



May 17, 2022

Supraja Alleni

Ruby 408, My home Jewel, Madhinaguda

Hyderabad, Telangana 500049

Dear Supraja,

Congratulations – we are very pleased to offer you the full-time position of Software Engineer with Atlassian India LLP, a limited liability partnership incorporated under the Laws of India (hereinafter referred to as “**Atlassian**”, which means and includes its parents, subsidiaries, affiliates, successors, permitted representatives, and assigns, as applicable). You and Atlassian are individually referred to as a “**party**” and collectively as the “**parties.**” This Agreement sets out the terms and conditions of your employment. This offer is valid for a period of 3 days from the date of issue. You are required to accept or decline the offer within this period, failing which the said offer and all associated terms and conditions stands cancelled.

## 1. DEFINITIONS AND INTERPRETATION

1.1 In this Agreement, except where the context otherwise requires, the words and expressions specified herein will mean the following:

“**Agreement**” means this employment agreement including any subsequent amendments made hereto in writing by the parties.

“**Applicable Law(s)**” / “**Law(s)**” means all national, foreign, provincial, or local laws including rules, regulations, principles of common law, standards, codes, protocols, circulars, approvals, orders, ordinances, by-laws, government resolutions, directives, guidelines, policy(ies), requirements, notifications, agreements with governmental authorities, international treaties, conventions and protocols, restrictions, directives or orders of a governmental authority, and judgments, decrees, injunctions, writs and orders or any similar form of decision, determination by, interpretation, or adjudication having the force of law of any court or any other judicial authority, or arbitral award, applicable to this Agreement and the parties hereto.

“**Confidential Information**” means and includes all information relating to Atlassian and any other information which is generally considered to be of a confidential nature, but is not limited to, any and all material, information, or know-how, including information relating to Atlassian’s business, financial data, financial results and projections, cost and pricing structures, representatives, agents, contractors, consultants, customers, directors, advisors, suppliers, dealers, vendors, business associates, and employees (past, present or prospective), technical and business strategies, facilities, research, development, marketing, products, computer software, formulas, processes, finances, equipment, documentation, contracts disclosed to Atlassian’s employees, proprietary business practice information, Intellectual Property rights, or any other information treated as confidential and/or propriety, and all tangible and intangible embodiments of such information, used in or relating to Atlassian’s business, and any other information derived from such information, that is received by you, in any form or medium; provided that no information that is or becomes generally known to the public through no fault of or breach of the Agreement by you or is lawfully received by you from an independent third party without any restriction or obligation of confidentiality on such third party will be considered as Confidential Information.

Atlassian India LLP

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**“Intellectual Property”** means and includes any registered, unregistered, applied for registration and/or pending registration for patents, trademarks, service marks, logos, designs, copyrights, moral rights, trade or business names, internet domain names, inventions, know-how, processes, trade secrets, formulations, computer software, databases, exploitation of any present or future technologies, proprietary information, other industrial property rights, and all rights or forms of protection having equivalent or similar effect to any of the foregoing which may subsist anywhere in any of the jurisdictions.

**“Person(s)”** means any individual, sole proprietorship, unincorporated association, unincorporated organization, body corporate, corporation, company, partnership, limited liability partnership, joint venture, government authority or trust or any other entity or organization.

1.2 In this Agreement, unless the context otherwise requires:

1. (i) the headings are inserted for ease of reference only and will not affect the construction or interpretation of this Agreement;
2. (ii) words in the singular will include the plural and vice versa; and
3. (iii) the use of the word ‘including’ followed by a specific example in this Agreement will not be construed as limiting the meaning of the general wording preceding it.

## **2. EMPLOYMENT**

2.1 Subject to you satisfying the pre-employment conditions in subparts (i) and (ii) below, and subject to the terms and conditions herein, your employment with Atlassian will begin on July 18, 2022 (**“Commencement Date”**). You agree to be employed with Atlassian and to discharge your duties and functions in accordance with the terms hereof and as advised by Atlassian from time to time.

(i) **Work Permit.** As required by Law, your employment with Atlassian is contingent upon you providing legal proof of your identity and authorization to work in India, in addition to any other documents that Atlassian may reasonably require to ascertain your employability. Such documentation must be provided to Atlassian prior to or on the Commencement Date or this offer will be rescinded or any employment relationship with you may be terminated without notice.

(ii) **Background Check.** All information and documents submitted by you to Atlassian are subject to verification by Atlassian, or an external agency appointed by Atlassian, at any time during your employment with Atlassian. You hereby authorize Atlassian, or any external agency appointed by Atlassian, to verify your identity, address, antecedents, criminal records (wherever deemed fit) and educational qualification, employment history and any other details that would be needed as per Atlassian policy, prior to or upon your joining the Company, or thereafter. You are expected to extend your full co-operation during the verification. This Agreement is subject to clearing the background check and verification of all documents submitted by you to Atlassian. In the event that the results of the background verification are not to Atlassian's satisfaction for any reason, this Agreement will be deemed null and void (with no obligation owed by either of the parties).

2.2 You will be under probation for a period of six (6) months (**“Probation Period”**), during which time your performance will be monitored. Confirmation of employment with Atlassian is subject to your satisfactory behaviour and performance during the period of probation and Atlassian also reserves the right to extend the Probation Period at its discretion. During the probationary period, Atlassian may terminate your employment at any time with thirty (30) days of advance written notice or pay in lieu thereof. If your employment is confirmed, you will be issued a letter of confirmation. You will not be deemed a regular employee of Atlassian until such letter of confirmation is issued.

2.3 Your principal place of work will be Atlassian's office in Bengaluru, India. You understand and acknowledge that you may be employed in a Special Economic Zone for a part or all of your employment with Atlassian. You may be required to work at or be transferred to any other place in connection with Atlassian's business, as Atlassian may require.

2.4 You will report to Nameeta Kagvate – Talent Acquisition Manager or such other Person as may be instructed by Atlassian from time to time.

### **3. DUTIES**

3.1 During the course of employment with Atlassian, you will:

- (i) undertake the duties, which Atlassian assigns to, or vests in, you and comply with all orders and instructions given by Atlassian from time to time in this regard;
- (ii) observe and comply with Atlassian's code of conduct, rules, regulations and internal policies as directed by Atlassian at its sole discretion and communicated to you from time to time;
- (iii) perform the duties and exercise the powers that are assigned to, or vested in, you in a proper and efficient manner with all due care, skill, and diligence;
- (iv) devote all of your working time and attention to Atlassian and perform your duties honestly and faithfully;
- (v) use best efforts to promote the interests and welfare of Atlassian;
- (vi) keep Atlassian informed of any and all activities, which have or will be likely to have an adverse effect on Atlassian or its assets, as soon as such activities come to your knowledge; and
- (vii) not engage in other business activity, whether paid or unpaid, that may conflict with your duties to Atlassian.

### **4. TERM**

4.1 This Agreement will come into effect on the Commencement Date and will remain in full force and effect unless and until terminated in accordance with the provisions of Clause 13 herein ("**Term**").

### **5. HOURS OF WORK AND LEAVES**

5.1 Your working days and hours, if any, and leave entitlements will be in accordance with the internal policies of Atlassian and in compliance with Applicable Laws. You may be required to work on leave or non-working days or beyond your usual working hours and/or be required to be on-call to respond to urgent business needs of Atlassian and/or its customers on any day. Compensation for working on general holidays / public holidays will be treated as per the internal policy of Atlassian

### **6. REPRESENTATIONS AND WARRANTIES**

6.1 By signing below, you represent and warrant that:

- (i) you have full power to execute, deliver, and perform your obligations under this Agreement, and all necessary actions required for and in connection with the execution, delivery, and performance of this Agreement have been taken by you;
- (ii) the execution, delivery, and performance of your obligations under this Agreement does not and will not:
  - (a) contravene any Applicable Law, regulation, order of any governmental or other statutory or official body or agency, or any judgment or decree or order of any court in India or abroad; or
  - (b) conflict with or result in any breach or default under any agreement (express or implied), instrument, regulation, license, or authorisation binding upon you or any of your assets, whether concerning confidentiality, non-competition, or otherwise;

(iii) there are no employment agreements or other instruments of any nature to which you are a party or under which you may be otherwise bound or subject to;

(iv) there are no pending litigations, actions, suits, or proceedings, civil or criminal, pending against you or instituted by you, in India or anywhere else in the world, and there has been no event or occurrence which, in each case, may, in any manner, affect your ability to perform any of your obligations hereunder;

(v) you have the desired educational background, work experience, and skill set required to carry out the duties and obligations under this Agreement and will submit all documents required by Atlassian in this regard; and

(vi) you will not, as a consequence of carrying out your duties hereunder, or entering into this Agreement or other agreements or arrangements made or to be made between Atlassian and you, commit any breach of any terms, express or implied, whether concerning confidentiality, non-competition or otherwise, of any contract with, or of any other obligation to, any third-party binding upon you.

## 7. REMUNERATION

7.1 You will be paid a starting salary of ₹14,00,000 ("**Fixed Salary**"), which includes your basic salary and guaranteed allowances (the details of which will be communicated to you under separate cover).

7.2 You will become a member of Atlassian's Provident Fund Scheme. Atlassian will contribute an amount equivalent to 12% of your Basic Salary to the Provident Fund. You will also be required to make an equivalent contribution which will be deducted from your Fixed Salary. You may also make additional contributions if you wish as per the rules of the scheme.

7.3 On completion of four (4) years and six (6) months of continuous service, you will be eligible for gratuity, as per the Payment of Gratuity Act.

7.4 Atlassian may revise your Fixed Salary, or any part of it, in any manner at its own discretion, based on your performance or Atlassian's business circumstances. The basic salary payable to you will be paid in arrears in twelve (12) equal monthly instalments on the last working day of each month and into your bank account as specified to Atlassian, subject to all necessary deductions and withholdings as required under Applicable Law. Your compensation includes specific compensation for adhering to the restrictions and the assignment of Intellectual Property rights as set out herein.

7.5 As an employee of Atlassian, you will be eligible to participate in the employee benefit plans, currently and hereafter maintained by Atlassian and generally available to similarly situated employees of Atlassian in India. The benefits may have additional terms and conditions and eligibility criteria. Atlassian may modify or terminate benefits from time to time as it deems necessary or appropriate. Your rights under any employee benefit plans in which you participate from time to time (the "**Benefits**") shall be exclusively governed by the rules of such plans. You shall have no rights under any employment agreement (or any alleged breach of it), whether on termination (whether lawfully or in breach) or expiry or otherwise, to any damages for breach of contract in respect of the loss of any Benefits or any rights that you may have received had you continued to be employed.

7.6 You will be entitled to reimbursement of travel and other expenses reasonably incurred by you on production of valid receipts and vouchers, in accordance with Atlassian's internal policies.

7.7 To be eligible for annual bonus, employees must have started on or before 31st March of that fiscal year. Employees starting on or before the 31st March must remain employed through to June 30th in order to receive the payment. Should your employment end before June 30th, for whatever reason, you will not receive the bonus payment for that fiscal year. Your target annual bonus will be ten percent (10%) of your Fixed Salary. The terms and conditions of any bonus plan is subject to change from time to time in Atlassian's sole discretion.

## **8. CONFIDENTIALITY**

8.1 You acknowledge that during the course of your employment with Atlassian, you will have access to Confidential Information. You understand that such Confidential Information is and will remain the valuable property of Atlassian at all times and is critical to Atlassian's business and activities. Further, you understand that any use or disclosure of any Confidential Information in violation of the terms of this Agreement, including any inadvertent disclosure will cause immense and irreparable harm, loss, damage, and injury to Atlassian, its employees, and its reputation and that monetary damages will not provide an adequate remedy to Atlassian. Accordingly, you agree that upon any such breach of this Clause 8, Atlassian, in addition to all other available remedies (including without limitation equitable relief), shall be entitled to injunctive relief, subject to provisions of Applicable Laws. No right, power, or remedy herein conferred on Atlassian is intended to be exclusive of any other right, power, or remedy. Every right, power, and remedy will, to the extent permitted by Applicable Law, be cumulative and in addition to every other right, power, and remedy given hereunder or now or hereafter existing at Law or in equity or otherwise, and may be exercised from time to time and as often and in such order as may be deemed expedient by Atlassian.

8.2 You agree and undertake that you will, during the Term of this Agreement and subsequent to the termination of this Agreement and/or your employment:

- (i) not transfer, divulge, or communicate to any Person, except in the proper course of your employment, any Confidential Information of any kind which you may, whether previously or subsequently, have received or obtained;
- (ii) keep the Confidential Information confidential at all times and to use any Confidential Information solely in the manner expressly authorized by Atlassian and only during the Term of your employment; and
- (iii) not make copies or retain any copies of any material containing Confidential Information for any purpose (including for personal use) other than as required in the usual course of your employment or if authorized by Atlassian.

Nothing contained in this Agreement will be construed as granting or conferring any rights either as a license or otherwise to you in the Confidential Information.

8.3 You further agree that in the event you are required to disclose the Confidential Information or make any press release or public announcement, pursuant to any requirement of Applicable Law or any direction or order of a competent court or governmental authority, you will:

- (i) immediately inform Atlassian prior to making such disclosure;
- (ii) undertake such steps to limit the extent of the disclosure as required/permissible under Applicable Law;
- (iii) afford Atlassian a reasonable opportunity, if possible, to oppose or limit such disclosure; and
- (iv) comply with Atlassian's instructions as to the manner and terms of making any such disclosure.

## **9. INTELLECTUAL PROPERTY**

9.1 You acknowledge and agree that all rights, title, ownership, and interest in the Intellectual Property rights created, developed, invented, or generated by you during the course of your employment, either alone or with others, will automatically vest in Atlassian, and to the extent ownership of any such rights does not vest automatically in Atlassian under any Applicable Law, you will perform all acts, deeds, and things, including execution of any documents that may be required by Atlassian to assign, transfer, and convey such Intellectual Property rights in Atlassian's name and provide assistance in legal proceedings that are necessary to establish

or defend the ownership and/or rights of Atlassian in such Intellectual Property rights in any country. You hereby agree that the assignment of the Intellectual Property rights will be in perpetuity and will survive the termination of this Agreement regardless of the method or manner in which it was terminated and will be binding upon your heirs and legal representatives. In the event any document is not executed to effect such an assignment, you expressly agree that this Agreement will be construed as an assignment in writing in respect of any Intellectual Property rights you generate during your employment with Atlassian.

9.2 Notwithstanding the foregoing, the Company does not own Intellectual Property rights in Personal Inventions. A “**Personal Invention**” is an invention that you develop entirely on your own time without using Atlassian’s equipment, supplies, facilities, Intellectual Property, Confidential Information, or trade secrets, except for those inventions that either:

(i) relate at the time of conception or reduction to practice of the invention to Atlassian’s current or contemplated business, or actual or demonstrably anticipated research or development of Atlassian; or

(ii) result from any work performed by you for Atlassian.

## **10. PRIVACY**

10.1 You hereby consent to Atlassian collecting, using, storing, and processing your personal data or information, including any sensitive personal data, required for purposes related to your employment with Atlassian. You also agree that Atlassian may need to transfer your personal data or information, including sensitive personal data, to its parents, subsidiaries or affiliates, or to a third party for processing, and you hereby consent to such collection, use, storage, processing, and transfer of your personal data and information, including sensitive personal data.

For the purposes of this Clause, “personal data” means any information in relation to you, which either directly or indirectly, in combination with other information available or likely to be available with Atlassian, is capable of identifying you; and “sensitive personal data” means such personal data which includes information relating to (i) passwords; (ii) financial information such as bank account or credit card or debit card or other payment instrument details; (iii) physical, physiological, and mental health conditions; (iv) medical records and history; (v) biometric information; and (vi) any detail relating to the above points.

10.2 Atlassian may be required to disclose your personal data (including sensitive personal data or information) to third parties for lawful purposes or to governmental/judicial/quasi-judicial authorities, in accordance with applicable laws, such as for the purpose of verification of identity, or prevention, detection, investigation including cyber incidents, fraud, prosecution and punishment of offences, or where such disclosure is required for compliance of a legal obligation.

By virtue of you agreeing to be bound by the terms of this Agreement, you hereby waive the following rights:

(i) Right of refusal to provide personal data (including sensitive personal data or information) prior to collection of the same;

(ii) Right to opt out (i.e. to be able to withdraw consent) at a later date, after the consent to collect personal data (including sensitive personal data or information) has been granted to Atlassian.

10.3 Atlassian shall not be responsible for the authenticity of the personal data (including sensitive personal data or information) supplied by you to Atlassian or to any person acting on behalf of Atlassian, and in case the same is found to be inaccurate, incorrect or fraudulent, you alone will be held liable under the applicable laws.

## **11. NON-COMPETITION AND NON-SOLICITATION**

11.1 During the Term, you will not, directly or indirectly, engage in any of the following:

(i) work for or be in association with, in any way (including but not limited to as director, shareholder, or partner or in any capacity whatsoever), or carry on any business which is similar to or directly or indirectly competes with Atlassian's business;

(ii) enter into any arrangement or agreement in relation to, or engage, set up, promote, finance, or invest in a business, venture, or company which deals with or offers the same or similar products and/or services as Atlassian;

(iii) provide any know-how or technical assistance to any Person in relation to any business the same or similar to Atlassian's business; or

(iv) engage in or agree to engage in any other act or thing analogous to the foregoing.

11.2 During the Term and for a period of twelve (12) months thereafter, you undertake that you will not, directly or indirectly, interfere with, tender for, entice, approach, solicit or deal with, hire or procure or attempt to, induce, influence, encourage, or assist in doing any of the foregoing acts, any representative, agent, contractor, consultant, customer, director, advisor, supplier, dealer, vendor, business associate, or employee of Atlassian to quit, terminate, leave the service of, or cease to provide service to Atlassian.

11.3 You agree and acknowledge that the obligations as stated in this Clause 11 are required in order to protect and maintain the confidentiality, business, and goodwill of Atlassian, and any breach of this will cause immense and irreparable harm, loss, damage, and injury to Atlassian, its employees, and its reputation and that monetary damages will not provide an adequate remedy to Atlassian. Accordingly, you agree that upon any such breach of this Clause 11, Atlassian, in addition to all other available remedies (including without limitation equitable relief), be entitled to injunctive relief, subject to provisions of Applicable Laws. No right, power, or remedy herein conferred on Atlassian is intended to be exclusive of any other right, power, or remedy. Every right, power, and remedy will, to the extent permitted by Applicable Law, be cumulative and in addition to every other right, power, and remedy given hereunder or now or hereafter existing at Law or in equity or otherwise, and may be exercised from time to time and as often and in such order as may be deemed expedient by Atlassian.

11.4 You agree that the foregoing covenants in this Clause 11, including the time and other limitations with respect thereto, are reasonable and are required for the adequate protection of Atlassian's business, and agree that such limitations are reasonable with respect to the business activities of Atlassian.

## **12. ANTI-CORRUPTION**

12.1 You represent and undertake that you will not, and will also not permit any representative, agent, contractor, consultant, customer, director, advisor, supplier, dealer, vendor, business associate, or employee of Atlassian, to commit any act of fraud or to promise, offer, authorize, or make any payment to, contribute, accept, agree to accept, request for, or aid and assist in the offer or acceptance of any advantage, reward, benefit, or any other item of value, financial or otherwise, directly or indirectly, to any third party, including any public servant/government official (as defined in the applicable anti-bribery/corruption Law(s)), in each case, which may be construed as bribery, extortion, kickbacks, fraud, or any other unlawful or improper means of obtaining or retaining business, commercial advantage, or for improper performance of any business related function or activity, which is prohibited and punishable under the (Indian) Prevention of Corruption Act, 1988, the (Indian) Prevention of Money Laundering Act, 2002, the Foreign Corrupt Practices Act, 1977, the UK Bribery Act, 2010 or any other applicable anti-bribery/corruption Law(s).

### 13. TERMINATION

**13.1 Termination by either Party.** This contract of employment is terminable by either party by giving one - month notice to the other party. Atlassian reserves the right to pay or recover up to one month's fixed salary in lieu of notice. If you or Atlassian gives notice ending your employment, Atlassian may direct you at any time during the notice period not to attend work or not to perform all or part of your duties. You acknowledge that on acceptance of the notice of termination, you will return all the assets belonging to Atlassian. Any resignation would have to be accepted by Atlassian to become effective. Once accepted, the resignation cannot be withdrawn without the express consent of Atlassian.

**13.2 Termination by Atlassian.** Without in any way limiting any other rights of Atlassian under this Agreement, Atlassian will have the right to terminate this Agreement immediately, without providing any notice or remuneration to you in lieu thereof, if you commit an act of misconduct, including:

(i) breach of any obligation, representation, covenant, or undertaking in this Agreement, which in the opinion of Atlassian is not capable of being cured, or where it is capable of being cured, remains uncured for a period of more than thirty (30) days, after a notice of the same has been provided to you;

(ii) causing damage to the property of Atlassian;

(iii) unauthorized access, use of, or tampering with computers or other information technology equipment, using unauthorized third-party hardware or software to interact with Atlassian's information technology infrastructure, or assisting or permitting any such unauthorized action;

(iv) wilful misrepresentation or negligence, which affects the business, properties, assets, financial conditions, or reputation of Atlassian;

(v) engaging in any conduct of a criminal nature, including but not limited to theft, assault, and fraud; or

(vi) wilful neglect in the discharge of duties.

**13.3** At its sole option, Atlassian may do any or all of the following if it suspects that you have been involved in any improper conduct or involved in any other conduct which in the opinion of Atlassian may impact your ability to carry out your duties and responsibilities under this Agreement or may cause damage to Atlassian's business or reputation:

(i) suspend you from performing your duties under this Agreement for a period determined by Atlassian;

(ii) direct you to not attend the workplace, communicate with any representative, agent, contractor, consultant, customer, director, advisor, supplier, dealer, vendor, business associate, or employee of Atlassian or any other Persons involved in the conduct which is being investigated, or otherwise interfere with the conduct of the investigation; and

(iii) appoint any Person to conduct the investigation and direct you to provide any assistance and answer any questions required for the investigation.

**13.4 Return of Atlassian Property.** If you resign or your employment is terminated for any reason:

(i) you will return all Atlassian's property to Atlassian on termination including all written or machine-readable material, software, documents, computers, devices, credit cards, keys, and vehicles provided by Atlassian to you; and

(ii) you will not take, delete, alter, record, copy, summarise, or disclose to any third party any Confidential Information in any form after termination. You will, at the instruction of Atlassian, either destroy or return to



Atlassian or its duly authorized nominees, all Confidential Information, including copies thereof irrespective of storage or presentation medium, all electronic and hard copies thereof and any other material containing or disclosing any Confidential Information which is in your possession, power, and control.

**13.5 Deduction of Amounts Owed.** To the extent permitted by Law, any outstanding advances or other payments due to Atlassian by you (including any advances on paid leave and amounts owed due to your failure to provide sufficient notice of termination) will be deducted from any amounts owing to you at the time of the termination of your employment. If the amounts owed by you to Atlassian on the day your employment ends exceed amounts payable to you, you agree to pay the balance to Atlassian within fourteen (14) calendar days of the day on which your employment ends.

#### **14. GOVERNING LAW AND JURISDICTION**

**14.1** This Agreement will be construed, interpreted, and governed by the Laws of India, and the competent courts in Bengaluru, India will have the exclusive jurisdiction to hear any action, suit, or any other legal proceeding arising out of, relating to, or in connection with this Agreement.

#### **15. MISCELLANEOUS**

**15.1 Successors and Assignment.** This Agreement will inure to the benefit of the successors and assigns of Atlassian. You will not have the right to assign your rights and obligations hereunder.

**15.2 Invalidity of Provisions.** If any provision of this Agreement is determined to be invalid, illegal, or unenforceable in whole or in part, such invalidity or unenforceability will attach only to such provision or part thereof and the remaining part of such provision and all other provisions hereof will continue in full force and effect. There will be substituted for any such provision held invalid, illegal, or unenforceable, a provision of similar import reflecting the original intent of the parties to the extent permissible under Applicable Law.

**15.3 Waiver.** The failure of any party to insist, in any instance, upon performance of any of the terms or conditions of this Agreement, or the waiver by any party of any term or condition hereof in any one instance, will not be construed as a waiver of future performance of any such term or condition, and the obligations of any party with respect thereto will continue in full force and effect.

**15.4 Entire Agreement.** This Agreement supersedes and cancels any and all previous understandings, representations, and agreements of whatever nature between the parties with respect to the matters covered herein and sets forth the entire agreement between the parties with respect to the subject matter herein and may be amended only by an agreement in writing signed by both the parties hereto.

**15.5 Notices.** To the extent this Agreement or any related documentation has been provided to you in a language other than English, the English language version will govern in case of any ambiguities or inconsistencies, subject to Applicable Law. Atlassian may also deliver any documents related to your employment and request your consent to such documents by electronic means. You hereby consent to receive such documents by electronic delivery and, if applicable, to execute such documents via electronic signatures, click-through acceptance of terms, or other online system as may be established and maintained by Atlassian.

**15.6 Counterpart.** This Agreement may be executed in more than one counterpart, each of which will be deemed an original, but which together will constitute one and the same instrument.

**15.7 Indemnity.** You will indemnify and hold Atlassian and any representative, agent, contractor, consultant, customer, director, advisor, supplier, dealer, vendor, business associate, or employee of Atlassian harmless from and against any and all direct and actual losses, damages, liabilities, costs, or expenses (including, without limitation, reasonable attorneys' fees and other dispute resolution costs) that is incurred by such Persons, arising out of your breach of any of the provisions of this Agreement or misrepresentation, and/or for your fraud, gross negligence, or willful misconduct with respect to your duties pursuant to this Agreement.

15.8 **Survival.** The provisions of Clause 6 (Representations and Warranties), Clause 8 (Confidentiality), Clause 9 (Intellectual Property), Clause 10 (Privacy), Clause 11 (Non-Competition and Non-Solicitation), Clause 12 (Anti-Corruption), Clause 13 (Termination), Clause 14 (Governing Law and Jurisdiction), and Clause 15 (Miscellaneous) (to the extent applicable), will survive the termination of this Agreement.

15.9 **Policies and Procedures:** You acknowledge and agree that your employment is subject to your compliance with Atlassian's policies, rules, and regulations as applicable from time to time.

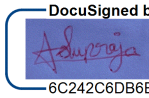
If you accept the terms and conditions of employment offered, please sign and return this Agreement to Atlassian and retain a duplicate copy for your records.

Yours sincerely,



Dinesh Ajmera  
Designated Representative

I confirm acceptance of the terms and conditions set out in this Agreement.

DocuSigned by:  
  
6C242C6DB6ED40A...

May 17, 2022

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Signed by Supraja Alleni



May 17, 2022

Supraja Alleni

Ruby 408, My home Jewel, Madhinaguda

Hyderabad, Telangana 500049

Re: Restricted Share Units of Atlassian Corporation Plc (the "Company")

Dear Supraja Alleni

We are pleased to inform you that, subject to the approval of the Company's Board of Directors, you will be granted an award of restricted share units ("RSUs") under the Company's 2015 Share Incentive Plan (the "Plan") equivalent in value to USD\$55,000 (the "Value Equivalent"). The actual number of RSUs granted to you will be equal to the Value Equivalent divided by the monthly average closing price (based on the closing price of the Company's stock on the Nasdaq stock market) of a share of the Company's Class A ordinary shares in the month you start your employment with the Company or a subsidiary of the Company (the "Employer").

The Company typically grants equity awards on the 15th day of a given month, following the month of your first day of employment with the Employer ("Commencement Date"). The grant is conditioned on your execution of the applicable RSU award agreement. The RSUs will be subject to the terms and conditions of the Plan and the RSU award agreement (including any applicable country appendix). The vesting of your RSU award will be subject to a time-based condition, which must be satisfied before shares of Company stock will be issued to you. So long as you continue providing services to the Employer or any other Company subsidiary, 25% of your RSUs will vest on: (i) February 18<sup>th</sup> of the following year if your Commencement Date falls on or after January 1<sup>st</sup> and prior to April 1<sup>st</sup>; (ii) May 18<sup>th</sup> of the following year if your Commencement Date falls on or after April 1<sup>st</sup> and prior to July 1<sup>st</sup>; (iii) August 18<sup>th</sup> of the following year if your Commencement Date falls on or after July 1<sup>st</sup> and prior to October 1<sup>st</sup>; or (iv) November 18<sup>th</sup> of the following year if your Commencement Date falls on or after October 1<sup>st</sup> and prior to January 1<sup>st</sup>. Your remaining RSUs will vest 6.25% per quarter over the three years thereafter, until the RSUs are fully vested, subject to your continuation of services to the Employer or any other Company subsidiary. However, in its discretion, the Company may impose a different vesting schedule for the RSUs if it determines that a different vesting schedule may be required or recommended to comply with local law or be advisable to take advantage of any special tax regime available in your country.

One share of the Company's Class A ordinary shares will be issued to you for each fully vested RSU (as may be adjusted for any changes in capital structure) as soon as practicable following each vesting date. The Company can grant RSUs to you only if and as long as it is permitted and feasible under the laws of the country in which you reside or the laws to which you may be subject. If local law requires registration, approval, or any other type of filing in connection with the RSUs, the Company will decide, in its discretion, whether to complete such filing and is under no obligation to offer the RSUs unless and until the necessary filings have been completed. If local laws make the RSU grant illegal or impractical, the Company will let you know as soon as possible.

You should be aware that the Company, in its discretion, may change or end the operation of the Plan at any time. If the Company decides to change or terminate the Plan, you will not have any claims against the Company or rights to receive any other benefits equivalent to RSUs. You acknowledge that the Company is not obligated to continue to grant RSUs or any other benefits to you even if you continue in the employ of the Employer, the Company, or any other subsidiary. Furthermore, the RSU grant and any shares issued to you are an additional

benefit that may be given to you by the Company and not by the Employer and are therefore not part of your employment relationship and do not constitute part of your salary or other remuneration provided to you by the Employer. This means that any gain you realize from the RSUs will not be included for purposes of computing any bonuses, payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or indemnity (if any), or any similar payments.

If RSUs are granted to you, you will be responsible for complying with any applicable legal requirements in connection with your participation in the Plan and for any tax or social insurance contribution obligations arising from the RSUs and the shares received pursuant to the RSUs, including any Employer obligations that the Company has determined may legally be transferred to you and regardless of any tax and social insurance contribution withholding and/or reporting obligation of the Company or the Employer. You agree that if the RSUs are granted to you, the Employer may report or withhold taxes as may be required under local law. **We recommend that you seek advice from your personal accountant or tax advisor at your own expense regarding the tax implications of any RSUs granted to you.**


The Company may, in its sole discretion, decide to deliver any documents related to current or future participation in the Plan by electronic means. You hereby consent to receive such documents by electronic delivery and agree to participate in the Plan through an on-line or electronic system established and maintained by the Company or a third party designated by the Company.

Further, you understand that, in order for the Company to administer the RSUs, the Company and the Employer must collect, process, and transfer certain personal data, as further described in the careers privacy notice which has been made available to you at [www.atlassian.com/legal/careers-privacy-notice](http://www.atlassian.com/legal/careers-privacy-notice).

Finally, all disputes arising under or relating to the RSUs grant and/or the provisions of this letter shall be governed by and construed in accordance with the laws of the State of California, without regard to the conflict of law provisions. For purposes of litigating any dispute that arises directly or indirectly from the RSU grant and/or the provisions of this letter, you and the Company hereby submit to and consent to the exclusive jurisdiction of the courts of San Francisco City and County, California, or the federal courts for the United States for the Northern District of California, and no other courts.

Sincerely,

Atlassian Corporation Plc

By   
\_\_\_\_\_  
Erika Fisher

Chief Administrative Officer and Chief Legal Officer

**APPENDIX TO RSU LETTER**

By signing the letter to which this appendix is attached, you agree to the additional terms and conditions set forth in this appendix. Capitalized terms used in this appendix shall have the meaning ascribed to such terms in the letter.

*You hereby explicitly and unambiguously consent to the collection, use, and transfer, in electronic or other form, of your personal data by and among, as applicable, the Company, the Employer and the Company's other subsidiaries and affiliates for the exclusive purpose of implementing, administering, and managing your participation in the Plan.*

*You understand that the Company, the Employer, and the Company's other subsidiaries and affiliates may hold certain personal information about you, including, but not limited to, your name, home address, email address, telephone number, date of birth, social insurance number, passport or other identification number (e.g., resident registration number), salary, nationality, job title, any shares of stock or directorships held in the Company, details of all RSUs or any other entitlement to shares of stock awarded, canceled, exercised, vested, unvested or outstanding in your favor ("Data"), for the exclusive purpose of implementing, administering, and managing the Plan.*

*You understand that Data may be transferred to Solium Capital Inc. or its subsidiaries and affiliates (collectively, "Solium") which assists the Company with the implementation, administration, and management of the Plan. You understand that the recipients of the Data are located in the United States, Canada, Spain, and the United Kingdom, and that these countries have different data privacy laws and protections than your country. You understand that you may request a list with the names and addresses of any potential recipients of the Data by contacting your local human resources representative. You authorize the Company, Solium, and any other possible recipients which may assist the Company (presently or in the future) with implementing, administering, and managing the Plan to receive, possess, use, retain, and transfer the Data, in electronic or other form, for the sole purpose of implementing, administering, and managing your participation in the Plan. You understand that Data will be held only as long as is necessary to implement, administer, and manage your participation in the Plan. You understand that you may, at any time, view Data, request additional information about the storage and processing of Data, require any necessary amendments to Data or refuse or withdraw the consents herein, in any case without cost, by contacting in writing your local human resources representative. Further, you understand that you are providing the consents herein on a purely voluntary basis. If you do not consent, or if you later seek to revoke your consent, your employment or service relationship with the Company, the Employer, or other Company subsidiary or affiliate will not be adversely affected; the only consequence of refusing or withdrawing your consent is that the Company would not be able to grant RSUs or other equity to you or administer or maintain such awards. Therefore, you understand that refusing or withdrawing your consent may affect your ability to participate in the Plan. For more information on the consequences of your refusal to consent or withdrawal of consent, you understand that you may contact your local human resources representative.*

**APPENDIX TO EMPLOYMENT AGREEMENT 1**

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May 17, 2022

Supraja Alleni

Ruby 408, My home Jewel, Madhinaguda

Hyderabad, Telangana 500049

**SIGN ON BONUS**

Following your Commencement Date, you will be eligible to receive a one-time sign-on bonus of ₹75,000, subject to applicable deductions and withholdings (“**Sign-on Bonus**”). The bonus amount will become payable in the first regular payroll run subsequent to your Commencement Date. You agree to reimburse Atlassian 100% of the bonus amount should you terminate your employment or your employment with Atlassian be terminated prior to the one-year anniversary of your Commencement Date.

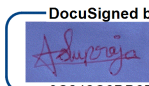
Yours sincerely,



Dinesh Ajmera

Designated Representative

I confirm acceptance of the terms and conditions set out in this Agreement.

DocuSigned by:  
  
6C242C6DB6ED40A...

May 17, 2022

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Signed by Supraja Alleni

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Date

**Certificate Of Completion**

|   |                             |
|---|-----------------------------|
| Envelope Id: A12C1F5B765347B3828A0DA7638728BA     | Status: Completed           |
| Subject: Offer from Atlassian                     |                             |
| Source Envelope:                                  |                             |
| Document Pages: 14                                | Signatures: 2               |
| Certificate Pages: 1                              | Initials: 0                 |
| AutoNav: Enabled                                  | Envelope Originator:        |
| Envelopeld Stamping: Enabled                      | Debbie Delos Trinos         |
| Time Zone: (UTC-08:00) Pacific Time (US & Canada) | 350 Bush Street, 13th Floor |
|   | San Francisco, CA 94104     |
|   | ddelostrinos@atlassian.com  |
|   | IP Address: 34.223.170.64   |

**Record Tracking**

|                     |                             |                    |
|---------------------|-----------------------------|--------------------|
| Status: Original    | Holder: Debbie Delos Trinos | Location: DocuSign |
| 16-May-2022   21:00 | ddelostrinos@atlassian.com  |                    |

**Signer Events**

Supraja Alleni  
 suprajaalleni123@gmail.com  
 Security Level:  
 .Email  
 ID: 38c94b00-a697-4821-8b55-52cde1a9732b  
 17-May-2022 | 02:43

**Signature**

DocuSigned by:  
  
 6C242C6DB6ED40A...  
 Signature Adoption: Uploaded Signature Image  
 Signed by link sent to suprajaalleni123@gmail.com  
 Using IP Address: 157.47.37.31

**Timestamp**

Sent: 16-May-2022 | 21:00  
 Viewed: 17-May-2022 | 02:44  
 Signed: 17-May-2022 | 06:56

**Electronic Record and Signature Disclosure:**  
 Not Offered via DocuSign

| In Person Signer Events             | Signature        | Timestamp           |
|-------------------------------------|------------------|---------------------|
| <b>Editor Delivery Events</b>       | <b>Status</b>    | <b>Timestamp</b>    |
| <b>Agent Delivery Events</b>        | <b>Status</b>    | <b>Timestamp</b>    |
| <b>Intermediary Delivery Events</b> | <b>Status</b>    | <b>Timestamp</b>    |
| <b>Certified Delivery Events</b>    | <b>Status</b>    | <b>Timestamp</b>    |
| <b>Carbon Copy Events</b>           | <b>Status</b>    | <b>Timestamp</b>    |
| <b>Witness Events</b>               | <b>Signature</b> | <b>Timestamp</b>    |
| <b>Notary Events</b>                | <b>Signature</b> | <b>Timestamp</b>    |
| <b>Envelope Summary Events</b>      | <b>Status</b>    | <b>Timestamps</b>   |
| Envelope Sent                       | Hashed/Encrypted | 16-May-2022   21:00 |
| Certified Delivered                 | Security Checked | 17-May-2022   02:44 |
| Signing Complete                    | Security Checked | 17-May-2022   06:56 |
| Completed                           | Security Checked | 17-May-2022   06:56 |
| <b>Payment Events</b>               | <b>Status</b>    | <b>Timestamps</b>   |