

Atlassian Corp (TEAM)

2025 DEF 14A · filed 2025-10-15 · CIK 0001650372

Headline facts

CEO TOTAL PAY

\$54,240

Michael Cannon-Brookes · 2025 · “ 1% YoY

CEO PAY RATIO CD&A

0.25 to 1

Median employee: \$216,706

SAY ON PAY CD&A

97.6%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation and Leadership Development Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from TEAM's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
XYZ Block, Inc.	—	—	\$222,772	Compensation Committee
PANW Palo Alto Networks Inc	\$99,736,336	—	\$225,828	Compensation and People Committee
INTU INTUIT INC.	\$36,845,552	152 to 1	\$242,190	Compensation Committee
CRM Salesforce, Inc.	\$49,379,252	296 to 1	\$166,753	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Brian Duffy Chief Revenue Officer	\$287,500	\$23,154,168	\$166,640	\$19,161	\$23,627,469
Anu Bharadwaj President	\$478,835	\$13,831,064	\$277,540	\$13,846	\$14,601,285
Rajeev B. Rajan Chief Technology Officer	\$568,750	\$13,514,428	\$329,650	\$17,306	\$14,430,134
Joseph Binz Chief Financial Officer	\$568,750	\$13,197,630	\$329,650	\$17,563	\$14,113,593
Michael Cannon-Brookes CEO and Co-Founder	\$48,258	—	—	\$5,982	\$54,240
Scott Farquhar Co-Founder & Former Co-CEO	\$12,056	—	—	\$1,191	\$13,247

CEO pay mix (latest year)

Base salary	89%
Cash incentive	0%
Equity	0%
Other	11%
At-risk	0%

Every fact above, traced back to filing text

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CEO pay ratio = 0.25 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“(4)Amount reported calculated by multiplying \$203.09, the closing trading price of our Class A Common Stock on June 30, 2025, by the number of RSUs held by the NEO as of the same date. (5)Messrs. Farquhar and Cannon-Brookes are not eligible to participate in the Executive Severance Plan Executive Compensation51 CEO Pay Ratio The fiscal year 2025 total compensation of the median employee, based on the compensation of all employees who were employed as of June 30, 2025, other than our CEO, was \$216,706. Mr. Cannon-Brookes's fiscal year 2025 annual total compensation was \$54,240 and Mr. Farquhar’...”

Median employee compensation = \$216,706

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“trading price of our Class A Common Stock on June 30, 2025, by the number of RSUs held by the NEO as of the same date. (5)Messrs. Farquhar and Cannon-Brookes are not eligible to participate in the Executive Severance Plan Executive Compensation51 CEO Pay Ratio The fiscal year 2025 total compensation of the median employee, based on the compensation of all employees who were employed as of June 30, 2025, other than our CEO, was \$216,706. Mr. Cannon-Brookes's fiscal year 2025 annual total compensation was \$54,240 and Mr. Farquhar's fiscal year 2025 annual total compensation was \$13,247. The rati...”

Say on pay = 97.6%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast were in favor of our Say-on-Pay proposal, which indicated broad support for our executive compensation program and philosophy.”

Compensation committee = Compensation and Leadership Development Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Report of the Compensation and Leadership Development Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Company Policies Regarding Hedging and Pledging”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Company Policies Regarding Hedging and Pledging”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"equity ownership requirements policy, effective July 1, 2023, that is applicable to all senior executives including our NEOs (the "Stock Ownership Policy")"