



Elastic Modern Slavery and Human Trafficking Statement

This statement outlines our efforts for the 2025 financial year
(May 1, 2024 - April 30, 2025).

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Modern Slavery and Human Trafficking Statement 2025

Elastic N.V. and its subsidiaries ("Elastic") are committed to treating all members of our workforce - and those who do business with us - fairly, with respect and dignity, with safe working conditions, and operating ethically. We stand against all forms of modern slavery and actively work to prevent it from taking place in our supply chains and business operations. We are issuing this statement pursuant to the *UK Modern Slavery Act* and *Australian Modern Slavery Act*, which require Elastic to disclose efforts to ensure that modern slavery is not taking place in our supply chains and business operations.

Our Business, Structure, and Supply Chain

Elastic N.V. (NYSE: ESTC) is a globally-distributed, publicly-traded company incorporated in the Netherlands. We enable our customers to transform data into answers, actions, and outcomes with Search AI. We offer three Search AI-powered solutions—Elasticsearch, Elastic Observability, and Elastic Security—that are built on our platform. Our mission, as detailed in our latest [Sustainability Report](#), is to help organizations of all sizes leverage their data to solve challenging problems. Our Sustainability Report provides a comprehensive overview of our strategy and performance across key Environmental, Social, and Governance initiatives. This includes our commitment to human rights and ethical business conduct.

Elastic does not manufacture, produce, or distribute hardware or physical goods. This fundamental aspect of our business model significantly reduces our direct exposure to the types of supply chain risks typically associated with manufacturing industries. Our primary supply chain is a multifaceted network that supports the development and delivery of our intangible software products.

As a "distributed by design" company, our workforce of 3,537 employees as of April 30, 2025, operates in over 40 countries globally. Our operations are supported by a network of physical offices in major markets across the Americas, EMEA, and APAC regions. Elastic is incorporated in the Netherlands, and we maintain a business presence in the United Kingdom and Australia, as required by the legislation for which this statement is being issued.

Our business and value chain rely on a broad range of third-party relationships. This includes:

- Cloud and Infrastructure Service Providers: Our business depends on the global infrastructure of major cloud providers, a key dependency highlighted in our [10-K](#).
- Operational and Professional Services: This includes a wide array of vendors for events, facilities, corporate merchandise, and professional consulting.
- Third-Party Labor: We utilize staffing agencies and contractors in various functions.
- Intellectual Property: Our platform incorporates third-party intellectual property and data, which adds another layer of complexity to our value chain.

We recognize that our international expansion and reliance on a global network of third-party vendors introduce a variety of risks, including geopolitical, operational, and

compliance-related challenges. We understand that these factors can increase our exposure to risks related to modern slavery, particularly in jurisdictions with a higher prevalence of human rights issues. We remain vigilant in assessing these risks across our global operations and indirect supply chains.

Steps Taken to Assess and Manage Modern Slavery Risk

Risk assessment

Due to the nature of our business, as a company that does not manufacture or distribute hardware or physical goods, we generally consider ourselves to be at low risk with respect to modern slavery, forced labor, and human trafficking in our direct business operations.

We are aware of no actual or alleged modern slavery, human trafficking, or other forced or child labor in our business or supply chain, and we have no credible basis to believe it is occurring. However, as we've outlined in the preceding section, our global supply chain includes a range of service-based vendors. We take a risk-based approach to identify and assess these potential risks.

To better understand the level of maturity in our suppliers' approach to combating human rights abuses within their own supply chains, we have included a subset of questions specifically related to human rights and modern slavery within our request for proposal (RFP) template documents.

Our ongoing vigilance and risk assessment efforts are crucial to identifying and mitigating potential issues before they arise. Looking ahead, we will continue to review our human rights efforts, as well as best practices in the marketplace, to understand how we can further strengthen our commitments.

Measuring Effectiveness

We assess our effectiveness in mitigating the risk of modern slavery in our business and supply chains by the number of reports and complaints regarding possible policy violations that we receive from our employees, suppliers, partners, customers, law enforcement agencies, and the general public. We will continue to assess opportunities to improve our ability to detect and address trafficking risks.

Policies

Elastic understands that our customers and business partners expect us to manage our business ethically, transparently, and responsibly. As described in our [Code of Business Conduct and Ethics](#), we will treat all of our workers consistent with the standards articulated in the [United Nations Universal Declaration of Human Rights](#), support and respect the protection of internationally proclaimed human rights, and we will not tolerate any human rights abuses within our organization or our supply chain. We strive to comply with all labor laws intended to prevent human trafficking and modern slavery and we will not use forced or involuntary labor of any type.

Our commitment to responsibly managing and partnering with our suppliers is enshrined in

our [Global Vendor Code of Conduct](#) ("GVCC"), which was in effect during the reporting period of FY25. Through the GVCC, we required our suppliers to operate with honesty and integrity and comply with all applicable laws and regulations. This included the same standards we have set for ourselves for complying with human rights and labor laws and standards, and—because we believe that these business conduct principles are truly universal—we expected our vendors to require all third-party suppliers that provided products and services to them to also comply with the standards in our GVCC. Through Elastic's contracting process, we aimed to ensure our suppliers conformed to the principles and standards outlined in our GVCC or in their own equivalent code of conduct.

Looking ahead, we have been working to revise and rename our Global Vendor Code of Conduct to the "Global Third Party Code of Conduct" to be more inclusive of all of the third parties with whom we do business, ensuring a consistent approach across our entire value chain. This new code, which we plan to make publicly available in FY26, reflects our ongoing commitment to strengthening our human rights due diligence.

Training

To continuously promote better governance and a higher standard of ethical and professional conduct across the entire company, employees are required to:

- Review and certify their compliance with Elastic's Code of Business Conduct and Ethics ("Code of Conduct"); and
- Complete mandatory training on the Code, whistleblowing, anti-harassment, discrimination, anti-retaliation, and other key policies and standards, including modern slavery and human trafficking.

We recognize the importance of ongoing education and are committed to strengthening our human rights training. We will continue to assess opportunities to enhance our training programs and to provide more targeted instruction to key teams in FY26.

Reporting Concerns

If you have questions about or suspect any violation of this statement, please contact our Business Integrity Office at ethics@elastic.co or anonymously through our Ethics and Compliance Hotline by phone or via the [web-reporting tool](#) available at <https://www.elastic.co/legal/ethics-and-compliance>.

Consultation

We have communicated with entities which we own and control regarding this statement and our approach to forced labor and human trafficking, mandating compliance with the policies and standards set out in this statement.

Statement Ownership and Approval

The Chief Legal Officer is the owner of this document. This statement was adopted by the Board of Directors of Elasticsearch Limited on October 20, 2025, and by the Board of Directors of Elasticsearch Pty Ltd on October 22, 2025.

Signed by:



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Carolyn Herzog
Chief Legal Officer
Elastic N.V.