ATLASSIAN

- This page sets out a summary of the Tax Strategy of Atlassian Corporation Plc and its UK subsidiaries ("Atlassian") for the financial year ended 30 June 2021.
- This strategy is being published to comply with the duty under paragraph 16(2) Schedule 19 of the UK Finance Act 2016.

Tax Management Objectives and Scope

The tax management objectives for Atlassian are:

- To align the global tax strategies with Atlassian's strategic objectives;
- To comply with all applicable tax laws and obligations and make tax filings and payments by the relevant statutory due dates;
- Not to participate in, or facilitate, tax evasion or fraud;
- To maintain a constructive relationship with the global tax authorities and proactively engage with tax authorities should the need arise to discuss, and facilitate the timely resolution of, material tax matters;
- To be considered by the global tax authorities to present a low risk of misreporting our tax obligations;
- To maximise after-tax returns in support of commercial business activities whilst obtaining reasonable comfort for any tax positions taken; and
- To protect Atlassian's reputation in relation to tax matters.
- We aim to achieve optimal balance in striving to achieve and maintain those objectives.
- This tax strategy is applicable to all taxes payable and reportable, across all territories, including but not limited to:
- Corporate income tax (including transfer pricing, taxes on capital gains and withholding
- taxes);
- Indirect taxes such as VAT;
- Employment and payroll taxes;
- Digital Services tax;
- Property taxes; and
- Transfer taxes such as stamp duty.

Managing tax risk

It is recognized that tax risk manifests across multiple domains, including governance, legal and compliance, operational, financial, reputational, transactional and strategic. In order to maintain optimal risk posture our tax risk appetite differs across these risk domains. In determining our risk appetite, we consider our risk tolerance and capacity across all risk domains. We employ key risk indicators to monitor our tax risk and determine if it is within our risk appetite.

Governance, Roles and responsibilities

The Board has overall responsibility for our tax affairs, and has delegated oversight of tax management to the Audit Committee, including periodic review and approval of this strategy.

The Global Head of Tax is responsible for:

- Identifying and managing tax risks;
- Maintaining compliance with applicable laws and regulations;
- Maintaining alignment between global tax strategy, company strategic objectives, tax
- policy and tax risk management procedure;
- Advising the Audit Committee when and how global tax strategy should evolve to maintain
- alignment;
- Implementing and maintaining the tax policy and tax management procedures;
- Reporting on tax risk and compliance matters to the Audit Committee;
- Reporting and administration for all territories; and
- Attesting to the operation of tax controls.

Approach to tax planning

The tax strategy has been established with consideration of Atlassian's global code of business conduct and ethics, tax policy and enterprise risk management process. Tax advice is sought for significant transactions, in line with the level of tax risk, and when a lack of internal resource or capability is identified. All external tax advice is reviewed by the tax team to ensure the tax risks identified and the approaches to deal with them are complete and accurate, and aligned with the tax strategy. Tax planning for the UK group is in line with Atlassian's global tax risk management and governance framework.

Working with HMRC

We seek to maintain a constructive relationship with HMRC, and engage proactively to discuss, and facilitate the timely resolution of, material tax matters.

We seek to:

- Provide timely responses to any queries;
- Engage with HMRC, where appropriate, to seek comfort before adopting a tax position; and
- Be considered by HMRC to present a low risk of misreporting our tax obligations due to our tax governance arrangements.