to enable purposeful growth for all Elasticians by providing meaningful learning that can be applied in work and life.

In 2023, a major focus was launching and communicating the Beehive framework across the business. In parallel, the Beehive Learning Center (a new collection of learning resources) was also launched. For each "cell" of the Beehive, there is now a corresponding learning path covering many of the Beehive behaviors through interactive elearning courses. In 2023, over 2,300 courses were completed across Elastic.

For leaders, in 2023 we also launched Elastic's 360-degree development tool, called "HiveView360." Currently, this tool is utilized at the beginning of our two coaching programs, Elevate and Accelerate. Leaders receive reports that assist in setting focused and meaningful goals to guide their six-month coaching journey. These sessions ensure all participants gain valuable insights into how to be a successful leader at Elastic.

As we look ahead, we are evolving the integration of the Beehive into more activities for career and talent development. For example, our focus will be helping individuals use the Beehive framework to focus their career development efforts and managers to use the Beehive as an anchor point for coaching and feedback.

Beehive | Elastician success model

Elastic is known for ingesting and making sense of huge amounts of data. Successful Elasticians do this too: using data and expertise to spot patterns, solve problems, and anticipate setbacks.

Thriving Elasticians have two things in common: continuously learning with purpose and practicing healthy habits for wellbeing.

As a distributed company, great communication is vital to allow us to align and collaborate. This means each flexing our approach to meet others where they're at.

Being kind is not a nice-to-have: when we each feel accepted, even celebrated, for who we are, and we have diverse voices in our teams, we do better work.

If being smart is about thinking, being bold is about doing. Elastic will achieve success if we are decisive and fearless and we pursue our goals with determination.

Leadership development and talent programs

Elsewhere, L&OD have continued to build and deliver critical leadership development and talent programs. The following is available to leaders at Elastic:

· In "Key Leadership Concepts," leaders at any level are given tools and practice opportunities to grow skills needed to help develop their team members, deliver meaningful feedback, and lead through change.

· In "Leading Strategically," through a nomination program, senior leaders and top talent work together in an immersive simulation experience to develop skills needed to lead the enterprise. This program includes instructor-led training, an in-person simulation experience, a 360° development tool (see above), and a six-month program of one-to-one coaching called "Accelerate" to sustain growth and goal achievement.

· In our "Elevate" one-to-one coaching program, through a nomination process, selected mid-level leaders are offered a program of in-depth personal development with a fully accredited external coach.

· In "High Performing Teams," managers have access to a suite of materials and guidance so they can run sessions with their teams on a range of topics, including goal-setting, establishing team norms, building trust, and psychological safety.

Additionally, in 2023, the L&OD team launched a Learning Partner program. Each Elastic business now has a dedicated member of the L&OD team as their learning partner. The learning partner is positioned as a performance consultant, working alongside business leaders and HRBPs to analyze performance challenges and recommend a suitable solution, which may also include development and delivery of custom learning experiences. As part of this work, the team has developed a tool to help leaders assess and diagnose the root cause of performance challenges.
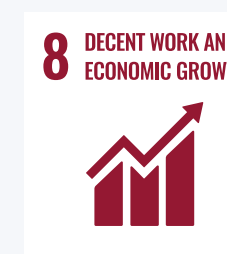
Employee engagement

We've been running regular global engagement surveys for five years, and in 2023, we updated our approach to help leaders focus on actionable insights.

We typically see strong participation across the organization and engagement benchmarks competitively against our peers. We use our engagement survey to drive programmatic action at the company level and team actions down to the manager level.

The response rate for the October 2023 Employee Experience Survey was 84%, while our engagement score was 75.

8 DECENT WORK AND ECONOMIC GROWTH

Product societal impact:

Swedish Public Employment Service

Leveraging Elastic Observability and Elasticsearch to help the Swedish Public Employment Service connect job seekers and organizations.

The Swedish Public Employment Service (Arbetsförmedlingen) enhanced its operational efficiency and service delivery through the implementation of Elastic Observability and Elasticsearch. This initiative streamlined the matching of employers with job seekers and facilitated the digitalization of communications. It led to significant improvements, including early detection and correction of software errors, as well as a 75% reduction in APM license and storage costs, and it fostered innovation within the Swedish public sector. This transformation supports Arbetsförmedlingen's mission to foster a well-functioning labor market by providing crucial employment forecasts and analysis.

For a detailed account, visit **Elastic's customer spotlight** on Arbetsförmedlingen.

Benefits

By embodying our Source Code value for Elasticians to show up "As YOU, Are" we continue to refine our plans with inclusivity, relevance, flexibility, and choice at the heart of the Elastic experience. In 2023, we continued to focus on:

- Providing access to several mental well-being resources for Elasticians and their family, including digital counseling services, weekly guided meditation, and our global employee assistance program (EAP) in more locations.
- Extending family formation benefits to support Elasticians globally on their fertility, surrogacy, or adoption journeys. We also provide low testosterone support and menopause support. Every benefit is available to Elasticians regardless of marital status, sexual orientation, or gender.
- Recognizing financial wellness as an important component of well-being for all Elasticians. We continued to invest in retirement and savings plans to support Elasticians in additional countries.
- Providing Elasticians with the opportunity to build an equity ownership stake through Restricted Stock Unit (RSU) grants and/or Employee Stock Purchase Program (ESPP) participation.

Creating space for what matters by:

- Providing a global caregivers benefit to Elasticians, making it easier to get access to care planning for cases such as aging parents, a loved one with a critical diagnosis, or a child with special needs. Additionally, the service provides 1:1 expert support and community resources.
- Offering a gender-neutral and flexible parental leave policy that meets a global minimum standard of 16 weeks of paid time off.
- Providing up to one month paid compassionate leave to help Elasticians manage and recover from situations in their personal lives.

Amplifying Elasticians' impact by:

- Offering five days of paid volunteer time off to engage in helping others.
- Gifting up to $1,500 per fiscal year in charitable donation matching to support the generosity of Elasticians through our Elastic Cares program.
- Honoring our serving military by offering a salary differential to total 100% of a service member's Elastic salary for the first six months of active duty.

Providing holistic well-being engagement by:

- Encouraging Elasticians to take care of their health with fun and engaging campaigns like our self-care and gratitude campaigns resulting in a steady uptick in well-being initiatives participation.
- Ensuring remote Elasticians have ergonomic home workspaces with online and one-to-one assessments and accommodation support.

Elastic recognized with 9 Comparably awards

A supportive and flexible company culture is a core part of our Source Code. We believe in empowering our employees to be their whole, creative selves and are proud to see this work recognized by Comparably in nine major categories of its Best Place to Work series, including:

- **Best Company Culture**
- **Best CEO for Diversity**
- **Best Company Work-Life Balance**

We also received an **A+ culture score**.

Diversity, equity, and inclusion

The foundation for our diversity, equity, and inclusion (DEI) philosophy is built upon our Source Code and Founder Shay Banon's commitment and understanding that "A more diverse company will make for a better company, and we should continuously strive for it. A diverse company is a resilient company. The more diverse we are, let it be ethnicity, religion, gender, sexual orientation, socio-economic background, geographic location, or any other aspect, will make us stronger, more human, and much much more successful."

DEI tenets

Our guided path to diversity, equity, and inclusion enables Elasticians around the world to apply a consistent yet locally or regionally relevant way of managing the intricacies of a globally distributed workforce representing more than 40 countries, 100-plus nationalities, a multitude of languages, and different lived experiences.

Source Code

The foundation for DEI is our Source Code. It's what makes Elastic, Elastic. Some ideas resonate more strongly with others, and that's OK. The ideas in our Source Code are reminders that keep us steadfast because we're not perfect. We're human.

Respect the pause

Respecting pauses someone may take during a meeting or conversation is respectful and inclusive of non-native language speakers, cognitive differences, and the countless dimensions of diversity across the globe. Respect the pause rather than moving to the next discussion point or a new topic.

Pause and explain

When a situation occurs that creates discomfort or unease, we encourage Elasticians to remember the Source Code. Pause and remember that we wear different lenses, have different backgrounds and experiences, live in different parts of the world, and speak different languages. After the pause, explain — without judgment, condemnation, or assuming bad intent — why the situation created discomfort or unease.

DEI is a journey, not a destination

The road to achieving diversity, equity, and inclusion is ongoing. Over the past year, our focus has been on improving representation and strengthening inclusion. We continue to center our efforts on our aspirational goal of increasing representation of women globally and underrepresented groups in the US by 2%.

We energized the framework of our ERGs, provided our compensated ERG leads with training called "Being the CEO of your career"; and leveraged insights from ERG members to fuel our commitment to inclusive language, behaviors, and leadership.

We also implemented a platform for building, tracking, and steering ERGs to ensure long-term scalability, sustainability, and enduring impact.

Elastician Resource Groups (ERGs)

During 2023, 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. An annual highlight is the Blastician's Historical Figures lunch and learn spotlighting Black figures who have had an impact on history, past or present.

Another highlight was the conversation hosted by The Accessibles with customer representatives from Deutsche Telekom and The University of Edinburgh discussing the importance of accessibility, global compliance, Kibana's accessibility features, and future enhancements.

One last highlight was "Coming as your Ai-thentic Self" presented by the Rainbow Stack, which challenged the narrative that you have to be or act a certain way to succeed in corporate life. Participants learned how AI can help you visualize your most authentic self in new ways. Our ERGs underscore our commitment to living our Source Code and coming As YOU, Are.

Our seven ERGs around shared identity, interest, and allyship include:

The Accessibles
(Accessibility)

Blasticians
(Black and African American)

ElastAsians
(Asian and Pacific Islander+)

Elasticians Unidos
(Hispanic/Latinx)

Rainbow Stack
(LGBTQIA+)

Mil-Asticians
(Military/Veteran)

Women of Elastic
(Women)

Integrating DEI into our every day

We continuously endeavor to integrate DEI into the day to day at Elastic. Key partnerships exist between the DEI team and peers from all other functions to ensure we apply a DEI lens to policies, programs, processes, and initiatives. We committed to participating in third-party benchmarking surveys Fair 360 (formerly DiversityInc. Top 50 Companies for Diversity), the Human Rights Campaign - Corporate Equality Index (HRC-CEI), and Paradigm Blueprint, as well as informal peer benchmarking to better understand areas of progress and opportunity. We look forward to leveraging pending results to drive more quantitative and qualitative action in the coming year.

Functional affirmative action program (FAAP)

Maintaining a functional affirmative action program that analyzes and reports US EEO-1 data by our five key business functions better promotes awareness and understanding of the expectations for good-faith efforts, and business leader ownership and accountability for outcomes.

Fair pay practices

Our commitment to fair pay continues to be the foundation of our compensation philosophy and informs our pay decisions around the globe. This means paying people fairly for the job they perform without regard to gender or race/ethnicity. We believe in this so strongly that we partner with an external firm to conduct pay equity analysis on a regular basis. We look at gender globally and race and ethnicity for employees in the US. Based on the most recent analysis, we are pleased to report that women globally earn $0.99 for every $1.00 earned by men, and that underrepresented groups (URG) in the US earn $1.00 for every $1.00 earned by white employees for similar work. Additionally, outside of the US, we conduct supplemental country-specific analysis in accordance with local requirements.

Further recognizing that transparency is fundamental in fostering an equitable workplace where employees can trust that their compensation is based on fair and objective criteria, we provide all employees with visibility to the full salary range for their role. Throughout the US and Canada, we also include salary ranges on all job postings, in all states and provinces, to help ensure a level playing field for every applicant.

Across Elastic, we take pride in our compensation practices. We are steadfast in our commitment to providing fair pay for all Elasticians.

Workforce diversity metrics

In 2022, we created the 2% Workforce Diversity Goal, which establishes an aspirational goal to increase global company representation on the basis of gender and US racial/ethnic diversity by two percentage points. We do this to hold ourselves accountable for building diverse candidate and leadership pipelines as we strive to build a representative workforce.

The following information reflects Elastic's workforce representation as of December 31, 2023.

Global gender diversity | 2023

Percentage identifying as

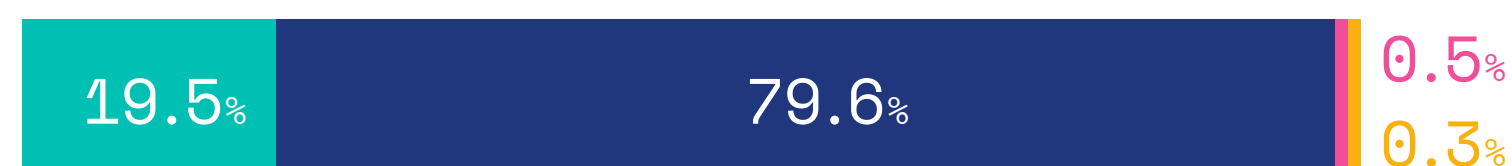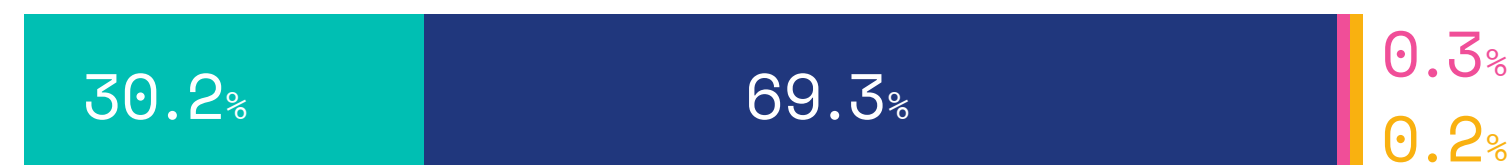■ Women   ■ Men   ■ Non-binary   ■ Declining to state gender

C-suite

| 22.2% | 77.8% |

Senior management

| 27.5% | 72.5% |

Technical

| 19.5% | 79.6% | 0.5% |
| | | 0.3% |

Overall company

| 30.2% | 69.3% | 0.3% |
| | | 0.2% |

US racial/ethnic diversity | 2023

Percentage per group

■ Underrepresented group (URG)*   ■ Non-URG

C-suite

| 37.5% | 62.5% |

Senior management

| 27.6% | 72.4% |

Technical

| 32.0% | 68.0% |

Overall company

| 31.4% | 68.6% |

*Underrepresented group (URG) refers to the cumulative group of non-white EEO-1 race/ethnicity categories as defined by the U.S. Equal Employment Opportunity Commission (EEOC). URGs include: American Indian or Native Alaskan (not Hispanic or Latino), Asian (not Hispanic or Latino), Black or African American (not Hispanic or Latino), Hispanic or Latino, Native Hawaiian or Other Pacific Islander (not Hispanic or Latino), and two or more races (not Hispanic or Latino).

US racial/ethnic diversity | 2023 (continued)

■ White   ■ Asian   ■ Hispanic or Latino   ■ Black or African American
■ American Indian or Alaska Native   ■ Native Hawaiian or Pacific Islander   ■ Two or more races

C-suite

62.5%
37.5%

Technical

68.0%
16.3%
6.8%
4.5%
0.3%
0.5%
3.6%

Senior management

72.4%
17.5%
5.2%
2.6%
0.3%
2.0%

Overall company

68.6%
14.7%
7.6%
4.7%
0.1%
0.4%
3.7%

For a full year over year workforce diversity breakdown, please see the **Appendix**.

10 REDUCED INEQUALITIES

Product societal impact:

Ava

Ava's innovative live captioning software, powered by Elastic Observability, helps make work, school, and daily life accessible for deaf and hard-of-hearing people.

Ava leverages Elastic Observability to enhance its live captioning software, crucial for the deaf and hard-of-hearing community, enabling access to work, school, and daily interactions. This adoption improves software reliability, speeds up the deployment of new features, and reduces cloud computing expenses. Ava's use of Elastic technologies allows for effective performance monitoring and optimization, supporting Ava's mission to deliver seamless live-captioning experiences and fostering inclusivity and accessibility in digital communication.

For more details, visit **Elastic's customer story** on Ava.

Elastic Cares

Elastic Cares, our philanthropic goodness program, ensures that Elasticians around the globe can donate, volunteer, and direct product donations to the charitable organizations that matter most to them. The program is available to all permanent employees and includes donation matching benefits, volunteer incentive programs, and nonprofit organization (NPO) product grants.

2023 impact by the numbers

1,300+
Number of causes supported

6,678
Total volunteer hours logged

26*
NPO Grant customers onboarded

Corporate & employee

$1,332,575
Total funds invested in global communities by Elastic & Elasticians (USD)

Corporate

$524,969
Elastic charitable donations and matching (USD)

$283,000
Value of Elastic NPO grants awarded (USD)

Employee

$524,606
Elastician charitable donations (USD)

*total grantees (22 renewals, 4 new)

Donation matching

We match Elasticians' donations 100% to eligible charitable organizations of their choice up to US$1,500 per fiscal year.

During our annual Giving Tuesday campaign, donations are matched 200% for 24 hours. In 2023, this campaign raised over $380,000, which was donated to 618 global causes. Over 300 Elasticians participated in this day of giving, our most successful to date.

Volunteering

Elastic provides 40 hours of volunteer time off (VTO) per year to Elasticians to help meet needs in their local communities. Elasticians who volunteer outside of their scheduled work day benefit from our Dollars for Doers program. For each hour served, up to 16 hours, an Elastician can earn $20 in donation credit to direct back to the cause of their choice.

In 2023, Elasticians logged over 6,500 hours of service including over 420 individuals who used their paid VTO benefit to give back.

Dallas Hope Charities and Transgender Education Network of Texas

The Marketing team assembled 100 kits to be distributed to those served by the Dallas Hope Charities organization.

The team also wrote 40 love letters expressing love, encouragement, commitment, and advocacy for members of the transgender and gender expansive community.

Akshaya Patra Foundation

24 Elasticians in Bangalore spent hours at the Akshaya Patra kitchen, preparing meals by chopping vegetables and ensuring the food was nutritious and delicious for the children.

The team also visited a government school, where they had the privilege of serving mid-day meals to the children.

Cordaan

Cordaan provides care and assistance on a small scale in and around various locations and in the community, at home or "just like home" wherever possible. The 60-person Recruitment team assembled 90 gifts, decorated gift bags, and wrote personal messages in Dutch for residents across Amsterdam.

Also supplied: art supplies for six community homes with Cordaan. The Recruitment team donated 2,000 EUR worth of gifts plus a 650 EUR donation from Elastic Cares.

Seattle Humane

Nine members of the IT team spent two hours volunteering together by helping at the Seattle Humane and donated high-needs items to the animal shelter.

Nonprofit organization (NPO) product grant

The nonprofit organization (NPO) product grant is designed to empower the positive impact created by our charitable partners through the strength of the Elastic Stack. We provide US$10,000 cloud credits to nonprofit organization grantees on a yearly basis.

Wordnik

Wordnik is the world's biggest online English dictionary, by number of words, with a mission to find and share as many words of English as possible with as many people as possible. Most people are unaware that more than half of the unique English words are not included in traditional dictionaries. Wordnik finds examples of sentences for these overlooked words and also provides a website for traditional dictionary data.

Wordnik has used Elasticsearch for its word examples pipeline and rebuilt its sentence "extraction and find" pipeline with Elastic as its data store. Wordnik found that Elastic provides better search capabilities and ranking than its previous providers and is moving toward hosting all of its dictionary data in Elasticsearch.

Ubiquitous Health Technology Lab (Ubi Lab, University of Waterloo)

Ubi Lab designs and researches zero-effort health technology. The lab designs and develops expert systems to be used every day for decision-making using real-time data analytics and metrics on transformed data. Ubi Lab uses the Elastic Stack to securely collect, process, analyze, and visualize large and agile data sets. This data is pulled from social media as well as key agencies and stakeholders such as government bodies, health agencies, and internal NGOs, all with the goal of making key health and public safety decisions while filtering out misinformation.

Vodafone Foundation

The Vodafone Foundation is at the center of a network of global and local social investment programs. The Vodafone Foundation works in partnership with UNHCR, the United Nations Refugee Agency, to improve the quality of education for refugee communities in Africa through its Instant Networks School Programme. This initiative provides young refugees, host communities, and their teachers access to digital learning content and the internet, improving the quality of education in some of the most marginalized communities in Africa.

Elastic Beats is used to send journal logs back to a central logstash for each country. This then feeds into the Elastic Stack so that usage data can get back to the main dashboard. The Elastic offering allows The Vodafone Foundation teams to see what is happening on networks and to be able to respond to problems in the schools.

WhyDonate Foundation

WhyDonate is a free global fundraising platform that connects causes with donors in an efficient, relevant, and enjoyable way. It does this by providing great features that allow the user to easily raise donations for their cause all around the world.

WhyDonate uses Elastic to power its platform search function. Donors can search by using text or browse with specific filters, making it easier for them to find and support the charities and campaigns they are looking for.

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 hardship caused by events such as violence, serious illness or injury, and more.

Through the fund, eligible employees can apply for a charitable grant (up to US$1,500). In 2023, the fund was enhanced to include more than two dozen additional event and expense types, an extended application window, and up to two grants per 12-month period.

Product societal impact:

UK National Health Service (NHS)

Using Cogstack and Elastic in the healthcare setting, clinicians can swiftly pinpoint patients with pressing conditions and abnormal results that demand urgent attention.

The NHS, through its CogStack platform powered by Elastic, has significantly advanced patient care by enabling rapid, data-driven responses to public health crises, improving clinical trial recruitment, and facilitating better healthcare outcomes. Leveraging Elasticsearch and AI, CogStack integrates diverse patient data, enhancing real-time decision-making and patient monitoring. This approach not only streamlines healthcare delivery but also supports sustainability by optimizing resources and ensuring timely, personalized patient care.
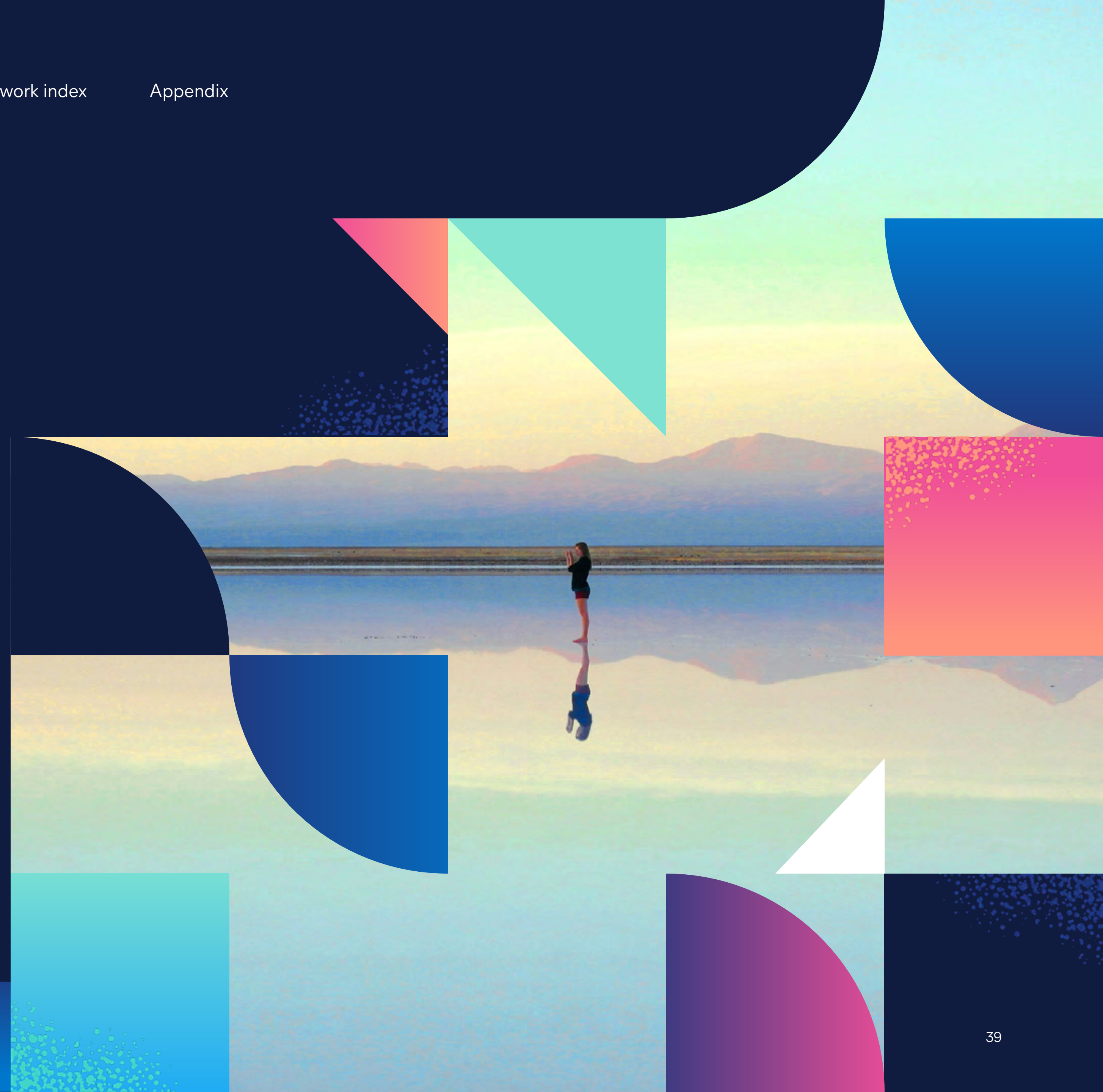
For more information, you can read the full story **on our website**.

Governance

We are committed to the highest standards of governance, ethics, and integrity and are dedicated to complying with applicable laws while safeguarding the data entrusted to us. Our approach to governance serves as the cornerstone of our sustainability efforts, helping us not only meet regulatory requirements but also foster trust and transparency with all our stakeholders.

We firmly believe that effective governance goes beyond compliance; it encompasses ethical decision-making and responsible business practices, and it safeguards the privacy and data protection rights of our stakeholders.

ESG oversight

In 2023, we made significant 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 is tasked with oversight for our sustainability and environmental, social, and governance 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 committee meeting.

At the management level, the responsibility of oversight is conducted at various levels. We established an ESG Steering Committee consisting of our chief financial officer, chief operating officer, chief legal officer, chief marketing officer, and chief human resources officer. The ESG Steering Committee's responsibility is to provide applicable approvals and strategic direction to our cross-functional Sustainability Operating Committee and ESG Working Group, which implements sustainability initiatives throughout Elastic and contributes to developing sustainability-related disclosures while providing updates to the board.

Elastic has established the foundational elements required to execute on our corporate-wide sustainability strategy. In 2022, we hired a director of sustainability and ESG, our first dedicated, internal functional leader for our sustainability efforts. With this role we have established a centralized

function to oversee company-wide sustainability initiatives including climate change strategy and alignment with sustainability-related regulations such as the U.S. Securities and Exchange Commission (SEC) Climate Disclosure Rules (when effective), the California Climate Rules, and the EU Corporate Sustainability Reporting Directive (CSRD).

Business integrity

Each one of us at Elastic shares a commitment to integrity in all that we do. Winning and maintaining the trust of our global user community, customers, partners, and shareholders is important to us — and we aim to achieve that trust by demonstrating honesty, professionalism, and empathy every day.

Regardless of position, tenure, or geographic location, all Elasticians embrace a culture that requires acting in accordance with the highest ethical standards and complying with the laws and regulations that apply to our work.

Tone at the top

Elastic's Global Business Integrity Committee (Committee) assists Elastic's CEO and Senior Leadership team in supporting and enabling the Business Integrity Program and its activities. The Committee provides cross-functional leadership, understanding, and accountability through dialogue, active engagement, and collaboration on key solutions and mitigations.

Policy and process

The Business Integrity team regularly reviews our business ethics policies to ensure current compliance with laws and alignment of our values-based program with Elastic's Source Code. We maintain our Code of Business Conduct and Ethics (Code of Conduct or Code) to provide Elastic board members, employees, contractors, agents, and others who conduct business on behalf of the company with standards of behavior designed to help us all act honestly, ethically, and in compliance with norms mandated by law and by our policies.

All of our employees are expected to review and uphold the values and standards articulated within our Code. We expect all Elasticians to incorporate business integrity into how our day-to-day work is carried out.

Training and education

To continuously promote and reinforce our high standards of ethics and integrity throughout the entire company, we require all employees to certify their compliance with our Code of Conduct and complete mandatory training on the Code, whistleblowing, anti-harassment, discrimination, anti-retaliation, and other key policies and standards. Key documents are made publicly available on our **Ethics, compliance, and data security page**.

Reporting concerns

We encourage all of Elastic's employees — and others who reasonably believe that they are aware of any behavior that potentially violates Elastic's **Source Code** or **Code of Conduct** — to report such matters without fear of harassment, discrimination, or retaliation. To that end, we maintain a board-approved **Whistleblowing policy** that outlines the various channels available for raising concerns, including the **Ethics and Compliance Hotline** where reporters can confidentially and anonymously raise concerns. All concerns are reviewed to determine whether a formal investigation or other action is warranted.

Political involvement

Our Code of Conduct prohibits use of Elastic's assets for any political activities and political involvement by our employees on behalf of Elastic. All Elasticians are required to complete our annual Code of Conduct elearning course, which includes an interactive segment on political activities

that makes it very clear that personal political activities must be kept personal, and that no company assets can be used to support political activities of an employee.

Anti-corruption and bribery

Elastic maintains an **Anti-bribery and gifts and entertainment policy** to comply with not only the letter, but also the spirit and intent of the anti-bribery laws and regulations of the United States, The Netherlands, and the other countries where we do business. This policy communicates to all Elasticians and our business partners Elastic's commitment to avoid bribery in all of our business dealings. Our policy requires all Elasticians — and others acting on Elastic's behalf — to comply with global anti-bribery laws and to follow the practices and procedures that are designed to ensure that we meet or exceed applicable legal and ethical standards.

These standards are also reinforced as part of our annual policy certifications, mandatory compliance training, and through our ongoing review of — and guidance related to — gift and hospitality activities.

Human rights

Elastic published its first **Modern Slavery and Human Trafficking Statement** in 2024. This statement, together with the Human Rights, Employment, and Labor section of our **Code of Conduct**, demonstrates our commitment to support and respect the protection of internationally proclaimed human rights. Elastic is committed to treating all members of our workforce — and those who do business

with us — fairly, with respect and dignity, ensuring safe working conditions, and operating ethically. Elastic stands against any human rights abuses within our organization or our supply chain. We are committed not to use forced or involuntary labor of any type, and we will work to prevent such labor from taking place in our supply chains and business operations by complying with applicable labor laws and regulations and requiring the same of our suppliers.

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 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, by its philanthropic giving program, Elastic Cares. In FY2023, Elastic's efforts in India toward the India CSR Act supported social and environmental causes.

Supply chain responsibility

Our commitment to responsibly managing and partnering with our suppliers is enshrined in our Global vendor code of conduct (GVCC), which applies to all suppliers of products or services to Elastic. It requires our suppliers to operate with honesty and integrity and comply with all applicable laws and regulations. In particular, the GVCC obligates our suppliers to comply with labor, wage, benefits, and health and safety laws and regulations. Our suppliers are also expected to protect their workers' human rights, honor their freedom of association, not discriminate in hiring and employment practices, and

treat their employees with respect and dignity. Finally, we also expect our vendors to comply with environmental laws and operate in a way that protects the environment. Since we believe that these business conduct principles are truly universal, we expect our vendors to require all third-party suppliers that provide products and services to them to also comply with the standards in our GVCC. We also seek suppliers that we expect will agree to conform to our GVCC in our supplier contracts.

To support our commitment to sustainability and understand the impact of our supply chain, we added a subset of ESG-related questions within our request for proposal (RFP) template documents in 2021. We recently broadened the questions as part of our aim to understand our suppliers' level of maturity regarding environmental sustainability and diversity, equity, and inclusion practices.

Data privacy and security

We recognize the importance of privacy and security as fundamental components of our data governance practices. Ensuring confidentiality, integrity, and availability of personal data is one of our essential responsibilities to building and maintaining stakeholder trust along with ensuring compliance with various global regulations. The Elastic Stack can also help facilitate our customers' compliance with privacy and data protection laws and regulations.

Elastic knows that privacy and security requirements are mandatory for regulated and non-regulated customers alike, which is why we relaunched Elastic's Trust site as a new Elastic Trust Center — a public one-stop shop for information on security, compliance, privacy, and resiliency for Elastic and the Elastic Cloud.

Elastic is committed to upholding the highest standards with privacy. We achieve this by aligning our data privacy program with various privacy and data protection regulations such as the General Data Protection Regulation (GDPR). Our privacy notices detail our practices regarding the collection, use, sharing, retention, and deletion of the personal data of our users, in addition to the privacy rights our users have regarding the way we process that information.

Our data management practices emphasize the principles of data minimization, purpose limitation, and storage limitation to promote healthy data governance. We collect only what personal data is necessary, use personal data only for its intended purpose, and retain data only as long as

necessary. Routine audits and privacy impact assessments help us to identify and mitigate privacy risks effectively.

We have an experienced team of security practitioners who work across multiple disciplines, including security engineering, security assurance, risk, and compliance. The Elastic Information Security team works across our entire organization to evaluate emerging security trends and to maintain robust security controls that protect our company, products, and services.

Our risk management standard defines the process to identify and manage risk associated with information security and data governance. Risk assessments are performed at least annually. As part of this process, threats and (environmental, regulatory, and technological) changes to service commitments are identified and the risks are formally assessed.

The audit committee provides oversight of the Information Security program to help it operate in alignment with Elastic's business goals and objectives, including our commitment for responsible data stewardship.

Elastic's Information Security program is guided by a risk-based approach to protect our customers' data. The audit committee receives regular updates on the performance of the Information Security program across all domains, such as risk management, threat intelligence, incident response, internal control operation, and corporate security culture.

As an example of Elastic's response to the changing threat landscape in 2023, Elastic required phishing-resistant multi factor authentication (PMFA) for all users within the organization. PMFA protects against the latest highly scalable techniques that attackers are increasingly using to compromise authentication processes.

Data compliance

Elastic operates in compliance with key information security standards and regulations relevant to our customers and operating environment. Our services are independently audited and confirmed to meet privacy and compliance standards for data security and privacy through our certifications and attestations, including:

· SOC 2 Type 2 and SOC 3
· ISO/IEC 27001, 27017, and 27018
· CSA CCM
· FedRAMP Moderate
· PCI-DSS
· HIPAA
· CyberGRX
· TISAX
· TruSight

Audits for our services pursuant to these standards are performed annually. For the most up-to-date listing of our compliance portfolio, please visit elastic.co/trust.

Product security

Elastic works with independent third parties to conduct security assessments against our code on a routine basis as well as prior to major software releases, which include penetration testing, secure code review, and vulnerability scanning. Elastic source code is also available publicly on GitHub. Elastic maintains a public Bug Bounty program on Hacker One and publishes processes for submitting vulnerabilities or security-related issues. In 2023, Elastic engaged with 505 researchers, receiving 844 reports. After thorough evaluation, some of these reports were confirmed valid, leading to US$140,000 in bounties. This reflects our dedication to digital security and the promotion of ethical hacking within our sustainability framework.

Elastic tracks the use of open source and third-party software libraries in our own products and services. Automated dependency and vulnerability detection tools are in place and identified vulnerabilities are classified and remediated according to severity. Under the principles of Coordinated Vulnerability Disclosure (CVE), Elastic analyzes potential security vulnerabilities to identify any recommended mitigations or product updates and coordinates disclosures via Elastic Security Advisories (ESA) and the CVE program.

Incident response

We're committed to rapidly addressing privacy and security vulnerabilities affecting our customers and providing clear guidance on impact, severity, and mitigation. Elastic has a dedicated Threat Detection and Response team trained in incident handling and response. Elastic also maintains an incident response policy and incident response plan, which covers all phases of an incident from preparation, detection, and analysis to containment, eradication, recovery, and post-incident activity. We also test our incident response plan and business continuity plans at least annually. Areas for improvements and identified deficiencies are documented and incorporated into our policies and procedures.

In the event of a data breach, affected individuals and regulatory authorities are notified consistent with our legal and contractual obligations to minimize harm and uphold our commitment to transparency.

Security awareness and privacy training

All Elastic employees (full-time and part-time) and contractors are required to complete security awareness and data privacy training upon hire and annually thereafter. Additional training, like secure code development, is assigned to specified users based on their role. The training is delivered through an electronic learning management system (LMS) and compliance is monitored.

Employees are routinely trained on our security culture. Fundamentally, everyone is responsible for keeping Elastic secure. All Elasticians are educated on behaviors necessary to maintain good 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. Training content is updated as real-world attack vectors evolve.
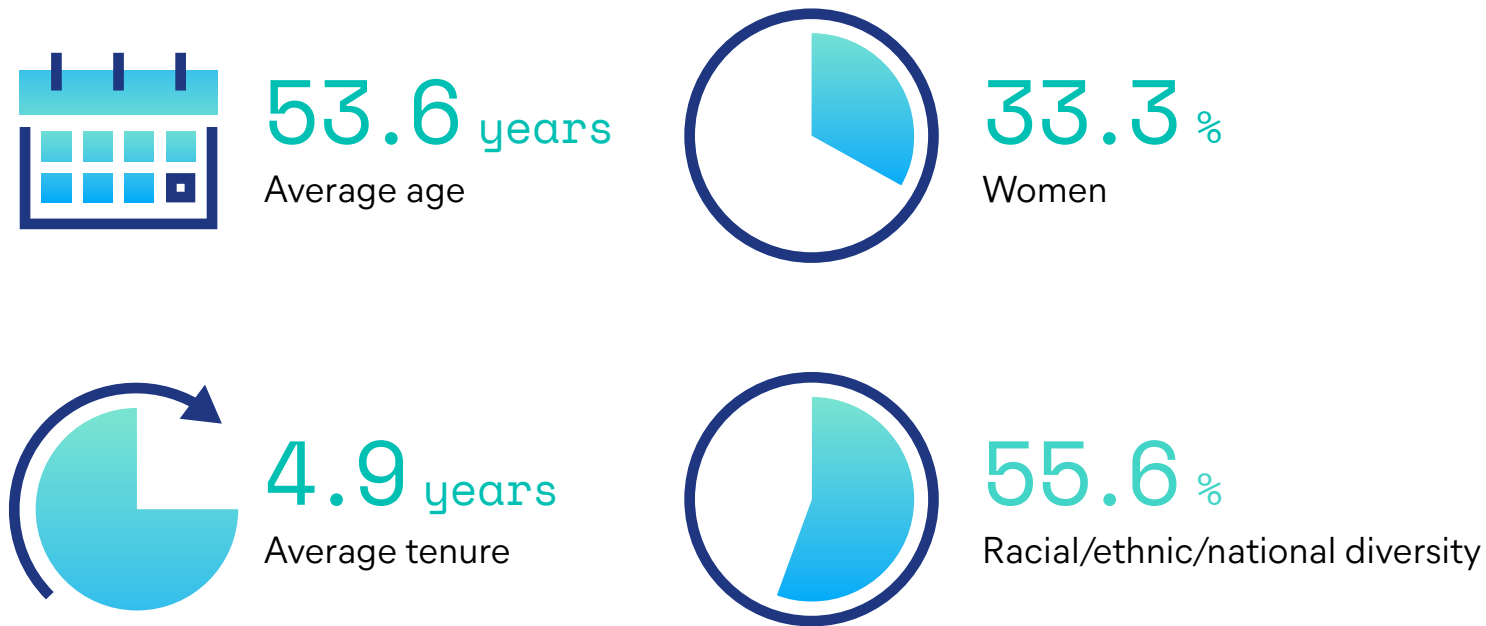
Commitment to open source

To ensure that our customers and the broader community can benefit from standardization, Elastic is committed to developing a common schema for metrics, logs, traces, and security events based on the Elastic Common Schema (ECS) and OpenTelemetry (OTel).

Elastic contributed ECS to OTel and **committed to joint development of a common schema in 2023**. OTel is the second highest velocity project in the Cloud Native Computing Foundation (CNCF) and provides a collection of tools used to generate, collect, process, and export telemetry data (metrics, logs, and traces) for understanding software performance and behavior. Elastic has long been a proponent of open standards, and this contribution continues and expands Elastic's commitment to the community. By contributing ECS to OpenTelemetry, we are hoping to create a mature and proven common schema in OTel for metrics, logs, traces, and security events based on the widely deployed Elastic Common Schema. Together with OTel, we will continue to develop and support that common schema going forward.
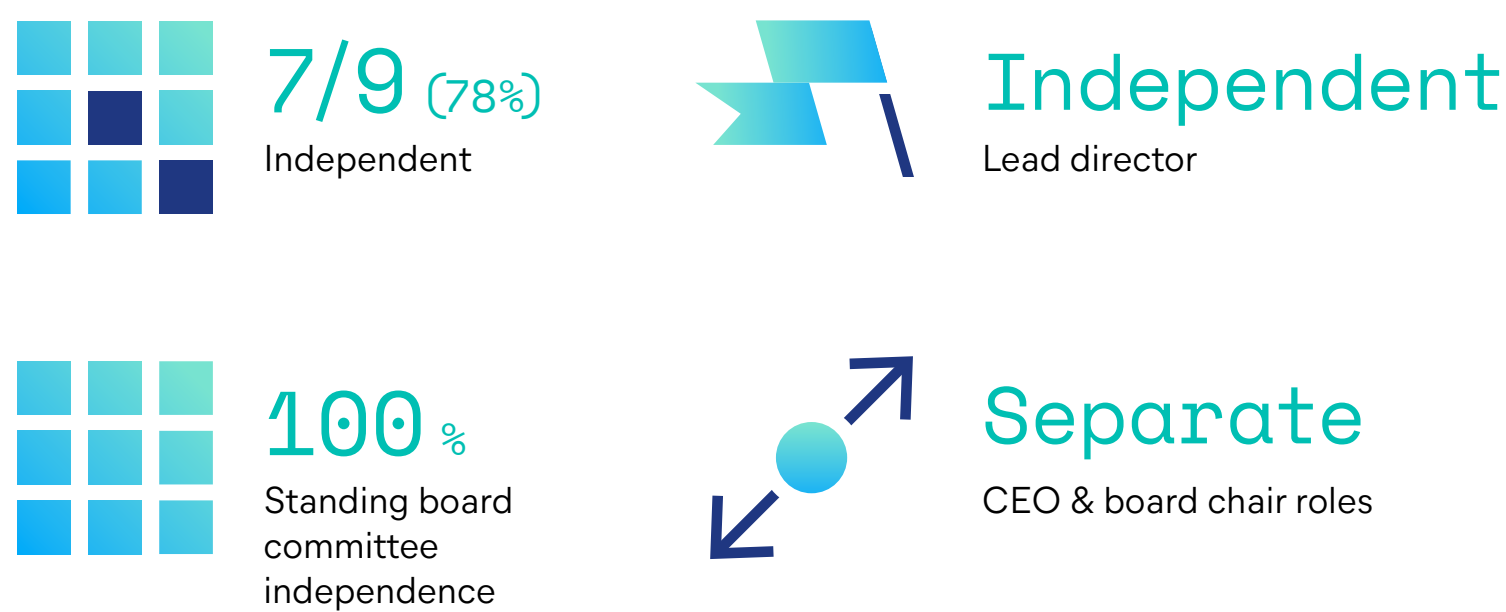
Corporate governance

The following information describes board composition and corporate governance practices as of December 31, 2023:

Board composition

53.6 years
Average age

33.3 %
Women

4.9 years
Average tenure

55.6 %
Racial/ethnic/national diversity

Board independence

7/9 (78%)
Independent

Independent
Lead director

100 %
Standing board committee independence

Separate
CEO & board chair roles

Corporate governance best practices

· Onboarding program for new directors

· Ongoing education for directors

· Board oversight of ESG by nominating and corporate governance committee

· Formal shareholder engagement program

· ESG Steering Committee

· Annual training and reminders for the Company Code of Business Conduct and related company policies (i.e., Trade Compliance, Data Privacy, DEI).

· Data Protection and Cybersecurity policies and programs, including incident response plan

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Product societal impact:

N4L

Network for Learning (N4L) in New Zealand uses Elastic Security and Observability to protect over 2,450 schools and 900,000 users from cyber threats, achieving a 91% customer satisfaction rating. By automating data analysis and threat response, N4L reduced security response times from days to hours, ensuring a safer digital environment for education.

This initiative exemplifies sustainability in education through enhanced cybersecurity measures, safeguarding student and teacher online interactions.

For a comprehensive overview, please **read the full story**.

Board accountability and shareholder rights

· Annual board and committee self-evaluation

· Annual evaluation of the executive directors by independent directors

· Cash and equity clawback policy for the board of directors, pursuant to our remuneration policy for the board of directors and Dutch corporate law, as well as a clawback policy for executive officers, pursuant to NYSE rules

· Share ownership guidelines for non-executive 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
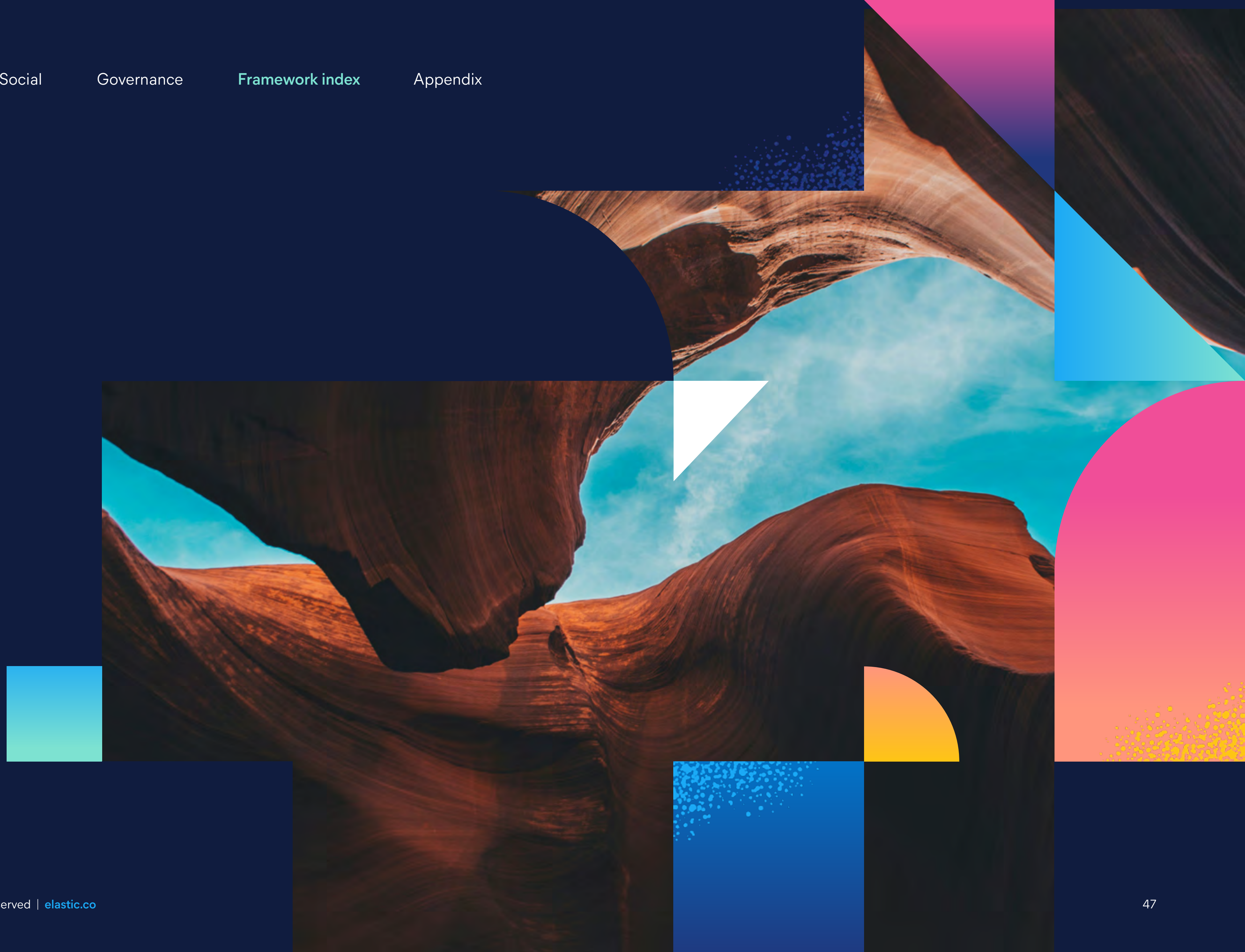
· One-share, one-vote

Framework index

Sustainability Accounting Standards Board (SASB) index

We continue to review our progress against the SASB standards for the Software and IT Services industry.

SASB code	Accounting metric	Location or description
TC-SI-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	As a company that's distributed by design, Elastic yields a relatively low office energy use footprint compared to other companies. Our in-office people-to-desk ratio is 5:1, reducing employee commuting and minimizing office complex energy usage. **Total energy consumed: 774,246 kWh │ Percentage grid electricity: 99.29% │ Percentage renewable: 0.71%** Here are the current actions we are taking to reduce the impact of energy consumption:
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	· Where possible, we specify the use of passive infrared sensors for the activation and automatic extinction of lights when office spaces are not in use. These specifications are documented in guidelines, which also cover the use of LED lights and energy-efficient audio visual and video conference hardware. · Our search and selection process for finding new office space now includes an environment and sustainability element, and we prioritize buildings with a relevant local accreditation like BREEAM, LEED, WELL, and others. Elastic has a limited view on water usage due to 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.
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. A large portion of our total vendor spend is with three large cloud service providers: AWS, Google Cloud, and Microsoft Azure. As Elastic scales, we will continue to consolidate our total vendor spend with these cloud service providers. These three providers have decarbonization strategies that align with our climate ambition, enabling us to operate with increased carbon efficiency. For example, AWS's public statements disclose that it has a target to utilize clean energy by 2025. Microsoft Azure and Google Cloud have carbon reduction targets aligned with the Science Based Targets initiative (SBTi).

SASB code	Accounting metric	Location or description
TC-SI-330a.1	Percentage of employees who are: (1) Foreign nationals (2) Located offshore	We have 271 foreign national employees on different types of visas and work authorizations representing 16 countries where Elastic acts as their sponsor. This is 8.5% of the total number of Elastic employees (or 271 of 3,182 full-time employees) as of April 30, 2024. Of all work permit holders (foreign nationals), 80% were hired in country "A" (originally) and transferred to country "B" either upon initial hire or at a later stage, as required by the business. 20% of all foreign workers were in-country hires, meaning they already had a valid work visa through another employer, but it was not transferable and a work visa sponsorship was needed by our local entity licensed in the country of hire for immigration purposes.
TC-SI-330a.2	Employee engagement expressed as a percentage	The response rate for the February 2024 Employee Experience Survey was 84%, while our engagement score was 75.
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 **pg. 34** within the Diversity, equity, and inclusion section of this report for our workforce diversity metrics.

SASB code	Accounting metric	Location or description
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	We have several privacy policies, including our **Global Privacy Statement**. In this policy, we detail our practices regarding the collection, use, sharing, and retention of the personal data of our users, in addition to the privacy rights our users have regarding the way we process that information. Elastic's **Cookie Policy** addresses our practices and data subject rights relating to behavioral advertising. Our behavioral advertising practices include the use of cookies, web beacons, and other similar technologies when you visit, interact with, or use our websites, social media pages, marketing communications, and online advertisements. The policy describes the types of cookies and automation technologies we use and the options for users to control Elastic's use of cookies and tools. We carefully manage data protection compliance throughout all of our behavioral advertising practices, including using third-party compliance tools and maintaining cookie banners where required.
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Our policy is that personal data cannot be used for anything other than lawful purposes.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Elastic discloses all material legal proceedings in our SEC reports.
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	Please see Elastic's 10-K and 10-Q filings with the SEC for a description of any materials, if any, requested from law enforcement.
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.

SASB code	Accounting metric	Location or description
TC-SI-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of users affected	Elastic discloses all material information on data breaches in our SEC reports.
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 Data Security section of the report.
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Elastic only needs to disclose material legal proceedings in our Security Exchange Commission (SEC) reports. None of the litigation rises to the level of "material" for disclosure purposes, and there are no such monetary losses.
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**.

Climate-related financial disclosures

In October 2023, the Task Force on Climate-Related Financial Disclosures (TCFD) fulfilled its mission and disbanded. However, Elastic continues to align with TCFD disclosure recommendations as evidence of our commitment to integrate climate considerations into our corporate strategy and risk management processes.

For future disclosure cycles, we expect to align with the climate-related disclosure standards set by the International Financial Reporting Standards (IFRS).

Governance

TCFD recommendation

Elastic disclosure

Describe the board's oversight of climate-related risks and opportunities

Our management, via the ESG and Sustainability Steering Committee, updates our board of directors and its committees on climate risks and opportunities, as well as on related trends and initiatives.

Describe management's role in assessing and managing climate-related risks and opportunities

Elastic has an ESG and Sustainability Steering Committee, comprising six management-level positions, including the chief financial officer, chief human resources officer, and chief legal officer, which meets every three weeks to review progress and provide feedback and guidance on Elastic's sustainability efforts.

The Steering Committee has climate-related responsibilities, including the development and execution of Elastic's GHG reduction programs and efforts, and reports such matters to the nominating and corporate governance committee of our board. The Steering Committee is regularly kept apprised of climate-related risks and opportunities by the director of Sustainability and ESG. Management monitors identified risks and opportunities, and related strategic initiatives are enhanced and updated accordingly.

Strategy

TCFD recommendation	Elastic disclosure
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Elastic defines short-, med-, and long-term time horizons as follows: **Short: up to 2030	Medium: up to 2040	Long: up to 2050** A significant natural disaster, such as an earthquake, fire, flood, or significant power outage, could have an adverse impact on our business, results of operations, and financial condition. The impact of climate change may increase these risks due to changes in weather patterns, such as increases in storm intensity, sea-level rise, melting of permafrost, and temperature extremes in areas where we or our suppliers and customers conduct business. Some of our management members and other employees are located in the San Francisco Bay Area, a region known for seismic activity and wildfires. In the event our operations or those of our partners are hindered by any of the events discussed above, sales could be delayed, resulting in missed financial targets for a particular quarter. As companies implement commitments to dramatically reduce supply chain GHG emissions, including IT-related practices, we may see an increase in revenues from our relatively carbon-efficient cloud products.
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	An example of a quantifiable indicator for substantive financial risk is disaster recovery costs to restore Elastic to normal operations. An example of a quantifiable indicator for strategic impact is downtime percentages of our cloud products, which refers to time that Elastic cloud products and services are unavailable to customers due to a server outage. We prepare to mitigate these risks by ensuring our workforce has the ability to work remotely, which enables us to continue critical business operations and serve our customers and vendor partners.
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Leveraging our greenhouse gas (GHG) emissions inventories, and aligned with our commitment to set science-based GHG emissions reduction targets validated by the Science Based Targets Initiative (SBTi), Elastic is reviewing initial scenario analysis to understand the resiliency of our corporate strategy and emissions reduction efforts pursuant to the demands of a 1.5°C future.

Risk management

TCFD recommendation	Elastic disclosure
Describe the organization's processes for identifying and assessing climate-related risks	Elastic considers the impact of current climate-related regulations such as the UK's Climate Change Levy (CCl) and EU Emissions Trading System (EU ETS). Our assessments consider how these regulations affect our operations in each affected market. We look at the geographical footprint of each location(s) to ensure we are addressing our exposures based on today's environment and future developments. When analyses indicate potential significant financial impact, this information is considered in enterprise-level risk processes.
Describe the organization's process for managing climate-related risks	Our Environmental Policy enshrines this commitment into the way we operate and covers roles and governance of climate and environmental matters at Elastic, such as energy, travel, and supply chain-related greenhouse gas emissions, among other topics. Please refer to the Environment section of this report for further information on our management approach.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	As described within Item 1a. Risk Factors section of our FY23 10-K filing, climate-related risks are assessed and integrated within our overall risk management.

Metrics and targets

TCFD recommendation

Elastic disclosure

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

According to the Science Based Targets initiative, 7 of Elastic's top 20 suppliers, represented by FY23 spend, have committed to science based GHG targets. This represents approximately 42% of our total FY23 spend.

Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks

See the Climate Change section of our Sustainability Report, where we have disclosed year-over-year inventories of Scope 1, Scope 2, and material categories of Scope 3 greenhouse gas (GHG) emissions for our most recent reporting periods.

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

In order to support the urgent, global transition to a low-carbon economy, Elastic has signed the Science Based Targets initiative Commitment Letter, and we are formulating ambitious carbon reduction targets aligned with the SBTi criteria.

Elastic and the UN Sustainable Development Goals

In 2015, the United Nations established the Sustainable Development Goals (SDGs) as a call to end poverty, protect the natural environment, and achieve peace and prosperity by 2030.

At Elastic, we believe we have a role to play in the achievement of these goals. While every UN SDG plays a critical role in bettering our world, there are a handful that we can most genuinely impact through our business at Elastic.

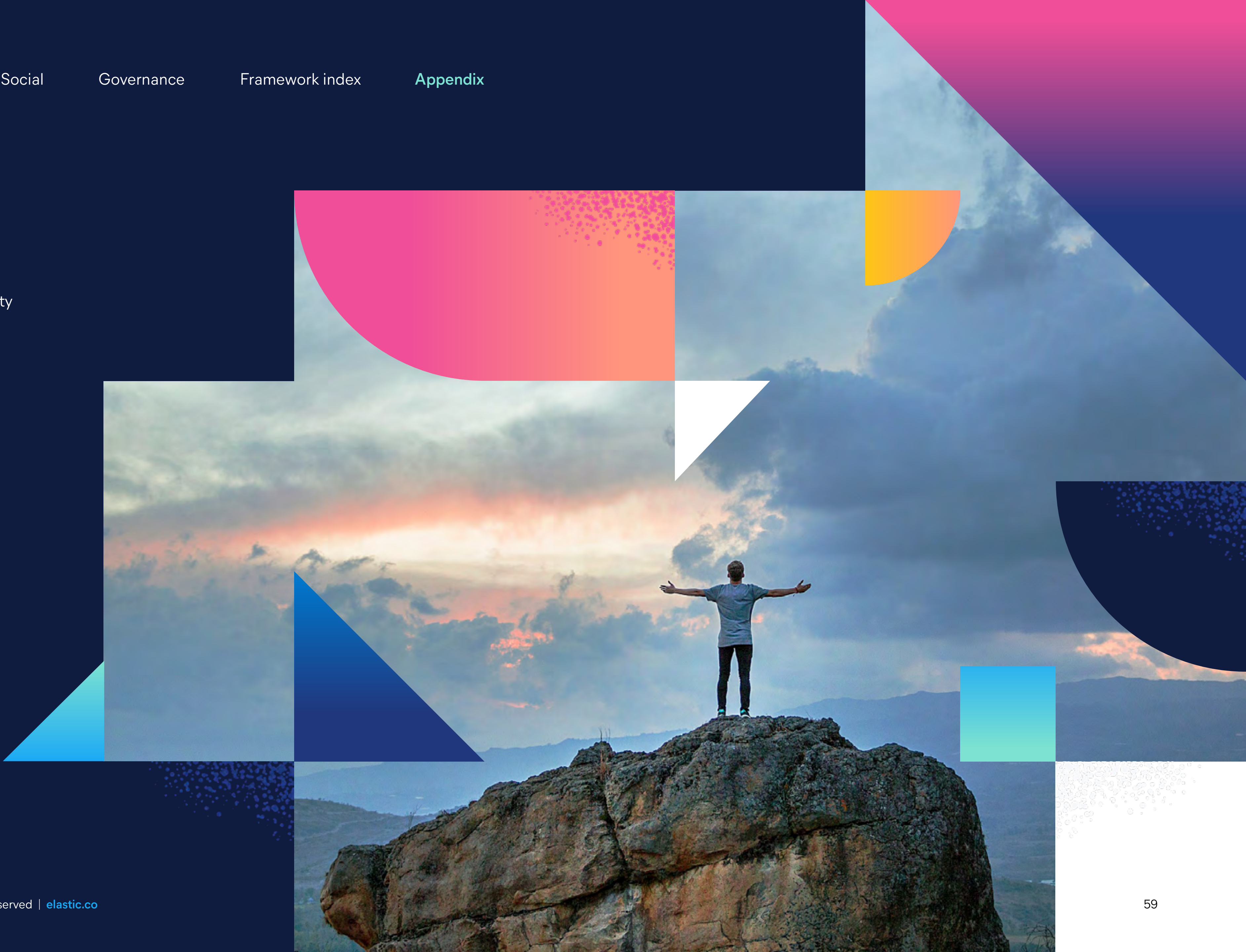| UN SDG	Justification	Disclosure
3 GOOD HEALTH AND WELL-BEING — Good Health and Well-being	· Product societal impact · Benefits	We continue to build our employee benefit plans with inclusivity, relevance, flexibility, and choice, with health and well-being at the center.
5 GENDER EQUALITY — Gender Equality	· Fair pay practices · ERGs	Gender equality is a priority at Elastic. We are committed to providing equal pay and opportunity to all of our employees, regardless of their gender. At Elastic, we are devoted to supporting women on our team equal opportunity programs, flexible and equitable benefits, and initiatives to support a diverse, vibrant, and empowered workforce.
8 DECENT WORK AND ECONOMIC GROWTH — Decent Work and Economic Growth	· Employee benefits · Employee recruitment · Talent development	We are committed to retaining and recruiting employees who align with our mission, our values, and who we are. Because we understand the value of our employees, we offer an array of benefits, talent development opportunities, and a recruitment process that works for all our employees, regardless of their situations.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — Industry, Innovation and Infrastructure	· Product societal impact	Our products enhance the way organizations search and understand data, and we believe this has a positive knock-on effect for society, improving efficiency and productivity. Elastic was recently recognized by Fast Company as one of the most innovative companies in enterprise for 2024.
10 REDUCED INEQUALITIES — Reduced Inequalities	· ERGs · DEI learning · FAAP · Gender pay equity	We are taking strides to combat inequality and increase representation that reflects our customers and communities around the world. In 2023, we continued initiatives that support and encourage an inclusive company culture.

UN SDG	Justification	Disclosure
12 RESPONSIBLE CONSUMPTION AND PRODUCTION — **Responsible Consumption and Production**	· Office energy management · Waste management · Sustainable supplier engagement	With the right approach to environmental management, we know we can have a tangible impact on our people, our company, and our planet. We are committed to implementing thoughtful sustainability practices and engagement with our stakeholders to mitigate our environmental impacts.
13 CLIMATE ACTION — **Climate Action**	· GHG emissions · Understanding our carbon impact · Energy management · Product societal impact	We are committed to mitigating climate-related risks and managing our climate impact. We measure and disclose our greenhouse gas emissions inventory annually and have committed to setting a target aligned with the Science Based Targets initiative criteria. Understanding the environmental impact of data centers and the importance of computing efficiency is vital for reducing global energy consumption and their associated carbon emissions. Elastic's Universal Profiling product analyzes software performance via code optimization, which can lead to substantial energy and carbon savings.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS — **Peace, Justice and Strong Institutions**	· Data privacy + security — initiatives, education, and programing · Business ethics	At Elastic, ethics, compliance, and security are of the utmost importance to us. We operate and govern our company responsibly and strive to be transparent and accountable in our actions.
17 PARTNERSHIPS FOR THE GOALS — **Partnership for the Goals**	· Nonprofit organization (NPO) grant program · Product societal impact	Progress is not possible without partnership. At Elastic, we recognize that we have a role to play in managing our direct impacts supporting the sustainability ambitions of our customers and partners through innovation and access to our technologies.

Appendix

Key sustainability data index

Below is a summary of the key quantitative information Elastic uses to monitor our sustainability performance for the previous three fiscal years.

Environmental data

	2021	2022	2023
Scope 1 GHG emissions (MTCO2e)	110	122	95
Scope 2 GHG emissions (MTCO2e), location based	237	258	231
Scope 2 GHG emissions (MTCO2e), market-based	248	298	236
Scope 3 GHG emissions (MTCO2e)	21,148	31,575	46,610
· Scope 3, Category 1: Purchased goods and services	18,100	26,600	34,200
· Scope 3, Category 2: Capital goods	1,210	1,280	1,030
· Scope 3, Category 3: Fuel- and energy-related emissions	34	43	34
· Scope 3, Category 5: Waste generated in operations	2	2	2
· Scope 3, Category 6: Business travel	35	1,260	8,340
· Scope 3, Category 7: Home working and commuting	1,720	2,150	2,600
· Scope 3, Category 8: Upstream leased assets	47	144	264
· Scope 3, Category 13: Downstream leased assets	0	96	140
Total GHG emissions (MTCO2e), location-based	21,495	31,955	46,936
GHG emissions intensity by revenue (MTCO2e Scope 1 & Scope 2 location-based per $MM revenue)	0.57	0.44	0.30
GHG emissions intensity per employee (MTCO2e Scope 1 & Scope 2 location-based per full-time employee)	0.16	0.13	0.11
Total Scope 2 electricity use (kWh)	884,428	1,030,058	774,246
Energy intensity - Total electricity use per $MM revenue	1,453	1,194	724
Energy intensity - Total electricity use per full-time employee	406	346	268

Social data (1/3)

	2021	2022	2023
Employee engagement rate	78%	72%	75%
Percentage identifying as women: C-suite	28.6%	22.2%	22.2%
Percentage identifying as men: C-suite	71.4%	77.8%	77.8%
Percentage identifying as women: Senior management	30.0%	27.5%	27.5%
Percentage identifying as men: Senior management	70.0%	72.5%	72.5%
Percentage identifying as women: Technical employees	18.0%	19.8%	19.5%
Percentage identifying as men: Technical employees	81.1%	79.3%	79.6%
Percentage identifying as non-binary: Technical employees	0.4%	0.5%	0.5%
Percentage declining to state gender: Technical employees	0.5%	0.4%	0.3%
Percentage identifying as women: Overall company	31.3%	31.8%	30.2%
Percentage identifying as men: Overall company	68.1%	67.7%	69.3%
Percentage identifying as non-binary: Overall company	0.3%	0.3%	0.3%
Percentage declining to state gender: Overall company	0.2%	0.2%	0.2%
C-suite racial/ethnic diversity (US): White	50.0%	77.8%	62.5%
C-suite racial/ethnic diversity (US): Asian	50.0%	22.2%	37.5%
C-suite racial/ethnic diversity (US): Hispanic or Latino	-	-	-
C-suite racial/ethnic diversity (US): Black or African American	-	-	-
C-suite racial/ethnic diversity (US): American Indian or Alaska Native	-	-	-
C-suite racial/ethnic diversity (US): Native Hawaiian or Pacific Islander	-	-	-
C-suite racial/ethnic diversity (US): Two or more races	-	-	-

Social data (2/3)

	2021	2022	2023
Senior management racial/ethnic diversity (US): White	74.5%	73.0%	72.4%
Senior management racial/ethnic diversity (US): Asian	15.1%	15.9%	17.5%
Senior management racial/ethnic diversity (US): Hispanic or Latino	5.8%	6.2%	5.2%
Senior management racial/ethnic diversity (US): Black or African American	2.5%	2.3%	2.6%
Senior management racial/ethnic diversity (US): American Indian or Alaska Native	0.4%	0.6%	0.3%
Senior management racial/ethnic diversity (US): Native Hawaiian or Pacific Islander	-	-	-
Senior management racial/ethnic diversity (US): Two or more races	1.8%	2.0%	2.0%
Technical employees racial/ethnic diversity (US): White	69.7%	67.2%	68.0%
Technical employees racial/ethnic diversity (US): Asian	16.3%	16.4%	16.3%
Technical employees racial/ethnic diversity (US):Hispanic or Latino	6.2%	7.0%	6.8%
Technical employees racial/ethnic diversity (US): Black or African American	4.1%	4.3%	4.5%
Technical employees racial/ethnic diversity (US): American Indian or Alaska Native	0.2%	0.3%	0.3%
Technical employees racial/ethnic diversity (US): Native Hawaiian or Pacific Islander	0.3%	0.5%	0.5%
Technical employees racial/ethnic diversity (US): Two or more races	3.2%	4.3%	3.6%

Social data (3/3)

Industry and market data

This report includes and incorporates by reference industry-related and statistical information, including information about some of our business partners, which is based on information from independent business organizations and other third-party sources.

We have derived some industry and market information from our internal analysis based upon data available from such independent and third-party sources and our internal research. We believe this information to be accurate as of the date of this report.

However, such information has not been verified by any independent sources and is subject to the limits on the availability and reliability of raw data, the voluntary nature of the data-gathering process, and other limitations and uncertainties.

	2021	2022	2023
Overall US racial/ethnic diversity (US): White	69.4%	68.4%	68.6%
Overall US racial/ethnic diversity (US): Asian	13.9%	14.1%	14.7%
Overall US racial/ethnic diversity (US): Hispanic or Latino	8.0%	8.3%	7.6%
Overall US racial/ethnic diversity (US): Black or African American	4.2%	4.4%	4.7%
Overall US racial/ethnic diversity (US): American Indian or Alaska Native	0.5%	0.5%	0.1%
Overall US racial/ethnic diversity (US): Native Hawaiian or Pacific Islander	0.3%	0.4%	0.4%
Overall US racial/ethnic diversity (US): Two or more races	3.6%	3.9%	3.7%
Overall US URG	30.6%	31.5%	31.4%
Overall Non-URG	69.4%	68.5%	68.5%

Forward-looking statements

This report includes predictions, estimates, or other information that might be considered forward-looking statements within the safe harbor provisions of the US federal securities laws. While these forward-looking statements represent our current judgment on what the future holds, they are subject to risks and uncertainties that could cause actual results to differ materially from those stated or implied in such statements.

These risks and uncertainties include those described in our filings with the SEC, including our Forms 10-K, 10-Q, and 8-K, and other filings we make with the SEC from time to time. You are cautioned not to place undue reliance on these forward-looking statements, which reflect our opinions only as of the date of publication of this document.

We are not obligating ourselves to update any of these forward-looking statements in light of new information or future events.

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